

Mission proposes radical changes to 'C.A'

Mission begins negotiating a new enterprise agreement for community service workers. Mission is beginning a process to negotiate a new enterprise agreement for its staff who are covered by the Social And Community Services Award. This process is being overseen by a new Human Resources team that has started with Mission and they have taken charge of our Enterprise Agreement renegotiation. They are proposing **RADICAL** changes to your pay and your rights at work.

WHAT IS MANAGEMENT PROPOSING?

Management has circulated a discussion paper that outlines what they want in a new agreement. The changes they propose are radical. The three key issues are:

1. WIPING OUT NEARLY HALF YOUR EMPLOYMENT RIGHTS!

- Management proposed to **DELETE** many key rights you currently have. They propose to do this to make your workplace more "flexible". They are using the **WorkChoices laws** that the people of Australia have rejected but which cannot be changed until the new senate takes up its place in July 2008.
- Management wants to move **your conditions into "policy"**. This means they can **change policy whenever they want**. Company policy is extremely hard to enforce.

2. PAY AND CONDITIONS LESS THAN EVERY OTHER WORKER IN NSW

- All other community sector workers in NSW will automatically receive a **3.5% pay increase on 1 July 2008**. Mission is proposing pay increases of 3% and **subject to performance!** Not only is this less than what all other workers receive, but it is less than inflation so your **real pay goes backwards**.
- Your pay rates are already **less than the Award rates** everyone else receives
- **Shift workers now receive worse conditions** than other community sector workers in many areas: sleepovers, public holidays and extra annual leave
- The changes proposed to part-time employment will make part-timers casuals.

3. PERFORMANCE BASED PAY

- Management proposed to tie your pay increases to "performance" and "productivity" improvements! No other front line worker is on performance based pay in our sector and no other employer has even proposed to introduce it.

We are not paid enough as it is to do the vital work we do! We work with the vulnerable and disadvantaged – they are not commodities to be measured. We should work in a co-operative environment, not one where we compete against each other for basic pay increases.

WHAT CAN WE DO?

Mission employees will need a strong, independent and informed voice to stop these changes and get an Agreement that is fair, equable and appropriate to our work in the community sector. Your employer is organised and well resourced – you need to be as well!

GET A STRONG AND UNITED VOICE.

It is time to join the Union if you are not already a member. The Union is only as strong as its members – we need to ensure that our Union represents the majority of us so we can be well organised. Fill in the survey so the views of members can be represented to management.

AN INDEPENDENT, WELL RESOURCE AND INFORMED VOICE.

The ASU speaks on behalf of its members and no one else. The ASU is independent of your employer and its job is to get the best agreement for its members. The ASU represents other workers in the community sector, knows what is happening in the industry and what funding your employer receives. The ASU is well resourced so that Union members can be informed and organised by having access to all the appropriate information and so we can communicate amongst each other.

ENFORCEABLE RIGHTS

Only Union Agreements can be easily enforced. It is no point having rights in an Agreement if you cannot enforce them! Non-union agreements can only be enforced by individuals – this is expensive and beyond the resources or power of most workers.

- Join the ASU
- Fill in the survey
- Come to the Union meetings that will be called to decide what you want in the Agreement

UNION AGREEMENTS HAVE BETTER OUTCOMES

University surveys comparing union agreements and non-union agreements show that union agreements have consistently higher wages and better conditions.

This makes sense. Workers who are negotiating on their own with senior management won't necessarily know what other workers get in similar workplaces. They also may not have the experience in how to negotiate in the most effective way. A union can help workers on both these areas.



AUSTRALIAN SERVICES UNION



application for membership

I apply for membership of the ASU NSW/ACT (Services Branch) and to the ASU of NSW, and I agree to abide by the Rules of each Union.

