

29 October, 2014

www.qld.asu.net.au

WorkCover Bargaining Update

Issues to consider

Pay Increases /cost of Living

- For the 12 months prior to June 2014 CPI in Brisbane was 3.2%, the latest CPI figure for Brisbane was 2.6%.
- The wage increase being proposed by WorkCover is 2.2%.
- On past and likely trends if the offer is accepted you will have a real wage cut and a reduction in your standard of living.
- If the majority of staff vote yes then this is a fixed outcome for 3 years.
- **If the majority of staff VOTE NO, further discussions with the assistance of the Queensland Industrial Relations Commission will occur including our claim that all staff receive annual adjustments to their wages.**

One Off Payment

- The proposal for employees achieving a one off payment whether at the top of your level or if salary maintained is dependent on receiving a superior rating.
- You need to consider whether WorkCover will put barriers in place to prevent employees having a reasonable chance of obtaining a superior rating.
- If the majority of staff vote yes, the system of assessment of superior ratings will remain totally in the control of WorkCover management and can be changed at any time.
- **If the majority of staff VOTE NO, then further discussions with the assistance of the Queensland Industrial Relations Commission will occur including our claim that staff who are at the top of their classification level or are salary maintained can access a one off payment for achieving an effective rating.**

Changed arrangements as a consequence of the move to the CBD

- WorkCover has rejected our claim to continue arrangements to reduce the disruption caused by the move to the CBD.
- They have indicated a review will occur conducted by WorkCover in February and staff wishing to continue such arrangements will have to reach individual agreements with their managers/supervisors.
- If the majority of staff vote yes, the only way you can maintain any flexible work arrangements will be if your manager/supervisor agrees.
- **If the majority of staff VOTE NO, then further discussions with the assistance of the Queensland Industrial Relations Commission will occur including our claim to maintain those existing arrangements.**

What happens next?

If the majority of staff vote yes, the Agreement will be fixed for three years. If no one receives a superior rating there is very little that can be done if you think the assessments are unfair as there are no provisions in the Agreement relating to the assessment process.

If the manager says no to continuing your arrangements to reduce the impact of the move into the CBD, little can be done as there are no protections in the proposed Agreement.

Voting NO means these issues will be subject to further discussions to put in place better protections for you and your colleagues, with the assistance of the Industrial Relations Commission.

ACTIVE • STRONG • UNITED

Together/ASU Membership Application Form



Please complete these details about you:

Title (please circle) Mr Mrs Miss Ms Dr Other		Name	
Preferred name		Date of Birth / /	Male <input type="checkbox"/> Female <input type="checkbox"/>
Home address		Suburb/city	
Postcode	Phone (H)	Phone (W)	
Fax (W)		Mobile	
Work email			
Home email			
Job title		Pay level (eg AO2.1 or HP 3.1)	Gross salary (fn)
Status: Full-time <input type="checkbox"/> Part-time/casual <input type="checkbox"/> Under 21 or less than 50% <input type="checkbox"/> More than 50%, but less than 100% <input type="checkbox"/>			
Employer		Street address	
Would you like to identify as Aboriginal and/or Torres Strait Islander? <input type="checkbox"/> Or LGBTQ? <input type="checkbox"/>			
Fee level: Please circle in the membership fees table at right -->			

...and select one of the following payment options

OPTION ONE: FORTNIGHTLY DIRECT DEBIT PAYMENTS

In the event I am eligible to join the ASU I hereby authorise ASU/Together to arrange for funds to be debited from my account as set out below. USER ID: 063459. In the event I am not eligible to join the ASU I hereby authorise ASU/Together to arrange for funds to be debited from my account as set out below. USER ID: 064272

Amount: (see right for union fees)	
Name account is held in	
Name of your Bank or Credit Union	
Address of Bank or Credit Union	
BSB no.	Account number

OPTION TWO: MONTHLY CREDIT CARD PAYMENTS

Card holder's name	
Expiry Date	Mastercard <input type="checkbox"/> Visa <input type="checkbox"/>
Card no.	

PLEASE NOTE: Our fees are revised each financial year. This Authority remains until we receive a cancellation, with 2 weeks notice, in writing and covers any future increases in subscriptions.

I want to join!

I hereby make application for membership of Together, Industrial Union of Employees and, if I am eligible to be a member of the ASU and attached to the Central and Southern Queensland Clerical and Administrative Branch of the Australian Services Union ("ASU") as and from the date of this application, and agree to abide by the Rules of the ASU and Together, respectively, as they may be amended from time to time.



X SIGN HERE	Date
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Hand your completed form to an organiser, fax to 3017 6235, scan and email to members@together.org.au or mail to REPLY PAID PO BOX 3272 South Brisbane BC 4101 (no stamp required)

Union fees fortnightly (for Direct Debit) to June 30, 2015

Income/employment status	General	Indemnity levy*	Custodial Corrections**
Members under 21 or working less than 50% FTE	\$9.96	\$10.96	\$11.88
Members working 50% or more but less than 100% FTE	\$16.85	\$17.85	\$18.77
Gross salary: \$1617.00-\$2798.20	\$20.46	\$21.46	\$22.38
Gross salary: \$2798.30 - \$3210.60	\$20.96	\$21.96	\$22.88
Gross salary: \$3210.70 and above	\$21.96	\$22.96	\$23.88

Union fees monthly (for Credit Card) to June 30, 2015

Income/employment status	General	Indemnity levy*	Custodial Corrections**
Members under 21 or working less than 50% FTE	\$21.58	\$23.75	\$25.75
Members working 50% or more but less than 100% FTE	\$36.50	\$38.67	\$40.67
Gross salary: \$1617.00-\$2798.20	\$44.33	\$46.50	\$48.50
Gross salary: \$2798.30 - \$3210.60	\$45.42	\$47.58	\$49.58
Gross salary: \$3210.70 and above	\$47.58	\$49.75	\$51.75

*The Together Professional Indemnity Levy is paid by Queensland Health employees (except for admin staff, doctors, dentists and corporate office) plus all therapists working in Housing, Education Queensland or the private sector. Some workers in Disability Services Queensland (DSQ) are also covered. Please call 1800 177 244 if you are unsure if your occupational group pays the levy as part of their union fees. ** Includes legal expenses group insurance for Custodial Corrections officers. Please note indemnity cover only applies to financial members.



ABOUT DIRECT DEBIT: All your bank information is kept confidential. We will provide 14 days notice of any change in the terms of your arrangement. If you wish to cancel or change your arrangements please provide 14 days notice. Please ensure your nominated account can accept debits of this kind and there are enough funds to cover the payment. Your bank may charge you a dishonour fee if there is insufficient funds.

PRIVACY INFORMATION: We collect, hold, use and disclose personal information to carry out our functions or activities under the Privacy Act 1988 (Privacy Act). Together is a counterpart of Australian Municipal, Clerical and Services Union (trading as the Australian Services Union or ASU) and adopt the national privacy policy. More information on the ASU and Together privacy policy and process can be found at www.together.org.au/about1/who-runs-together/privacy-policy



For industrial assistance call 1800 177 244

Authorised Alex Scott Together Secretary & Julie Bignell Branch Secretary ASU
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