

ASU Union Active

SA+NT Branch News October 2007



FORWARD WITH FAIRNESS *versus* WORK CHOICES: CLEAR CHOICE!

With the Federal election only weeks away Australian workers and their families will finally get the chance to deliver their verdict on John Howard's extreme IR laws. Three years ago we were denied this chance as Howard kept secret his plans to deliver big business a huge increase in their power at the expense of ordinary Australians.

WHILST not the only issue it is clear that Australians' rights at work will be a major factor in determining the election outcome. With the finalization of the Labor party's industrial relations policy, **Forward With Fairness** - voters now know their stance on this issue. Unfortunately this cannot be said of the Liberal and National parties. Many Coalition MPs, like SA Liberal Senator Nick Minchin, are already on public record saying they do not believe *Work Choices* went far enough in shifting the balance of power to employers. Howard is saying little on their policy except to say there may be further 'fine tuning'. It appears they will again not tell us their future plans for IR until after the election.

FOR a comparison of Labor IR policy and the current Coalition laws please visit 'Clear Choice':

www.asu-sant.asn.au/news

➔ *continued p2*



Above - LtoR: Branch Assistant Secretary Katrine Hildyard, ACTU Secretary Jeff Lawrence and Branch Secretary Andy Dennard

Top - ASU Workplace Reps (WPR) active members and staff get active at the ASU SA+NT Branch WPR and Active Members Conference 2007.



Active Strong United



President's message



Dear ASU members

Your ASU Branch Councillors and leadership team, staff and active members have spent a number of evenings over recent months talking with many of you about the upcoming Federal Election and the choice you have.

Feedback has been positive and motivating. Union members across the nation have committed resources and time to prepare for what may be the most important election in our country's history.

As an Australian worker, I urge you to consider how you vote in the election and in particular, seriously consider the damage Work Choices has caused to many Australian workers and their families, particularly workers on low incomes. We now have the worst industrial relations system in the western world which international leaders and researchers have publicly condemned.

On a brighter note, on 31 August 2007, around 100 members attended the annual Workplace Reps Conference. We donned our ASU garb, looked like a team and by morning tea, were a team!

Working in teams and participating in interactive workshops throughout the day gave us an opportunity to share our workplace experiences. The conference was a success.

Our strength and unity continues to grow at each conference and, with active support from our leadership and Organisers, we are committed to increasing membership and strengthening our ASU. Thank you to all staff, guest speakers, sponsors and active Workplace Reps for their commitment to ASU.

There are plenty of ASU campaigns happening at the moment; if you want to participate in any way, call the office on 8363 1322 or call me on 0413 648 704.

In solidarity

*Pam Andritsakis
 ASU SA + NT Branch President*

ASU President Pam Andritsakis is standing for Councillor, North Ward in the upcoming Adelaide City Council elections (see page 8)

If you live in North Ward (which covers postcode 5006) or know people who do, please consider supporting Pam and/or encouraging your friends and relatives to do so.

ASU union active

(finance)

Adelaide Bank Members Get Together to Secure SA Jobs, Wages and Conditions

Adelaide Bank's impending merger with Bendigo Bank is of concern to the many ASU members working at Adelaide Bank.

While Adelaide Bank and Bendigo Bank had clearly planned their merger for some time, it was a surprise to many workers. It is worrying that Adelaide Bank management have to date revealed little about their intentions in regard to securing SA jobs and wages and conditions. What we do know is that Bendigo Bank workers have inferior wages and conditions (they have a non-union collective agreement), many are on individual contracts (Australian Workplace Agreements - AWAs) and both banks operate similar services.

This is of great concern to members. At the time of going to print members were meeting to develop their position on the merger and plan their next steps to build and show support for their position, take it to management and (potentially) to the November shareholders meeting at which the merger will be discussed.

Your ASU Office is working hard with these members to ensure fairness and respect during this difficult time.

We will keep you updated on progress and what you can do to help Adelaide Bank members into the future.

What can you do right now?

If you are an Adelaide Bank shareholder or know someone who is, we need to speak with you. Please call the ASU Office and speak with Branch Secretary Andy Dennard.

(local government)

Marion Council Rejects the Low Road of Work Choices

For the past two years, ASU members across Local Government have worked hard to steer management away from Work Choices and its potential negative impact on wages and conditions.



*Your ASU Workplace Reps at Marion Council
 Kylie Sunners and Craig Cooper*

Rather than do what a number of Councils have done and push for workers to accept *Work Choices*, the City of Marion has taken the high road. It has respected the views of ASU members and worked with them to secure existing Award and Agreement conditions by maintaining their existing collective Agreement and negotiating a Memorandum of Understanding (MOU) alongside of it.

A ballot of workers was held in relation to the existing Agreement and MOU and out of 178 votes cast, 177 voted for this option and only 1 voted against.

ASU membership is active and strong at City of Marion and members are looking forward to continuing to work together.

VOTE wisely
 stay **ACTIVE**
 talk **UNION**

your rights at work
 worth fighting and voting for

Team Gears Up!