Full Time Part Time Casual Other _____ (please tick one)

MRS MS MR OTHER _____ M F

SURNAME _____ FIRST NAME _____ DATE OF BIRTH _____ (OPTIONAL)

HOME ADDRESS _____

SUBURB _____ POSTCODE _____

HOME PHONE _____ MOBILE _____

EMAIL ADDRESS _____

YOUR EMPLOYER _____

YOUR JOB TITLE _____

YOUR WORK LOCATION/ADDRESS (INCLUDING FLOOR) _____

SUBURB _____ POSTCODE _____

WORK PHONE _____ WORK FAX _____

DO YOU IDENTIFY AS ABORIGINAL OR A TORRES STRAIT ISLANDER? YES NO

SIGNATURE OF APPLICANT _____ DATE _____

FAX OR MAIL THIS APPLICATION TO:
Australian Services Union
NSW & ACT (Services) Branch
PO Box 1865 Strawberry Hills NSW 2012

FAX 02 9698 8936
T 02 9310 4000
Outside Sydney Area 1300 784 278
www.asuservices.labor.net.au

SUBSCRIPTION RATES 2007/08 (please tick one)		
INCOME		Weekly
Up to \$12,999	<input type="checkbox"/>	\$2.90
\$13,000 - \$15,999	<input type="checkbox"/>	\$4.75
\$16,000 - 26,999	<input type="checkbox"/>	\$6.60
\$27,000 - 32,999	<input type="checkbox"/>	\$7.75
\$33,000 and over	<input type="checkbox"/>	\$9.00

payment options (PLEASE TICK ONE PAYMENT OPTION AND FILL OUT THE APPROPRIATE SECTION BELOW)

DIRECT DEBIT (FORTNIGHTLY PERIODICAL PAYMENT)

CUSTOMERS AUTHORITY
I/WE NAME OF CUSTOMERS GIVING THE DIRECT DEBIT REQUEST

AUTHORISE **ASU NSW/ACT SERVICES BRANCH** USER ID NUMBER **063003** TO ARRANGE FOR FUNDS TO BE DEBITED FROM MY/OUR ACCOUNT AT THE FINANCIAL INSTITUTION IDENTIFIED BELOW THROUGH THE BULK ELECTRONIC CLEARING SYSTEM (BECS). THIS AUTHORISATION IS TO REMAIN IN FORCE IN ACCORDANCE WITH THE TERMS DESCRIBED IN THE SERVICE AGREEMENT.

DETAILS OF THE ACCOUNT TO BE DEBITED. ALL DETAILS MUST BE SUPPLIED

NAME OF FINANCIAL INSTITUTION _____ BRANCH _____

ACCOUNT NAME

BSB NUMBER _____ ACCOUNT NUMBER _____

WE AUTHORISE THE FOLLOWING: 1. THE DEBIT USER TO VERIFY THE DETAILS OF THE ABOVE MENTIONED ACCOUNT WITH MY/OUR FINANCIAL INSTITUTIONS. 2. THE FINANCIAL INSTITUTION TO RELEASE INFORMATION ALLOWING THE DEBIT USER TO VERIFY THE ABOVE MENTIONED ACCOUNT DETAILS.

WE UNDERSTAND AND ACKNOWLEDGE THAT: 1. THE DEBIT USER MAY, IN ITS ABSOLUTE DISCRETION, DETERMINE THE ORDER OF PRIORITY OF PAYMENTS IF ANY OF ANY MONEYS PURSUANT TO THIS REQUEST OR ANY AUTHORITY MANDATE. 2. THE DEBIT USER MAY, IN ITS ABSOLUTE DISCRETION, AT ANY TIME BY NOTICE IN WRITING TO ME/US TERMINATE THIS REQUEST AS TO FUTURE DEBITS. 3. THE DEBIT USER MAY BY PRIOR ARRANGEMENT AND ADVICE TO ME/US, VARY THE AMOUNT OF FREQUENCY OF FUTURE DEBITS.

SIGNATURE _____ DATE _____

CREDIT CARD (PERIODIC PAYMENT)

PLEASE TICK MONTHLY THREE MONTHLY SIX MONTHLY ANNUALLY
 MASTERCARD BANKCARD VISA (please tick one)

CREDIT CARD NUMBER
_____|_____|_____|_____|_____|_____|_____|_____|_____|_____|_____|_____|_____|_____|_____|_____|

EXPIRY DATE
_____|_____|_____|

SIGNATURE _____ DATE _____

I would like to be involved in

- (please tick)
- ACTIVIST LISTS**
 - UNION TRAINING**
 - EMAIL LISTS**
 - A SUB BRANCH AND/OR WORKPLACE COMMITTEE**
 - BECOMING A DELEGATE**
 - DISTRIBUTING UNION INFORMATION**

PLEASE FAX BACK TO 02 9698 8936