

CHALLENGE DISABILITY SERVICES COLLECTIVE AGREEMENT 2008

Challenge Workers – are you being ripped off?

Your agreement is due to expire in July 2008 and your pay and all your working conditions are up for negotiation. The ASU has compared your current Agreement to the SACS Award – you can see in the below table where your Agreement has fallen below the wages and conditions received by all other community workers in NSW.

PAY RATES AT CHALLENGE ARE WELL BELOW INDUSTRY STANDARD

Challenge Certified Agreement (as of 08/10/07)			SACS Award – AFPC rates (as of 1/7/07)			Challenge rates are:
Wage Level	Weekly	Hourly	Grade	Annual	Hourly	
L1	\$522.11	\$13.74				
L2	\$582.17	\$15.32	CSW G1 Y1	\$29,708	14.98	34¢ above Award
L2	\$582.17	\$15.32	CSW G1 Y2	\$30,779	15.52	20¢ below Award
L2	\$582.17	\$15.32	CSW G1 Y3	\$31,850	16.06	74¢ below Award
L3	\$619.53	\$16.30	CSW G2 Y1	\$33,779	17.03	73¢ below Award
L4	\$647.05	\$17.03	CSW G2 Y2	\$35,172	17.73	70¢ below Award
L5	\$672.61	\$17.70	CSW G2 Y3	\$36,564	18.43	73¢ below Award
L6	\$700.13	\$18.42	CSW G2 Y4	\$38,063	19.19	77¢ below Award
L7	\$720.74	\$18.97	CSW G3 Y1	\$39,085	19.69	72¢ below Award
L8	\$740.97	\$19.50	CSW G3 Y2	\$40,520	20.43	93¢ below Award
L9	\$794.05	\$20.90	CSW G3 Y3	\$41,954	21.15	25¢ below Award
L10	\$840.17	\$22.24	CSW G3 Y4	\$43,389	21.87	37¢ above Award
			CSW G3 Y5	\$44,934	22.65	41¢ below Award
			CSW G4 Y1	\$46,146	23.26	\$1.02 below Award
L11	\$892.35	\$23.48	CSW G4 Y2	\$47,470	23.93	45¢ below Award
L12	\$943.46	\$24.83	CSW G4 Y3	\$48,794	24.60	23¢ above Award
			CSW G4 Y4	\$50,118	25.27	44¢ below Award
L12	\$943.46	\$24.83	CSW G5 Y1	\$51,442	25.93	\$1.10 below Award
L13	\$982.78	\$25.86	CSW G5 Y2	\$53,649	27.05	\$1.19 below Award
L14	\$1,063.78	\$27.99	CSW G6 Y1	\$58,063	29.27	\$1.28 below Award
			CSW G6 Y2	\$61,373	30.94	\$2.95 below Award

Do you want a better deal?

There is a position for a Union member to be on the Staff Consultative Committee — if you are interested in representing ASU members, please contact Jo on 1300 784 278

WHAT CHALLENGE WORKERS GET	WHAT OTHER WORKERS GET
No annual pay rise contained within Agreement	Annual pay rise contained within SACS Award. Next one is 3.5% on 1 July 2008
Performance based pay	Automatic incremental rises
Longer ordinary hours – 6am – 11pm	Ordinary hours are 6am – 8pm
No evening shift loading for shifts ending between 8pm and midnight	15% shift loading for shift ending between 8pm and midnight
Sleepover is minimum 6 hours and maximum 10 hours	Maximum 8 hrs for Sleepover
Excursions paid to maximum of 8 hrs per day at ordinary rates. No sleepover or overtime.	Excursions paid to maximum of 8 hrs per day at ordinary rates, overtime thereafter. Sleepover allowance applies
Split shifts allowed, no penalty	Split shifts not allowed and a penalty applies
On Call allowance of \$15 a day	On Call allowance of \$17.68 per day
8 hours break between shifts	10 hours break between shifts
Sick leave is calculated by days – how long is a day? Is it available from first day of work or is it accrued?	Sick Leave is 76 hrs for full-time, pro rata for part-time. Is available from first day of work.
Annual Leave is calculated by days, no mention of pro rata for part-time.	Annual Leave is 152 hrs for full-time, pro rata for part-time.
No 5th week Annual Leave for shift workers regularly rostered over seven days of week	5th week Annual Leave for shift workers regularly rostered over seven days of week
Disciplinary procedures in agreement, right to representative and/or advocate of their choice, no specific mention of Union	Dispute resolution procedure mentions right to involve Union representative
No secure employment provisions for casual employees	Secure employment provisions for casual employees to elect to convert to permanency after 6 months of continuous employment
No provision for union notices	Provision for employer to provide accessible space for union notices

What's the difference between a Union and non-Union Agreement under WorkChoices?

