

MEMBERS IDENTIFY BIG PROBLEMS WITH MISSION AGREEMENT.

Details are beginning to emerge about Mission Australia HR's proposed axing of pay and conditions and workers are expressing a whole series of major concerns with the plans and actions of their employer. Mission workers are joining their Union in record numbers. Mission Union members know that to have a strong voice in negotiations they need the numbers. Workers from across NSW are coming together to protect and improve their pay and conditions.

WHAT PROBLEMS HAVE BEEN IDENTIFIED?

There are some big problems with the approach that Mission HR is taking to the negotiation of a new agreement for Mission. These include:

Offering conditions that are lower than others in the sector.

Removing classification levels from the Agreement

Taking away basic conditions and putting them into policy that can be changed by management at anytime.

Proposals that would allow Management to move you to any job, anywhere in NSW.

Using performance based pay systems – **your work is about people, not about numbers. How do you really measure performance at the front line?**

Reducing access to redundancy including the ability to transfer workers to lower duties and lower pay, permanently.

Casualisation of the workforce and poor conditions for casuals.

WHAT'S WRONG WITH THE PROCESS BEING ADOPTED BY MISSION?

Normally organisations go out of their way to make sure that they hear and understand what is important for workers when they negotiate an enterprise agreement. They don't rush. They ensure that the process is right. **At Mission the process is not right, the timelines are rushed and there are no properly structured democratic structures for staff to have input into NEGOTIATION.**

Mission Australia has hired new HR people. These people are experts HR and the dollars-and-cents bottom-line. They are not from our sector. They have not worked at the front-line. You are the workers who work to carry out Mission's values like respect, integrity and compassion with individuals, groups and communities. **It is totally inappropriate for Mission to be proposing an agreement that diminishes**

your rights and cuts your pay and conditions. You deserve decent pay and conditions.

Mission Australia's 'consultations' are not accessible to many workers. HR keeps changing the dates and times of the 'consultations'. Mission Australia is not back-filling workers who want to go. Shift workers are not paid if they are not rostered on. **The ASU is a democratic organisation – not one thing will be agreed with employers without discussion by staff and a vote – a vote that will determine the position the ASU puts.**

Mission Australia is making workers feel guilty about their rights to basic fair pay and conditions by saying that that they are running out of money and making Service Managers cut spending and Service Provision. **If you have been told that positions or services are being cut because the organisation is running out of money we need to know about it. Please call the ASU on 93104000**

OTHER PROBLEMS BEGIN TO EMERGE.

In visiting workplaces across the State, ASU organisers have identified other significant problems that need to be addressed.

Some workers are being paid under the **WRONG** Awards and the **WRONG** Agreements. This includes some JPET workers and Links to Learning Workers. **These workers are meant to be being paid under either the SACS Award or under the CA – they are not. If you work in these areas or have concerns that you are being paid using the wrong Award, please contact us immediately.**

Many Service Managers have recently signed AWAs, some of them for 5 years. By Easter AWAs will be illegal. **We believe that Service Managers should be given the freedom of choice to 'opt out' of their AWAs. If you are a Service Manager and are on an AWA, please contact us to find out more about how to get fairer conditions.**

The ASU has selected just a few of the Clauses HR has proposed to delete or change... and added our comments.

