

Meeting with Management: We are heading back to the enterprise bargaining table!

Your union met with RA management today as we plan to return to the bargaining table. This initial meeting set the framework for future discussions; established where we are up to in our negotiations; and set a meeting plan.

These areas were agreed as needing further negotiation:

- **Wage rise** with maintenance of an above award margin
- **Working hours** and payment of **shift penalties**
- **Performance management** and disciplinary process
- Setting of maximum counselling targets
- **Work during meal breaks**
- Indexation of allowances with CPI
- Consultation and Introduction of Change Clause
- Calculation of continuous service

Other issues flagged as topics for discussion and outside the current EA document were:

- Inclusion of a salary packaging clause (as per the SCHCADS award)
- Progression through the pay scale and removal of pro rata progression for part timers
- Excursions clause for camps and overnight events
- Parenting leave

Your representatives argued that the ‘wellness package’ is best placed within JCC discussions. It is not a substitute for a decent pay rise and fair conditions within the EBA.

What can you do to get what you bargain for?

- **Our strength is in numbers** and the actions we take to show we are committed to getting a fair outcome for RA workers. Ask your non-member colleagues to join in this campaign by joining you in Union.
- **Get Ready to Tell Us What You Think:** Your Union will be emailing you a survey. Please have your say to assist with a revised log of claims. Please also encourage others to complete the survey.
- Management is conducting a **Voice Survey: Why not send a message about your pay and conditions?**
- **Are you and your colleagues contact details with the Union up to date?** If not email the updated information – check that your co-workers have received this bulletin by email – if not, they are not a member or we don't have their current work email.
- **Ensure your worksite has a Union delegate** or contact person and provide their details to the ASU organiser.

What's happening in the Equal Pay Case? We are currently in the final stages of the Equal Pay Case and an outcome is expected in a matter of weeks. This outcome will be very important for us – and means that fixing things like penalties is all the more important for you! We cannot see RA workers fall behind. United we bargain; divided we beg!

Your EBA Delegates are Faith Christie, faithc@ransw.org.au; Ron Simpson, rons@ransw.org.au; Sue Collette, suec@ransw.org.au; Esther Scholem, esthers@ransw.org.au.

Your ASU contact is Margaret Hickie who can be contacted at margaret@asu.org.au

Australian Services Union Membership Form

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.
 Fax or mail this application to: **Australian Services Union NSW & ACT (Services) Branch PO Box 1865 Strawberry Hills NSW 2012**
 FAX 02 9698 8936 TEL 02 9310 4000 Outside Sydney Area 1300 784 278 www.asumembers.org.au

Personal details: MRS MS MR OTHER _____ M F

SURNAME FIRST NAME DATE OF BIRTH

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YOUR HOME ADDRESS STATE POSTCODE

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HOME PHONE MOBILE WORK PHONE WORK FAX

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HOME EMAIL WORK EMAIL

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Employment details: FULL TIME PART TIME CASUAL JOB SHARE OTHER _____

YOUR EMPLOYER YOUR JOB TITLE

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YOUR WORKPLACE ADDRESS STATE POSTCODE

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NAME ON CARD SIGNATURE

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DIRECT DEBIT CUSTOMER AUTHORITY: I/WE NAME OF CUSTOMERS GIVING THE DIRECT DEBIT REQUEST:

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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.

NAME OF FINANCIAL INSTITUTION BRANCH ACCOUNT NAME

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BSB NUMBER ACCOUNT NUMBER

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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 MONIES 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 OR FREQUENCY OF FUTURE DEBITS.

SIGNATURE DATE

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