

Application For USU Membership

WALES LOCAL GOVERNMENT, CLERICAL, ADMINISTRATIVE, ENERGY, AIRLINES & UTILITIES UNION

0-3-0						
CECTION A		FORM 1-230113. 0	FORM 1-230113. OFFICE USE ONLY			
SECTION A	YOUR DETAILS:	Membership No.				
NAME: Title:	Surname:	Given Names:	DOB: / /			
EMAIL: Home:		Work:				
PHONE: Home:	Work:	Mobile:				
HOME ADDRESS:			Postcode:			
EMPLOYER:						
	S:		Postcode:			
OCCUPATION:						
EMPLOYMENT BAS			prentice 🗖 Temp 🗖 Seasonal			
	 * Please circle income threshold: A B C D * Please note subscription rates are determined by incom 		d (also available at www.usu.ora.au)			
SECTION B	· · ·	Financial Obligati with the Rules of the	 Financial Obligations: Members shall pay subscriptions in accordance with the Rules of the Union. Resignation: 1. A member may resign membership of the Union by written notice delivered or sent to the registered address of the Union. 2. A notice of resignation takes effect: a. where the member ceases to be eligible for membership of the Union i. on the day on which the notice is received; or ii. on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member; whichever is the later: or b. in any other case: i. at the end of two weeks after the notice is received, or 			
Administrative, Energy and the NSW Local G	ereby apply for membership of the NSW Local Governme y, Airlines & Utilities Union (trading as the United Services overnment, Clerical, Administrative, Energy, Airlines & Uti icipal, Administrative, Clerical and Services Union (ASU).	ent, Clerical, Union - USU) ilities Branch written notice deli 2. A notice of resig a. where the me i. on the del				
with the Fair Work Act authorise the USU/ASU	ne Rules of the Union as amended from time to time in a 2009 (C'th) and the Industrial Relations Act 1996 (NSW). J to act as bargaining agent on my behalf with my emp employment with my employer.	l hereby loyer, in all i. at the en				
with the Fair Work Act read the information s	orisation remains in force until I revoke it in writing in acc 2009 (C'th) and the Industrial Relations Act 1996 (NSW). supplied relating to financial obligations of membership onner in which I may resign my membership.	cordance 3. Any member re I have subscriptions, fines date of leaving, o	ay specified in the notice; whichever is the later. signing shall be liable for the payment of all s and levies owing to the Union under the Rules at the and such monies may be sued for and recovered in Union, subject to the Fair Work Act 2009 (C'th) and the			

Please note that the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union trades as the **United** Please indicate the name of person who provided this membership form to you. Services Union Name of person: M'ship No. (if known) Privacy Statement Note: The United Services Union is bound by the Privacy Act 1988 (C'th). The Union's Privacy Statement is available by contacting the Applicant's Signature: Date: / 1 USU on 1300 136 604 or on the website at www.usu.ora.au SECTION C PAYMENT METHOD: Surname: Given Name/s: wish to pay my USU subscription: □ Weekly □ Fortniahtly □ Monthly on a: ☐ Monday ☐ Tuesday ☐ Wednesday ☐ Thursday ☐ Friday effective From: / **DETAILS OF ACCOUNT TO BE DEBITED**

authorise, until further notice, the UNITED SERVICES UNION (User ID: 062819), I/We to debit my/our account described in the schedule below, any amount which the USU may debit or charae me/us through the Direct Debit system.

Quarterly

Name of Financial Institution/Branch:									
Account Name: (If joint account two signatures are required below)		BSB No: Account No:							
	□ I authorise my employer to release my financial institution details, including any changes from time to time, to the USU so that direct debit of Union subscriptions can be commenced from my account. I recognise that my employer has no financial accountability in this transaction and that if I have provided details of more than one account to my employer, the USU will contact me to determine which account I wish to use for paying USU subscrip This authority will not lapse in its binding effect by the passage of time and will only be revoked by a further written authority.								
OR CREDIT CARD DETAILS									
			Expiry date:	/	Mastercard	Visa			
	OR BPAY/STATEMENT/PAY	ROI	L DEDUCTION	OPTION					

□ I will pay my subscription via BPAY/Statement □ I will pay my subscription via Payroll Deduction. I understand that I will be invoiced auarterly authority can be do I/We authorise the following: 1. The USU to verify the details of the above named account with my/our Financial institution

2. The Financial institution to release information allowing the USU to verify the above account details

Date

/ /

I agree at all times to have sufficient funds or credit to ensure the electronic transfers occur irrespective of the method of payment. Failure to pay could affect whether I am a financial member in accordance with the rules of the union.

Signature/s:

L.

