

# CERTAINTY FOR DISABILITY

## HACSU 2016 DHHS EBA CAMPAIGN

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*Please post on staff noticeboard*

# HACSU MEMBERS VOTE 'YES' TO PROTECTED ACTION

## And return your ballot immediately!

## THE DHHS EBA BALLOT IS OPEN

IT WILL BEGIN TO ARRIVE IN YOUR LETTERBOX AS OF NOVEMBER 21!

## MAKE SURE YOU VOTE YES AND RETURN YOUR BALLOT IN THE ENVELOPE SUPPLIED, NOW!

From Monday the 21st of November, HACSU DHHS members will receive a ballot paper in the mail at your home address. This ballot will ask members to vote to take protected industrial action for a new EBA. A yes vote will strengthen our campaign for better pay and job security in uncertain times.

When you receive the ballot, vote yes, and return your ballot in the envelope supplied, immediately.

With the roll out of the NDIS and the threat of major changes to public disability sector, this is the most important EBA campaign in 20 years.

We need a big YES VOTE and for everyone to return their ballots to take our campaign to the next level.

To be successful in this ballot we have to get a majority of members returning your ballot, and a majority of members VOTING YES.

There are a number of crucial things we need to do make this PAB successful and protect our job security and improve wages and conditions.

- Firstly, make sure you vote as soon as you get your ballot, votes yes, and get it in the mail.
- Ring AND email all other members at your house and make sure they vote immediately and VOTE YES.
- If you live in the Melbourne metro area, join the HACSU team and other members at the office next week and be a part of our Phone Calling Team talking to members, which will be operating 5 p.m.- 7.30 p.m. Not only is it a lot of fun, but tea will be provided.
- Talk to HACSU members in your own workplace.
- Put up a 'vote yes' poster in your workplace.

**IF YOU ARE NOT A MEMBER OF HACSU, NOW IS THE TIME TO JOIN!  
THE MORE PEOPLE THAT JOIN HACSU AND TAKE PART IN THIS, THE BETTER  
OUR EBA OUTCOMES WILL BE.**

**JOIN TODAY AND BE A PART OF SOMETHING BIGGER**

**IF YOU HAVE ANY QUESTIONS OR CONCERNS, PLEASE CONTACT HACSU. The HACSU assist team are here to support you. Get in contact with HACSU CALL 1300 651 931 or EMAIL [hacsu@hacsu.asn.au](mailto:hacsu@hacsu.asn.au)**

# ALL MEMBERS MUST RETURN BALLOTS ASAP

Recent changes to postal services mean that mail can now take several days to be delivered. Your ballot must have reached the Australian Electoral Commission (AEC) prior to the closing date. Make sure that you submit your ballot immediately so that you can take part in protected action

**VOTE NOW, VOTE YES!**

## WHAT IS PROTECTED INDUSTRIAL ACTION?

Protected Industrial action allows union members to take action in support of their claims by putting pressure on the employer to come to a decent agreement. Members cannot be penalised for taking protected industrial action!

## WHAT IS A PAB?

A Protected Action Ballot (PAB) is a vote put out to union members to determine if protected industrial action will be taken.

## WHY ARE WE DOING IT?

**This EBA will be the most important EBA for DHHS disability workers in over 20 years. As a union we must take every opportunity to make sure that we win the best possible outcome.**

## WHAT IS THE PROCESS?

The Australian Electoral Commission will post the PAB to all HACSU members, who have provided their correct details to the Union and to the DHHS.

## WHERE DO I RETURN MY BALLOT?

You must post your PAB in the envelope supplied by the AEC. You must do this well in advance of the closing date on Monday December 12, as mail can now take several days to reach its destination.

## HOW IS A WIN DETERMINED?

To win this ballot, at least 50%, plus one, of the membership must RETURN their ballots. Of this, 50% plus one must vote yes.

## WHAT HAPPENS NEXT?

The outcome of the ballot will be announced on Monday December 12. If the PAB is successful, then HACSU will legally be able to take protected action.

## THERE IS NO ONLINE VOTING

The only way to return your PAB is via post. Standard mail now takes 3 days to deliver from metro areas and even longer from rural areas. You must return your PAB in the supplied envelope, as soon as possible to see that it reaches the AEC prior to the cut off date.

**Monday November 18** BALLOT OPENS

**Monday December 5** LAST DAY TO RETURN BALLOT

**Monday December 12** BALLOT CLOSES

**All actions have been designed carefully and will NOT impact on the safety and wellbeing of residents, instead will put pressure on senior management to agree to a fair deal for hard working disability support workers!**

## LIST OF ACTIONS

1. Refuse to participate in completion of vehicle logbooks.
2. Refuse to use private vehicles for work purposes.
3. Refuse to drive DHHS vehicles other than for resident related purposes and refuse to clean those vehicles.
4. Refuse to undertake any courier work.
5. Refuse to undertake any general maintenance of a group home (e.g. Lawn mowing, fixing cabinets etc.)
6. Refuse to submit CERS transitional summary sheets.
7. Refuse to provide ministerial reports.
8. Refuse to complete email alerts in relation to Category 1 incidents (this ban does not include the completion of Category 1 incident reports).
9. Refuse to complete email alerts and updates in relation to Category 1 incidents and updates in relation to Behaviour Support Plans (BSPs) and the monthly data entry of endorsement of Restrictive Intervention Data Systems (RIDS).
10. Refuse to participate in Employer initiated workplace change including changes in work locations (including location on a single site) and service changes including implementation of roster reviews and IT systems.
11. Refuse to attend quality assurance meetings and to complete quality assurance documentation.
12. Refuse to complete House Supervisor and Keyworker reports.
13. Refuse to communicate with DHHS area, division or central offices, excluding Payroll.
14. Include an EBA campaign message in your signature when sending emails.
15. Wearing campaign T shirts, colours and associated branding at work.
16. Displaying campaign posters, balloons, colours, slogans, advertising material and information in, and around, group homes/residential units.
17. Providing information to visitors and residents, families/guardians advising of your enterprise agreement claims and activity.
18. Participate in stop work bans for a period from 1 hour up to 24 hours.
19. Refuse to accept Time in Lieu instead of Overtime.
20. Refuse to undertake selected on-call and re-call duty.
21. Writing of removable messages on DHHS Vehicles in relation to EBA campaign.
22. Refuse to enter data and/or complete DAS surveys, or however so named.
23. Refuse to participate in Quality of Support Reviews or however so named.
24. Refuse to sign and verify agency accounts.
25. Speaking to, and making statements to the media regarding services and the campaign including during working hours.
26. Refuse to sign household utility accounts, requisition for stores and general purpose claim forms.
27. Refuse to drop mail off and pick mail up from administration offices
28. In Addition to the above bans,
  29. Refuse to participate in assisting with the movement of Colanda resident's furniture and belongings between units / to other locations.
  30. Refuse to collect rubbish from all areas of Colanda.