



THERE'S *SCOPE* FOR IMPROVEMENT!

Improving workers' wages and conditions at Scope

HACSU is the only specialist disability union working intensely in disability services across the state to improve wages and conditions for all disability workers



How is HACSU improving our working conditions at Scope?

HACSU representatives began consulting with union members in July 2017 on a multi-employer agreement representing over 35 different disability employers. Scope have decided they will no longer be participating in this process. This is very unfortunate as this process was an opportunity for Scope to improve conditions for employees.

HACSU do not want members at Scope to miss out!

HACSU representatives have served a log of claims - which is a list of improvements we want to our working conditions - on the Scope CEO. This means that we have outlined what HACSU members expect from a new Enterprise Bargaining Agreement (EBA). You can read more about what an EBA is on the following page.

The only way to achieve what HACSU members are campaigning for, is by building HACSU membership at Scope

If you work for Scope, this EBA affects you!

If you want to improve working conditions and ultimately, services for clients, join HACSU and join us for the important campaign.

Key improvements HACSU members are campaigning for!

- A wage increase of 3.5% each year,
- Introduction of additional hours in roster lines for permanent employees so you can complete paper work,
- Minimum shift length of 3.5 hours for all employees,
- The introduction of several new allowances, including a meal allowance, first aid allowance, and an on-call allowance.
- More wage increments so that employees can earn more every year they work,
- A qualification allowance for members who hold a qualification related to your work,
- Paid time release, and reimbursement for travel to attend training,
- Introduction of rostering principles that ensure fair roster lines,
- Rules that allow casual employees to become permanent after a certain period of time, if they want to.

This is your opportunity to improve your working life and services for customers!

To ensure that we can get the best deal, we need all members to take action, this means getting as many people as possible to join HACSU, as well as discussing and updating everyone at your worksite about what HACSU is trying to achieve.

For HACSU representatives in negotiations to get the best deal, you will need to recruit your colleagues to join HACSU.

HACSU representatives are ready and waiting to visit your worksite to talk to you and your colleagues about what this EBA means for Scope disability workers.

If you would like a HACSU Organiser to speak to you and your colleagues, please contact:

Will Elrick on 0427 267 996

williame@hacsu.asn.au

or

Sam Stewart on 0428 254 376

samanthas@hacsu.asn.au

HACSU will be setting up a bargaining committee to advise HACSU officials on the negotiations and what action members should be taking. If you are interested in getting more involved at this level, please contact Will Elrick on williame@hacsu.asn.au 0427 267 996.

More key improvements HACSU members are campaigning for!

- More wage increments so you can earn more every year you work,
- Increase parental leave to 10 weeks for primary caregiver and 3 weeks for secondary caregiver,
- The inclusion of a family violence leave clause for victims of domestic violence,
- Long service leave to be paid at your current rate of pay,
- Introduction of 5 days compassionate leave for employees who are grieving over the loss of an immediate family member,
- Improving, modernising, and ensuring that the major change, dispute resolution, and discipline clauses give all employees a fair go,
- Increasing the sleepover allowance to over \$90 for weeknights and over \$100 for weekends and public holidays,
- Introduction of a clothing allowance of over \$500 per year,
- Introduction of additional hours in roster lines for permanent employees so that they can complete paper work,
- Introduction of study leave for employees undertaking further education related to their work,
- And much, much more...



Contact HACSU

www.hacsu.asn.au

HACSU
7 Grattan Street
Carlton VIC 3053

Telephone: 1300 651 931
Fax: 03 9650 8122
E-mail: hacsu@hacsu.asn.au

The best service delivery comes from the best staff!

We need the best wages and conditions to attract and retain staff, ultimately providing the best services for customers!

You have rights at work!

You have the right to be paid for your work, the right to a safe workplace, the right to be part of a union, and to speak with union representatives at your workplace. It's important to remember that HACSU represent your interests as a worker. If you think you have been treated unfairly, contact HACSU Assist.

HACSU representative take these matters very seriously.

Call 1300 651 931
visit hacsu.asn.au
email hacsu@hacsu.asn.au

What is an EBA?

An Enterprise Bargaining Agreement (EBA) is a document, negotiated between a union and an employer that details wages, conditions and rights at work. An EBA sits above the award. The award covers the entire industry and details minimum wages and conditions.

How is an EBA negotiated?

