

Australian Unity – Important: The ‘Scope’ of your agreement

Since our last bulletin on 21 September 2018 ([Australian Unity Enterprise Bargaining update – October 2018 \(PDF version\)](#)) the CPSU NSW has continued to demand from Australian Unity an agreement separate to the care workers. Australian Unity has continued to oppose the CPSU NSW, despite the long industrial history of separate employment conditions.

As Australian Unity continues to reject members’ demands for a separate agreement and is pursuing the one agreement, we have lodged an application for scope order with the Fair Work Commission (FWC). The Application was lodged on the 16 November 2018 and the hearing has been scheduled for 18 January 2019. Because this is such a serious matter affecting all of our Administrative Staff members at Australian Unity, the CPSU NSW has engaged lawyers and a senior barrister to run our case.

As previously reported, having nearly 5000 Care Workers able to vote with fewer than 500 Administrative Staff voting, Australian Unity can (and is trying to) slash the conditions for Administrative Staff with a real possibility that your pay and conditions can be reduced while the Care Workers benefit.

Ask yourself the following questions:

- » Do you want Care Workers deciding your employment conditions?
- » Do you believe Care Workers would reject a decent set of conditions and pay rises for themselves just to support Administrative Workers whose pay and conditions are to be slashed?

If you tell yourself no, then you need to support the CPSU NSW Scope Order Application!

The most effective way for this Application to succeed is for all Administrative Workers to:

1. support the CPSU NSW by signing the petition;
2. if not a member yet, by joining the CPSU NSW;
3. if you are already a member, by asking all your colleagues to support the Scope Order Application and join the CPSU NSW.
4. Contribute directly to the FWC case by submitting a Statement for the hearing and potentially being a witness (see below for further details)

If you want to make a significant contribution and help the case, you can by making a statement and/or be a witness, it would entail you providing information vital to the case about how your administrative role is operationally distinct from the Care Workers.

Participants and witnesses are protected under law. Under the Fair Work Act 2009, you have strong protections against any retaliation by your employer and in the highly unlikely event this happens, the CPSU NSW would vigorously fight any adverse impacts a member may experience due to their participation.

If you would like to assist protecting your current pay and conditions from the threat of Care Workers voting to slash your pay and conditions,



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you need to let the CPSU NSW know by 28 November 2018. We are required to have all statements and evidence lodged with the Fair Work Commission by 6 December 2018. This includes detailed reviews by our Industrial Staff and our legal team.

Let us know if you are interested by emailing your union at AUmembersCPSUNSW@psa.asn.au or calling 1300 772 679 and quote Reference No. 110612.

This your chance to stand up and fight for the right to not have other employees, the Care Workers, deciding on your behalf what your employment conditions will be, such as a lower rate of pay for more hours of work.

For those who are not members, this is the time to join and support the fight to retain your employment conditions and pay, and bring all administrative workers onto the one Agreement and are paid fairly and equally when doing the same work.

If you would like further information or would like to assist, please contact the CPSU NSW on 1300 772 679 or email AUmembersCPSUNSW@psa.asn.au.

