

Mission Bargaining - Where to Now?

Now that staff have voted for a Union agreement it's time to put negotiations on a proper footing. Negotiations are very different to consultations. In negotiations all parties participate as equals - not as one group "consulting" the other. Accordingly the ASU has been in discussions with members, delegates and ECC members to work out how negotiations will proceed.

This newsletter sets out the details.

NEGOTIATIONS BEGIN - MAY 28TH

Three NSW ASU members have nominated to be on the negotiation team.

They, along with Assistant Secretary Michael Flinn will represent **NSW and ACT staff** in upcoming negotiations. Skye McDonald, Peter Lacey and Lee Edwards will bring their expertise to the table. Skye and Peter are your current ECC representatives. As union members they have also been appointed union delegates for the negotiations. Lee is an active ASU delegate. Together they will make sure the best interest of all employees are covered in negotiations. We congratulate them for putting up their hands to be on the negotiation committee.

Across the country the ASU will be nominating members from each state to be part of the national bargaining committee. In nearly all cases these nominees – who are union members- are also members of the current negotiating committee.

The ASU has now held discussions with other unions and agreement has been reached on who will participate in negotiations. Other unions will nominate a person to represent them nationally.

The ASU will contact Mission and make arrangements to provide training for all of these representatives.

NSW ASU MEMBER INVOLVEMENT

The ASU is putting in place a process for the ongoing involvement with members during the negotiations.

- On the day prior to negotiations (Monday 26th May) at 5pm a teleconference will be held for all ASU delegates (We will contact you with the details)
- Following each meeting the ASU negotiation team will hold a teleconference with ASU delegates and send an electronic report to members
- Delegates will collect feedback from their workplace and report back to the Negotiation Committee.

Members views should now be passed onto their delegates and to the ASU negotiators.

DELEGATES VITAL TO COMMUNICATION

If you are not sure who your delegate is or want to nominate a delegate from your workplace then contact ASU Organiser Daniel Scaysbrook on 9310 4000.

MISSION MANAGEMENT'S ONGOING "CONSULTATIONS"

ASU Organisers **are not attending** Mission Australia's next round of "consultations" – the time for such "consultation" is over. Now it's important we set our minds to fixing, protecting, and improving employees conditions. We need to prepare for the negotiation process – and make sure we fight for the conditions you deserve.

ONGOING SERIOUS CONCERNS ABOUT MISSIONS PROPOSALS

The ASU has done some initial analysis of Management's latest proposed Agreement. There are some good things, and there are some concerning things that need to be discussed.

- Any pay increase linked to performance or "productivity" is totally unacceptable in this sector
- Pay increases are inadequate – inflation is now 4.2%
- 17.5% Annual Leave Loading and First Aid Allowance should be removed from the hourly rate, so they are not absorbed and lost
- The proposed flexibility clause is concerning
- Annual increments should be automatic and not based on an undefined measure of what is "satisfactory"
- Remuneration for higher duties should be clearly set out in this agreement. Not decided by management on a case by case basis
- Annual averaging of hours creates problems with overtime and burnout.
- Shift work definitions are different to those the NSW Social and Community Services (SACS) Award
- Split Shifts- should be a choice. If you choose to work split shifts you should be paid appropriately
- Unlimited Temporary Contracts and Casuals. What about job security?
- Consultation: You should have a fair say if changes are proposed in your organisation, workplace or position

WHAT WE NEED TO DO NOW?

We need to do some simple things:

- Everyone will now benefit from the work of the union – paid for by union members. You need to approach non-members and ask them to join – its only fair.
- You need a workplace delegate – call Daniel on 9310400 if you need help getting one.

Remember the stronger youR Union is the stronger we will be at the negotiation table and the better your conditions will be.

To get involved or get more information call 9310 4000 or email daniel@asu.org.au