

# What Mission workers want – time to decide

## EARLY WINS AS MISSION RECONSIDERS BAD PROPOSALS

Over recent months over 100 Mission staff have decided to join the union. By forming a Union, standing together and making your views heard you have already begun to influence the process to get you a fair deal for the work you do – this is a fantastic achievement so far, well done!

As a result, Mission has decided to revise their offer in the following areas:

- pay levels and pay increases
- linking classifications to Award classification levels
- reconsideration of performance based pay
- reconsideration of the reduction in redundancy rights
- review of the split shift proposal

We still have many things to achieve to ensure workers get a good agreement, and we are yet to see the detail of Mission's revised offer. There are several important steps we all need to now take.

**Please call a meeting of workers in your workplace and vote on the three proposals below. Then fax it back to the ASU Office 9698 8936.** We will tally the result and this will form the basis of our negotiations. If you would like assistance or a Union Organiser to assist, please call the ASU Office on 9310 4000 and ask for Daniel.

## RESOLUTION ONE

Management have their claim, workers need to now vote on ours, this will be what your negotiators then take to the negotiating table. This proposed claim is a result of the survey undertaken over the last month.

### Proposed ASU claim

1. No loss of any current rights or conditions, including retaining all rights in the agreement not in policy which can be changed at any time
2. No loss of redundancy entitlements
3. Rates of pay equal to and greater than workers who do the same work in the industry
4. Pay increases that are equal to or greater than everyone else in the industry.
5. No performance based pay.
6. No split shifts unless there is agreement on adequate allowances. Retain right to refuse to work such shifts.
7. Overtime and time in lieu (hours bank) under conditions that are equal to or greater than all other workers in the industry
8. No reduction of rights for position descriptions, classifications and locations of work.
9. Rights to consultation about changes in your work, workplace and organisation.
10. Redundancy rights equal to or greater than those enjoyed by all other employees in the industry.

→ PTO

11. Sleepover conditions equal to or greater to those enjoyed by all other employees in the industry
12. Penalties for Public Holidays equal to those enjoyed by all other workers in the industry
13. Shift workers to be recognised as those who can be required to work across a spread of hours and days greater than 9-5 Monday to Friday.
14. Casual workers should have the same access to pay and conditions as other workers in the industry (including secure employment provisions and loadings).

**This meeting of employees at \_\_\_\_\_ endorses the ASU Claim.**

**For: \_\_\_\_\_ Against: \_\_\_\_\_**

## RESOLUTION TWO

Each workplace needs to consider whether they support a union agreement.

Why do you need a Union Agreement?

- Those on Union Agreements have better pay and conditions than those on Non-Union (employee) agreements.
- Union Agreements can be easily enforced – employees are on their own enforcing non-union agreements
- A Union Agreement is negotiated with professional support to workers by people who have the skills, knowledge and expertise in industrial law and your industry.
- A Union Agreement is negotiated in a transparent, inclusive and democratic way.
- A Union Agreement allows you full assistance from the Union if you get into any dispute with Mission about your conditions at work.
- The ASU will never agree to an Agreement which falls below standards of others in the industry – so you can be guaranteed that you will get the standard or better.

**This meeting of employees at \_\_\_\_\_ endorses the ASU Claim.**

**For: \_\_\_\_\_ Against: \_\_\_\_\_**

## RESOLUTION THREE

How will a Union Agreement be negotiated? It's up to you! Each workplace needs to elect a representative. These representatives will meet and decide who will sit at the negotiating table on the Union negotiating team which will include experienced Union officials. The ASU has no problem with ECC reps also participating in the negotiations, as union reps (if they are elected) or on management's invitation.

**This meeting of employees at \_\_\_\_\_**

**elects ASU member \_\_\_\_\_ to be our workplace representative.**

**PLEASE FAX THIS FORM BACK TO 9698 8936 ASAP.**