Representatives from the union detail what the union members want to improve at your work. The union representatives then go into negotiations to try to win these. At times, union members can take protected action to put pressure on the employer to come to an agreement. This action can include refusing to do certain paper work and duties. You must be a union member to take protected industrial action, if negotiations reach that point.

How long do negotiations take?

There is no set time frame around the length of negotiations, HACSU will continue to attend negotiations and campaign for better outcomes as instructed by members. When members are happy with what has been offered, members will vote on a proposed EBA. It is possible that an employer may put forward an EBA to vote before the union has finished negotiations. Employees can vote no, which forces the employer back to negotiations with the union.

BE PART OF SOMETHING BIGGER



PROFESSIONAL INDEMNITY INSURANCE

PII will provide you with the legal protection and support you will need if there is an issue with your professional practice at work. PII is included in your HACSU membership, has no excess, and covers you up to \$10,000,000.



MEMBERSHIP DISCOUNTS & BENEFITS

HACSU members have access to heaps of great deals on discount coles and woolies vouchers, movie tickets banking, legal representation, giftcards as well as much more.



HOW MUCH DOES IT COST TO BE A MEMBER OF HACSU?

HACSU membership fees tax deductible and based on hours worked per fortnight;
48 hours or more per fortnight - \$25.10
Less than 48 hours per fortnight - \$14.65



INDIVIDUAL REPRESENTATIONS

Have a meeting with the boss? Get representation and support from the people who know your rights and built your EBA.



INDUSTRIAL ADVICE AND ASSISTANCE

Have a question or need some advice? Get on to HACSU assist who provide over the phone and email industrial advice and assistance.



DO YOU WORK FOR MORE THAN ONE EMPLOYER?

HACSU has you covered! If you work for multiple disability employers, HACSU will support you across your different jobs.

BE PART OF SOMETHING BIGGER

JOIN HACSU

Please print in all caps



HACSU

Health and Community Services Union

First and Last Name

Gender

Postal Address

Postcode

Phone number

Date of Birth

Personal email address - please print clearly

@

I am of Aboriginal
or Torres Strait
Islander Descent

Employer/s

Job Title and Classification (if known)

Worksite/Group Home/Team name/Casual

Referred by (If applicable)

☐ If you also work as a private practitioner, tick here.

HACSU can provide Professional Indemnity Insurance to private practitioners whose income is less than \$100,000 per annum in private practice alone.

☐ I work more than 48
hours per fortnight.

Applies if are neither
selected

☐ I work less than
48 hours per
fortnight

Payment via Credit Card Direct Debit

OR Payment via Bank Account Direct Debit

Name on Credit Card

Credit Card Number

Expiry

Signature

Date

Full Name/s on Account

Financial Institution

Signature/s

BSB

Account #

Date

Billing Cycle;

☐ Fortnightly

☐ Four weekly

☐ Quartley

☐ Half Yearly

☐ Yearly

fortnightly applies if
none are selected

The above signature authorises and request Health and Community Services Union (HSU Vic No. 2 Branch) Direct Debit User No.017325 to arrange for funds to be debited from my/our account of the financial institution identified and as prescribed below through the Bulk Electronic Clearing System (BECS). These drawings are for union membership dues as determined by the Branch Committee of Management. Refer to Service Agreement which can be found at hacsu.asn.au. This authorisation is to remain in force until further notice.

I authorise the following: 1. The Debit User to verify the details of the abovementioned account with my/our Financial Institution. 2. The Financial Institution to release information allowing the Debit User to verify the abovementioned account details. The full service agreement can be found at www.hacsu.asn.au

**Declaration - Civil
Liability Professional
Indemnity Insurance**

Signature

Date

Office Use Only

☐

4WF

☐
☐

HM

☐

I, the above-signed being a financial member of the Health and Community Services Union (Health Services Union Victoria No.2 Branch), hereby give notice that I appoint the said union as my agent for the purposes of giving and accepting of notices in respect of Civil Liability Professional Indemnity Insurance in accordance with the Insurance Contracts Act 1984 and its Regulations. I also undertake to report any facts or circumstances, which might give, rise to a claim under the policy to the said Union as soon as I become aware of any facts or circumstances. I Institution to release information allowing the Debit User to verify the abovementioned account details. The full service agreement can be found at www.hacsu.asn.au