

SYDNEY WATER ABANDONS NEGOTIATIONS

20th October 2009

“It’s our way or the highway”

Sydney Water abandon negotiations and propose a radical re-write of your conditions of employment

Sydney Water has proposed to radically re-write your conditions of employment and then abandoned negotiations for a new agreement. Sydney Water wants to:

- Impose a totally new pay structure – one that will have a long term impact on your pay and career path
- Have total control of this new pay structure – no negotiation, no agreement with you. If you don’t like it – they can just impose it
- Introduce individual contracts of employment – AWA’s by stealth
- No redundancy rights in the agreement

Sydney Water has unilaterally put their proposal out to vote in the week of 16th of November. Remember this:

- The document Sydney Water will send to a vote **is NOT an agreement – it’s what Sydney Water wants** and what your negotiators say is “not good enough”
- The Sydney Water **proposal is unacceptable:**
- Sydney Water wants a totally new pay structure that it – and it alone – controls
- It introduces **individual contracts**
- Removes **your redundancy rights**
- **No** agreed pay increase
- **No** re-classification process for civil maintenance
- **No** agreed hours of work for STP’s
- **No** rest breaks after call outs
- **No** inclusion of Senior Managers in the Agreement

PTO>>>>



What are the big issues in dispute?

A Fair Pay increase

Our negotiators have been very clear in demanding that we want a 4% annual increase. Did you know that Sydney Water have already agreed to pay their contractors 4%?

WE DEMAND: A FAIR PAY INCREASE FOR ALL

New Pay Structure – Imposed, not Agreed

Sydney Water wants to introduce a radical new pay structure – one that they control. Up until a week ago, Sydney Water had said that this would only be introduced **BY AGREEMENT**. The ASU was not concerned about this because if members liked what was proposed in their area – then it could be introduced. Sydney Water made a radical change and now (six months into negotiations!) have **REMOVED** this safeguard. This means if employees do not like what is being proposed, Management will be able to force it upon you! Your pay rates and future career progression are **TOO IMPORTANT** to leave to whatever current and future management cook up.

WE DEMAND: NO NEW PAY STRUCTURE OR COMPETENCIES WITHOUT AGREEMENT.

Individual Contracts – AWA's by Stealth

Sydney Water wants to insist on being able to offer individual contracts to staff. These are AWA's by stealth and can take away many important conditions.

WE DEMAND: NO AWA TYPE AGREEMENTS

Redundancy rights slashed

Sydney Water is now renegeing on its agreement to include the current redundancy arrangements in your agreement. Yesterday Sydney Water advised that it would **NOT** make the redundancy policy enforceable – they would only make the payout amounts enforceable. The policy issues are absolutely important – they set out your right to re-deployment. This is just about putting more power in the hands of management.

WE DEMAND: THE INCLUSION OF THE FULL REDUNDANCY POLICY IN THE NEW AGREEMENT

Job re-classification rights for everyone

Every employee has the right to have their job classification reviewed when the job changes – every employee other than those who work in civil maintenance. Since 1994 Civil Maintenance workers have been trying to get Sydney Water to agree simply that they be allowed to have their job re-evaluated when the job changes. Sydney Water refuses.

WE DEMAND: EVERY WORKER HAS THE RIGHT TO HAVE THEIR JOB RE-EVALUATED WHEN IT CHANGES.

Fair and Safe Rest Breaks after Call Out

The ASU has demanded that workers who are continually recalled to work should receive a ten hour rest break to ensure they get proper breaks so they can perform their job safely. Sydney Water refuses.

WE DEMAND: SAFE REST BREAKS FOR ALL WORKERS

Fair Hours of Work for STPs

STP workers have always had to work from 7am to 3.28 pm – it's in their letters of appointment. However now that Sydney Water is using contractors it's changing the hours of STP workers and is refusing to compensate them properly.

WE DEMAND: ADEQUATE COMPENSATION FOR CHANGING CONDITIONS OF EMPLOYMENT

No Protections for Senior Management 1 - 3

ASU members have wanted those conditions that are common to Senior Managers 1 – 3 protected by the Agreement. Sydney Water refuse.

WE DEMAND: FAIR PROTECTIONS FOR ALL WORKERS



What members need to do

1. VOTE YES TO ALL OPTIONS IN THE PRE-STRIKE BALLOT

The ASU Water Committee of Management has determined that we need to send a clear message to Sydney Water that workers want an agreement that is fair – not an agreement just dreamt up by Management.

WHAT IS A PRE-STRIKE BALLOT?

A pre-strike ballot is required under the law to occur before workers can take legal and protected industrial action. ASU members will be asked to approve a list of possible actions that members can take. By voting yes, you are simply opening up the option of taking this action sometime in the future. The new laws mean that taking industrial action is a lawful way of putting pressure on the employer to agree to a fair deal for workers.

2. ONLY MEMBERS VOTE

Once Fair Work Australia has approved the conduct of a ballot, all ASU members will be sent a ballot by the Australian Electoral Commission.

Only ASU members will be able to vote.

The ASU recommends that you need to vote YES to all questions on the ballot paper.

Remember that this vote does not require you to take industrial action – it simply allows you to take that action should we all decide that we need to take action.

3. VOTE NO TO SYDNEY WATER'S AGREEMENT BALLOT

Sydney Water have decided to put the 'Agreement' out for a vote. They have done this to try and push the Agreement through and avoid industrial action. If a majority of employees of Sydney Water vote in FAVOUR of the Agreement – it will become law for the next three years! You will also not be able to take protected action!

WARNING!

Be prepared for the dirty tricks!

- Employers often start threatening back pay to scare people into agreeing to a bad agreement. This is a normal trick. The ASU will not agree to any Agreement that does not have back pay.

Only members get to decide the way forward.
Give this form to a non-member today.

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	
YOUR HOME ADDRESS				STATE	POSTCODE
HOME PHONE	MOBILE	WORK PHONE	WORK FAX		
HOME EMAIL			WORK EMAIL		

Employment details:

FULL TIME PART TIME CASUAL JOB SHARE OTHER _____

YOUR EMPLOYER		YOUR JOB TITLE			
YOUR WORKPLACE ADDRESS				STATE	POSTCODE
BUSINESS		DIVISION			

Payment options:

Please tick one box: CREDIT CARD MASTERCARD VISA DIRECT DEBIT

Please tick one box: FORTNIGHTLY | 4 WEEKLY | MONTHLY | QUARTERLY | HALF YEARLY | ANNUALLY

Weekly Subscription Rates for 2009/10: Please tick one box

0-9 HOURS PER WEEK \$2.90 | 10-19 HOURS P/W \$4.75 | 20-29 HOURS P/W \$6.60 | 30+ HOURS P/W \$9.00

CREDIT CARD NUMBER				EXPIRY DATE			
NAME ON CARD				SIGNATURE			

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	
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 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 OF FREQUENCY OF FUTURE DEBITS.

SIGNATURE				DATE			

PLEASE FAX BACK TO 02 9698 8936

Authorised by Sally McManus, Branch Secretary, Australian Services Union NSW & ACT (Services) Branch