MISSION'S PROPOSED CHANGE	MISSION'S STATED REASON FOR PROPOSED CHANGE/LIKELY IMPACT	WHAT THIS COULD REALLY MEAN
CLASSIFICATION DESCRIPTIONS Delete	The clause describes processes and actions and does not include any employment entitlements	<i>Every worker has the right to be paid properly for the work they perform and the skills they use. Classification structures ensure that you are paid the right amount of money. Without a classification structure Mission will determine how you are paid.</i>
POSITION DESCRIPTION Replace the clause with a generic workplace flexibility clause	The current clause describes processes and does not include any employee entitlements. There is value in replacing the clause with a clear statement that employees may be required to perform any duties they are capable of performing.	<i>Deleting this clause means that you have no industrial right to your actual position. This would allow Mission to move you, change your role, or classification whenever they like. Under the clause proposed by Mission you can be required to do whatever the employer tells you to do.</i>
REVIEW OF PAY Employees to advance to a higher pay point where they are assessed as working at a fully effective or equivalent level	Advanced based on satisfactory performance does not provide sufficient recognition of those who are exceeding minimum requirements and rewards those who are only just meeting the minimum standards	<i>This clause introduces performance pay. You work with people not numbers. How will your work be measured? Performance pay is totally inappropriate to this industry – an employer should be ashamed to even propose it.</i>
PAY RATE amounts to be considered after consultations, Component of pay rises in the second and third year of the agreement to be conditional on successful implementation of the Case Management Model, MA Community Services Information Management System (MACSIMS) and the National Quality Framework.	There is a need to maintain competitive rates of pay, but they need to be supported by productivity and performance improvements to ensure they are affordable. The initiatives to which part of the pay increases will be linked are expected to generate substantial improvements in both of these areas.	<i>This basically says, we'll tell you how much we will pay you but only after you have restructured the way you do work and introduced a new Information Management System and National Quality Framework!! What is the new Information Management System we will have to introduce? What is the National Quality Framework? Why don't we know what is being offered in pay increases now? Why should management be allowed to determine our pay increases – this is meant to be a bargain? It is rumored Mission will offer a 3% increase in 2008 – attached to a performance review. All other works in NSW will get 3.5% on 1st July 2008 with no performance review.</i>
CHANGE OF LOCATION Delete	The current clause prevents MA from unreasonably requiring an employee to work somewhere else on either a temporary or permanent basis. Interpretations of what is reasonable can vary and cause unnecessary disputation.	<i>Mission wants to be allowed to move you to wherever they want to. It is totally appropriate that the employer should not be able to unreasonably move you!!</i>
SPLIT SHIFTS Amend the clause to allow MA to direct an employee to work split shifts.	Operational requirements may require split shifts. Where this is the case, operational problems occur where there are insufficient employees prepared to work split shifts	<i>Mission wants to have split shifts Workers in the sector do not work split shifts, they are easily abused and interrupt work life balance.</i>
HOURLY RANK Review the hour bank to provide for a more flexible arrangement with additional hours that are worked and including more flexible payment options. The types of changes that could be made will be a feature of the consultations.	Current experience with the hour bank has demonstrated that it is often inconsistent with operational requirements.	<i>HR cares only that this is hard to administer. Workers concerns include they can't choose overtime, can never take their accrued hours and do not get fairly reimbursed for extra hours. We need to fix this clause not delete it!</i>
CLASSIFICATION DESCRIPTIONS Replace with a table linking Classifications with the relevant award classifications.	The table will allow the Fairness Test to be applied by the Workplace Authority. Inclusion of classification descriptions in the collective agreement prevents the descriptions from being modified as circumstances and work requirements change	<i>"Inclusion of classification descriptions in the collective agreement prevents the descriptions from being modified as circumstances and work requirements change" This is for good reason! We need to be sure that we know our rights and that they can't just be changed by the employer at will.</i>

WHAT CAN YOU DO?

The Mission Union is getting stronger every day. You need to be a part of it. If you are not a member, join your union. Your strength is in numbers and every single person counts. For more information contact 9310 4000 or daniel@asu.org.au

VINNIES WORKERS DID IT AND SO CAN YOU!

In 2007 St Vincent de Paul workers built their Union and a Campaign to protect and improve their working conditions. Their situation and organizational structures are not unlike Mission Australia's. Workers stood up to be counted and in a short time turned a weak Union (less than 10%) into a strong one (about 75%). Vinnies workers are now Active Strong United. Worker's representatives from across NSW, supported and resourced by their Union Office, are about to negotiate an above Award Enterprise Agreement. Those workers have been invited to around the table with The President of the Society and his representatives from HR and Senior Management.