This Agreement will be negotiated under the WorkChoices laws – some of the worst laws for working people in the world. Your employer aims to finalise the Agreement under these laws.

N.B. Even though the government outlawed AWA's early this year, the new laws about bargaining will not be in place when your Agreement is being negotiated.

Under WorkChoices, if you do not have a Union Agreement, only individuals can enforce anything under the Agreement. This means individuals would have to take Federal Court action in order to ensure the Agreement is followed. This puts individuals in an incredibly weak position.

Only a Union Agreement ensures employees are not left to fend for themselves in expensive courts just to receive basic rights.

If you have any queries please call the ASU on 1300 784 278 or email Jo at jo@asu.org.au

Some concerns from members:

- Public Holidays were not paid for because they fell within the closedown period, e.g. Christmas and Boxing Days.
- When a staff member changes jobs within Challenge and signs a new contract – their rate of pay goes back to the level they started on instead of staying where it is.
- Team meetings are compulsory and if staff can't attend, they are required to obtain a doctor's certificate. What happens if there is a 3 week wait for a doctor's appointment?

Case Studies

The ASU compared the wages of a couple of typical workers at Challenge Disability Services. These are real rosters, but the shift times and locations have been changed to protect the identity of the worker.

CASE STUDY 1 OF A DAY SERVICES WORKER

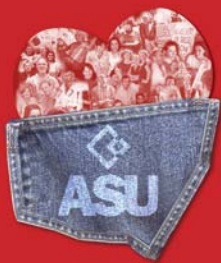
Day and Time	Hours	Level 6 on Challenge Agreement \$18.42	G2Y4 on SACS Award \$19.19
Monday 9.30am – 3pm 30 min unpaid break	5	\$92.10	\$95.95
Wednesday 9am – 3pm With paid break	6	\$110.52	\$115.14
Friday 9.30am – 3pm 30 min unpaid break	5	\$92.10	\$95.95
Total	16	\$294.72	\$307.04

The difference in pay for a day worker is **\$12.32 less** under the Challenge Agreement.

CASE STUDY 2 OF A 7 DAY SHIFT WORKER IN A RESIDENTIAL GROUP HOME

Day and Time GH1 – Property 1 GH2 – Property 2	Times	Hours	Level 6 on Challenge Agreement \$18.42	G2Y4 on SACS Award \$19.19
Monday	Off	0		
Tuesday GH1	9am – 4pm With paid break	7	\$128.94	\$134.33
Wednesday GH1	9am – 3.30pm With paid break	6.5	\$119.73	\$124.74
Thursday GH2	5pm - 10pm With paid break S/O 10pm – 6am	5 8 S/O	\$92.10 \$73.68	\$110.35 \$57.57
Friday GH2	6am - 10am	4	\$73.68	\$76.76
Saturday GH1	4pm - 10pm With paid break S/O 10pm – 6am	6 8 S/O	\$165.78 \$73.68	\$172.74 \$57.57
Sunday GH1	6am – 10.30am	4.5	\$145.08	\$151.11
Monday	Off	0	0	0
Tuesday GH1	9am – 4pm With paid break	7	\$128.94	\$134.33
Wednesday GH1	9am – 4pm With paid break	7	\$128.94	\$134.33
Thursday GH2	5pm - 10pm With paid break S/O 10pm – 6am	5 8 S/O	\$92.10 \$73.68	\$110.35 \$57.57
Friday Public Holiday	6am - 10am (GH2) 2pm - 10pm (GH1) With paid break S/O 10pm – 6am	4 8 8 S/O	\$184.20 \$368.40 \$73.68	\$191.92 \$383.84 \$57.57
Saturday GH1	6am - 10.30am	4.5	\$124.34	\$129.56
Sunday GH1	Off	0	0	0
Total		68.5 hrs	\$2046.95	\$2084.64

The difference in pay is **\$37.69 less** under the Challenge Agreement.



CARE

community, advocacy,
respect and equity.

Join the CARE Campaign – Join the Union

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

(PLEASE PRINT)

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
- BECOMING A DELEGATE
- DISTRIBUTING UNION INFORMATION
- A SUB BRANCH AND/OR WORKPLACE COMMITTEE

PLEASE FAX BACK TO 02 9698 8936