2007 WPR & Active Members Conference Report

On Friday 31 August ASU Workplace Reps and active members gathered at Woodville West Torrens Football Club to discuss Team ASU strategy for meeting the challenges we face.



LtoR: ASU SA + NT Branch Assistant Secretary Katrine Hildyard, Senator Anne McEwen, ACTU Secretary Jeff Lawrence, ASU SA + NT Branch President Pam Andritsakis, ASU SA + NT Branch Secretary Andy Dennard "Gear Up" for Team ASU.

ASU Workplace Reps, active members, leadership and staff were joined by new ACTU Secretary Jeff Lawrence, Senator (and former ASU Secretary) Anne McEwen, our generous sponsors and other guests. Jeff Lawrence spoke with us about the Your Rights at Work campaign, how it will continue during and beyond the election and how we will continue to build our movement and work towards fairness. Anne McEwen outlined Labor's Forward with Fairness IR policy and how Labor is committed to fairness and the rights of working Australians and their families.

It was wonderful to hear from two leaders who are driven by the concept of a 'fair go' and are prepared to do what it takes to create a truly inclusive and fair Australia.

We heard from ASU workplace leaders workplaces who are working with members to build Team ASU. (See opposite page)

Later in the day all participants shared what was difficult about talking with others in the workplace and getting them on board and made a number of suggestions about how they could be better supported in their roles. **Everybody agreed that every member has a role in building Team ASU.**

Your ASU conference delegates agreed that the conversation must be continued about how we can best work together and take steps together towards our future.

Conference 2007 inspired us to do just that.

Together, in true ASU style, we celebrated our achievements in workplaces and industries throughout the day and (literally) built Team ASU out on the oval! One of the highlights and more serious parts of the day was hearing your Workplace Reps talk about the personal challenges they face as members of Team ASU.

Workplace Reps (pictured right from bottom to top) Ari Reid - AIDS Council, Carol Ann Murray - Qantas, Val Borchardt - Prospect Council and Mario Economou - Adelaide City Council, talked about the work they have done at their workplaces to build Team ASU and bring members together to win.

It was inspiring to hear these leaders talk about their belief in what a strong collective of members can achieve.



Once again, our Conference would not have been possible without the support of our generous sponsors (see details page 7)



As well as supporting the Conference, these sponsors expressed their desire to work with all ASU members in an ongoing way to enhance the benefits of Union membership. Please do not hesitate to contact the ASU if you would like further information about any of the products and services offered by these organisations.

At the Conference, ASU Workplace Rep from City of Tea Tree Gully, Maria Kwasny won an ACER laptop generously donated by Virtual Communities and Members Equity. Congratulations Maria!



Teresa Battison and Trudy Glynn (District Council of Grant) Thomas Whittle (Centacare) Wendy Leech (ETSA) Michelle Epton (AGL) Tui Le Leisua (Centacare) Veronica Nagathotsa (Southern Junction) Prithi Pillay (Savings and Loans CU) Michael Chen (Adelaide CC)



Your ASU Health and Safety Workplace Partnership Programme Organiser/Project Officer
Lee Anne Wood

ASU Wins Health and Safety Workplace Partnership Grant

Your ASU has successfully won a three year State Government grant through the Health and Safety Workplace Partnership Programme.

The grant will be used to fund a Safe Workplaces, Healthy Community – Building Community Sector Health and Safety project. The non-government community sector is one of the fastest growing sectors in South Australia. ASU members working in the sector provide high quality services in a range of settings to vulnerable South Australians.

It is alarming that the number of registered and trained Occupational Health, Safety and Welfare (HSR) Reps in this sector is low. The funding has enabled us to employ Organiser/Project Officer Lee-Anne Woods who will work to identify HSR Reps, connect HSR Reps with OHSW structures and resources and generally raise awareness of OHSW issues in the sector and how they can be effectively resolved. **Safe Workplaces, Healthy Community – Building Community Sector Health and Safety project is about improving your health and safety at work.** Winning of this funding will ensure that ASU members have further success in their Strong Community Healthy State campaign to build a strong community sector into the future.

If you work in the community sector and would like to know more about this project please contact Lee-Anne Woods on 8363 1322 or by email at lwoods@asu-sant.asn.au

Lee-Anne Woods joins Team ASU

I have been active in Unions since I began working in 1996 and am passionate about working with people to collectively build strength in their workplace.

I am very fortunate to have been selected to join Team ASU as an Organiser/Project Officer focused on Occupational Health Safety and Welfare in the non government community sector.

I look forward to meeting ASU Workplace Reps, members and potential members in the sector and to working with you to make your workplaces strong and healthy.

Welcome Lee-Anne!

(industrial)

Underpayment could not be offset by bonus paid

The ASU became involved in a dispute between two members and their employer about being under-classified, resulting in an underpayment of wages. The ASU confirmed that the members were being paid at Level 1 of the Clerks (SA) Award whereas the work they were carrying out clearly fitted within level 2.

The employer was seeking to avoid having to pay level 2 salaries, including the back payment, by relying on the fact that the employees had been paid a bonus for reaching certain targets.