Return this form by fax to (02) 9261 3378, email to membership@usu.org.au or mail to: USU, PO Box A1154 Sydney South 1235

Authorised and printed by Graeme Kelly USU General Secretary • USU Support Team 1300 136 604 • www.usu.org.au





USU Members will have the opportunity to vote on a new Enterprise Agreement that guarantees wage increases for City of Newcastle employees over the next three years and provides improved terms and conditions of employment and job security. The Union is pleased with the final document, which is seen as a success following several months of intense negotiations with Council. Your USU representatives have continually met with Council as your collective voice and on Thursday 11th of October an "in principle / draft Document" was agreed to be distributed for final consultation.

Mass meetings will be held for USU Members over the coming fortnight. This will be an opportunity for members to be informed, and to discuss the proposed changes to your agreement. USU members are not required to participate in any other vote except directly with the USU.

Remember, due to the collective strength of the USU membership at City of Newcastle, a vote of the USU membership will direct the status, endorsement and approval of this, and any other new agreements.

MAIN FEATURES:

The proposed Agreement contains the following new or enhanced features:

A three year term commencing from the proposed ratification of 1st January 2019.

PAY / ALLOWANCE INCREASES

- Three guaranteed wage increases during the life of the Agreement:
 - 2.5% increase with a minimum payment of \$22.30 per week from 1st July 2019,



Authorised and printed by Graeme Kelly, General Secretary NSW Local Government, Clerical, Administrative, Energy, Airlines and Utilities Union Level 7, 321 Pitt St Sydney · Phone: (02) 9265 8211 · Facsimile: (02) 9261 2265 · Email: united@usu.org.au · Website: www.usu.org.au

- \checkmark An increase to be confirmed which will be negotiated with the collective strength of the State wide USU membership to be applied from 1 July 2020.
- ✓ An increase to be confirmed which will be negotiated with the collective strength of the State wide USU membership to be applied from 1 July 2021,
- All current Allowances increased, with further increases in July 2019, July 2020 and July 2021;

SALARY SYSTEM

- Guaranteed commitment for a total review of the • current salary system and all allowances, to be commenced within two months of ratification of the Enterprise Agreement.
- Agreement to introduce a formalised personal development plan

WORKPLACE FLEXIBILITY - HOURS OF WORK

- Introduction and an important shift with the onus now on Council to support flexible working arrangements. These arrangements can be resolved on either a team based or individual basis. This includes the formal introduction of the following:
 - ✓ 9 Day Fortnight
 - ✓ Flexi Time Arrangements (over a 4 week cycle)
 - Flexibility agreements for family / caring \checkmark responsibilities
 - ✓ Extended Carers Leave
 - Grandparent leave \checkmark
 - \checkmark Working 4 out of 5 years
 - Phased Retirement

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🐛 1300 136 604 🖪 facebook.com/UnitedServicesUnion

JOB SECURITY

- Intention and Commitment by the City of Newcastle to maintain core employment numbers of 957 (EFT) - New inclusion
- Increased security of employment provisions
- Improved workplace change and consultation provisions for USU members, which now include a 28 day consultation period prior to any changes being implemented, and commitments to early consultation with USU representatives prior to a "definite decision"
- Improved redeployment process from a 12 month program, with an unlimited timeframe and targeted redeployment sub-committee to be formed (including USU representation) to improve redeployment outcomes.

FAMILY AND DOMESTIC VIOLENCE LEAVE

In conjunction with the USU's ongoing "We Won't Wait Campaign", we are proud to resolve special paid leave (10 days per annum) Family and Domestic Violence Leave for victims and their families. In conjunction with these paid leave options, other supportive provisions have been resolved to assist victims and their families.

HALF DAY BEFORE CHRISTMAS (LORD MAYOR'S GRANT)

• Formalised entitlement in the Enterprise Agreement following the USU's win to preserve and protect this entitlement in the New South Wales Industrial Relations Commission in 2013

HIGHER DUTIES PAYMENT

Previous "timeframes" have been removed and higher duties payment will be made for the actual time relieving in the higher paid position. All paid leave and Agreement holidays are then paid at the higher grade of pay whilst relieving.

PERSONAL LEAVE (SICK AND CARERS LEAVE)

- Removal of the need to provide medical certificates and/or other certification for absences for sick and/ or carers leave.
- Extension of wellbeing programs, including paid leave access for health and wellbeing activities.

ANNUAL LEAVE

• Formalised purchased annual leave arrangements have been resolved and included

FLEXIBILITY FOR WORK AND FAMILY RESPONSIBILITIES

• As outlined above, includes important shift with the onus on Council to support flexible working arrangements

TERM CONTRACTS / LABOUR HIRE

✓ Inclusion of an updated State Award clause defining specific conditions for the use of term contracts and the use of Labour Hire. These include the protection that these arrangements cannot replace a permanent employee of Council. Further improvements to ensure

continual monitoring of these arrangements to be provided to USU representatives.

