

What do Mission Workers Want?

The ASU has surveyed workers to determine what they want in a new Collective Agreement. Over 100 surveys have been returned from across NSW. Your colleagues say:

>> **94%** said that Mission Australia workers should receive the same **automatic yearly increments** as other workers in the sector – and **not be subject to performance pay**.

>> **95%** said that Mission Australia workers should get at least the same **3.5% yearly increase** in their rates of pay as other workers in NSW.

>> **94%** stated that Mission Australia workers should have a choice of **paid overtime or time off in lieu** of overtime – the same as other workers in the sector.

>> **94%** of the workers who responded to questions about Sleepover Allowances said that workers that do **sleepovers** should get at least **the same pay and conditions** for doing so as **other workers in NSW**.

>> **95%** of those who commented on Public Holiday pay said that workers who worked on a **Public Holiday should get the same penalties as other workers** for working on that day.

>> **91%** said **casuals should get the same benefits** in terms of loading as other workers in the industry.

>> **85%** of workers said that there should either be **no split shifts** at all, or if there were workers should be fairly compensated for doing them **with an allowance**.

Workers were asked if they felt they were properly consulted about organisational change in the workplace.

More than half the responses (56%) said they were not consulted at all or were consulted AFTER a decision had been made to make changes in work at Mission Australia. Other employers in NSW are legally bound to not only discuss changes but to negotiate with workers about how to minimise the effects of any change.

A small number of people (17% of responses) said they felt they were able fully participate in management decisions. Most of them work in management roles.

Record numbers of Mission Workers are joining their Union. Being in the Union offers workers the opportunity to have a real say, in a fair and transparent way. Being in the Union means workers can look after themselves and each other, backed by the resources and skills of their Union office.

Workers were asked to list issues that they would like to see addressed at Mission Australia – workers who answered this section offered 158 ideas. Not surprisingly, the most common responses were:

- ✓ Better Pay
- ✓ Better Conditions
- ✓ Pay and Conditions equal to and greater than industry standard
- ✓ No performance pay
- ✓ Transparent consultation process that lets workers have a say

In addition, we know what workers do not like about HR's proposal:

- ✗ Offering conditions lower than others in the sector
- ✗ Removing the classification levels from the agreement
- ✗ Performance Based Pay
- ✗ Moving conditions from the agreement to policy
- ✗ Reducing access to redundancy
- ✗ Casualisation
- ✗ Inability to have any real say in what is going on

Workers at Mission Australia are really not asking for very much:

- ✓ They want to fix the things that are wrong with their current employment conditions
- ✓ They want to protect the things that meet industry standards
- ✓ They want to make a new claim for some slightly above Award conditions.

How will negotiations be conducted in a Union agreement?

The ASU is a democratic organisation. ASU members will decide who represents them in negotiations. Unless members say otherwise, the ASU has no issue with the ECC Reps being involved in the negotiations. However, it is important that all workers vote for a union agreement as workers on union agreements get better pay and conditions than those on non-union (or 'employee') agreements.

The next stage

The ASU are now building a draft 'log of claims' based on feedback from the survey and members. Members will be asked to vote in workplace union meetings on what they want in their new agreement. When a log of claims is finalised union members will prepare for negotiations with Mission Australia HR.

WHAT CAN YOU DO? If you are not already a member of your Mission Union, **JOIN**. If you want more information; want to arrange a workplace visit; or want to become more active in the campaign; please contact your Union Organiser on **9310 4000** or email **daniel@asu.org.au**.