The ASU relied on previous cases that established the legal principle that an employer cannot offset an award entitlement by the amount of bonus paid to an employee for reaching certain performance targets.

This resulted in the employer paying the members approximately \$3,000 and reclassifying them to the correct level.

(airlines)

Qantas members face turbulent challenge

ASU members around the country are locked in one of their most difficult and protracted negotiations for a new collective agreement.

Having dealt with the threat of the Airline Partners private equity bid for the company, members have now flown into turbulence as management attempts to downgrade positions and further casualise the Qantas workforce through the negotiation ... and then there's "Work Choices"!

Qantas members need your support

For the latest news on the negotiation and for ways to help visit the Airlines page on the national ASU website at: www.asu.asn.au/media/airlines_qantas



Members Equity Bank

Members Equity Bank is funded by industry superannuation funds - so it is your money behind your bank. Talk to your Union Bank today.

MembersEquity membersequity.com.au 13 15 63

HESTA Super Fund

HESTA is your health and community services industry fund. We exist to take care of your retirement savings and we support your industry.



1800 813 327 hesta.com.au



LOCAL SUPER SA-NT

Where members come first. Being completely member-focused means that after expenses are paid, all earnings are returned to members' accounts.

superfacts.com/localsuper 1800 882 988

AustralianSuper

One of Australia's largest superannuation funds. We have more than 1.3 million members, over 100,000 employers, more than \$28 billion in funds under management. 1300 300 273

australiansuper.com 1300 300 273



Statewide Superannuation

Statewide provides cost effective superannuation solutions to those who want to know their retirement nest egg is in good hands. Our members have access to a range of additional services including discounted health insurance, financial planning advice, credit union and banking services. 1300 65 18 65

statewide.com.au 1300 65 18 65

Local Government Income Protection Fund

Local Government Risk Services (LGRS) was established 30 years ago to manage and service the unique insurance and risk management needs of Local Government in South Australia. Local Government Income Protection Fund delivers income protection cover and are part of this industry specific focus. 8235 6444



email: okelg@lta.com.au

LOCAL GOVERNMENT INCOME PROTECTION FUND



1300 362 223 memberconnect.com.au
benefits for union members



union²⁰⁰⁷family race day

Due to horse influenza - change of venue:
NOW AT CHELTENHAM RACECOURSE
Corner Torrens Rd and Cheltenham Pde



**CANDIDATE
COUNCILLOR
NORTH WARD
City of Adelaide
Council Elections
October 2007**

Pam Andritsakis
**THE PEOPLE'S CHOICE
THE PEOPLE'S VOICE**

Pam Andritsakis
PO Box 942 North Adelaide SA 5006
ph: 08 8267 5964 mob: 0413 648 704
pamand66@internode.on.net

ASU SA + NT Branch General Purpose Financial Report

The *Workplace Relations Act* provides that the financial affairs of unions are checked and audited every year. The Act also requires Unions to make this information available to members.

The audited ASU SA + NT Branch General Purpose Financial Report for the year ended 30 June 2007 and our Operating Report for 2007 can be found to read or download on the ASU website at <http://asu-sant.asn.au/news/> from 30 October 2007.

Hard copies are available upon request by email to jprice@asu-sant.asn.au or write to
J.Price,
PO Box 2217
KENT TOWN DC 5071

If you have any questions or comments regarding the finance or operating reports please email ASU SA+NT Branch Secretary, Andy Dennard on adennard@asu-sant.asn.au.

ASU UNION events

Workplace Reps & Activists Christmas Drinks

Active ASU members and Workplace Reps are invited to Christmas drinks from **4.30 to 7.00pm**

7 December 2007 at the ASU Office.

Come along and celebrate your hard work and being

Active Strong United during 2007!

We look forward to seeing you there.

Please RSVP to Jan or Vashti
on 8363 1322 by 30 November

End of Year Closure

Your ASU Office will be closed from
**24 December 2007
to 1 January 2008**
inclusive.

In the event of urgent workplace issues arising, please leave a message on the office message bank, we will check the messages and return your call as soon as possible,

The ASU Branch Councillors, Leadership Team and Staff wish you and your families a safe, happy and peaceful Christmas and an Active, Strong and United New Year!

ASUnionActive goes green - we are now printing on:



Printed on Monza Gloss Recycled with recycled and FSC certified fibre using world's best practice ISO14001 Environment Management Systems.



Mixed Sources
Product group from well-managed forests and recycled wood or fibre
www.fsc.org Cert no. SGS-COC-2486
© 1996 Forest Stewardship Council



Authorised by: Andy Dennard ASU SA+NT Branch Secretary & Katrine Hildyard ASU SA+NT Branch Assistant Secretary
Australian Services Union SA+NT Branch

5-9 Rundle Street Kent Town 5067 p: 8363 1322 f: 8363 2225 e: union@asu-sant.asn.au w: asu-sant.asn.au

design & layout: Jude Price design consultant: Olivia Emanuele photos: Rosey Boehm (and various)

printing: Finsbury Press feedback: jprice@asu-sant.asn.au