LEARNING AND DEVELOPMENT

- Strong emphasis on improved Learning and Career Development opportunities, which include:
 - ✓ Leave options to undertake study for up to 2 years
 - ✓ Career Break opportunities
 - ✓ improved focus on internal recruitment option prior to external advertisement

CONTINUING COMPULSORY PROFESSIONAL DEVELOPMENT AND ASSOCIATED ACCREDITATION FEES

- Inclusion of payment of accreditation fees and associated training expenses for positions required to maintain accreditation because of legislative or Council job requirements.
- 10 hours per annum or other CPD requirements to attend continuing professional development

OTHER IMPROVEMENTS / ADDITIONS INTO THE NEW ENTERPRISE AGREEMENT:

- A Personal Leave Sharing Scheme to be implemented and voluntarily open to all employees which could be drawn upon by contributing members who can demonstrate a genuine need
- Formalisation of NAIDOC Day Celebrations (1 day) paid leave for Aboriginal and Torres Strait Islander employees for participation in these celebrations
- Support of Cultural Leave for employees who wish to participate in cultural, ceremonial or religious day of significance to employees.
- Supported arrangements for Defence Service Leave, Volunteer Emergency Leave and Community Volunteer programs
- Increased conditions of employment surrounding Bereavement Leave, Excess Hours Agreement, Annualised Salary Arrangements, Remote Response and paid Union Delegate Training. These improved conditions are now in alignment to the current Local Government (State) Award conditions.

FORMER - LOCAL AREA WORKPLACE AGREEMENTS **OR VOCATION AGREEMENTS:**

Waste Collections - Now included in the full Enterprise Agreement - improved commencement/ finishing times, removal of KPI's relating to allowances, formalisation of in house service provided services

Seasonal Lifeguards Agreement - Now included in the full Enterprise Agreement. Improvement to the accruals of personal leave to be continuous for each season for lifeguards after 3 seasons

Beresfield Childcare Centre - Now included in the full Enterprise Agreement. Improved conditions of penalty rates now paid for Show Holiday, nappy changing allowance included and other workplace flexibility arrangements resolved.

Summerhill Waste Management Facility Caretaker **Agreement** - Now included via letter of employment

and Clause 44 Summerhill Waste Management Facility Site **Operation** – To be resolved in coming months in

conjunction with the Leave Reserved Clause - all current conditions and payments to continue.

TRADE OFFS?

The USU can confirm, due to the ongoing collective strength of the USU membership for over 100 years at City of Newcastle, there are only improvements to the current proposed Enterprise Agreement. All current conditions including penalty rates, received payments, public holidays (expanded for City of Newcastle employees), base rates of pay and allowances (including increases) are maintained and increased. There are no confirmed "trade-offs" or reduced conditions.

The USU membership has been integral in improving conditions of employment at City of Newcastle and this agreement continues this record.

FULL MEMBERS MEETING

As outlined above, the USU will be proposing a full members meeting in the near future to discuss and conduct a vote on the proposed new Enterprise Agreement. This meeting is still subject to various logistical arrangements and will be confirmed in the coming week. It is anticipated this meeting will be held on Thursday 25th October 2018, however other smaller

CAN'T ATTEND THE MEETING? PLEASE COMPLETE THIS FORM TO MAKE SURE YOUR VOICE COUNTS!

City of Newcastle - 2019 Enterprise Agreement

USU Membership Voting Form

This form is to be only completed for any member who is not attending one of the paid USU meetings

USU Members Name: ______

Signature:

USU Membership Number: _____

Proposal: Accept the current value proposal and proposed changes to the City of Newcastle Enterprise Agreement 2010, endorse the proposed City of Newcastle Enterprise Agreement 2019.

Formal Voting:

Please circle **one** of the following:

Accept Reject

Please return this completed form to **one** of the following:

- Local USU Delegate
- 0 usu.org.au
- Fax to USU Newcastle Office at (02) 4962 1758

meetings may need to occur in conjunction for remote workplaces to allow access for all USU members. All these arrangements will be confirmed in the coming days.

As above, due to the collective strength of the USU membership at City of Newcastle, a vote of the USU membership will direct the status and approval of any future new agreement. Therefore there is no need for any USU member to participate in any other vote except the USU voting process.

Further information regarding the proposed changes, including the full document, is currently being distributed by USU representatives.

However, if you have any feedback or questions throughout the process, please contact your local USU workplace delegate/s - Keven Burgess - 0400 391 311 or Ross Warren - (02) 4974 2307 (NCC Admin Building). Alternatively, you can also contact USU Organiser Luke Hutchinson on 0419 761 323 or Ihutchinson@usu.org.au

NOT YET A MEMBER??

Want to ensure you receive your vote counts? Want to be part of a united collective who continually improves wages and conditions?

HOW TO JOIN?

Please contact your above USU delegate or USU Organiser Luke Hutchinson on 0419 761 323 or <u>Ihutchinson@usu.org.au</u> or simply turn over and complete. You can also join online at <u>www.usu.org.au</u>

Organiser Luke Hutchinson (0419 761 323) or completed form can be scanned and emailed to lhutchinson()