

SALARIED STAFF UNITED NEWSLETTER

Oct 2023 CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United

Member Case Study 1

Member:

I'm new to the company and my letter refers to an Enterprise Agreement. Can you tell me what that is?

SSU Response

An Enterprise Bargaining Agreement (EBA) covers a group of employees, setting out the terms and conditions of their employment, such as pay, hours of work, and other things relating to your job. It is important to understand your rights.

Not all employees are covered by enterprise agreements, however this does not preclude you from joining SSU and gaining entitlement to all membership benefits.

Whether you are covered by an individual contract or an EBA, and you want to understand more about your terms of employment or potential for personal development, contact SSU.

Some areas we can help you with:

- Change of position
- Review of contract
- Job development
- Resume update
- Position description
- Understanding your conditions

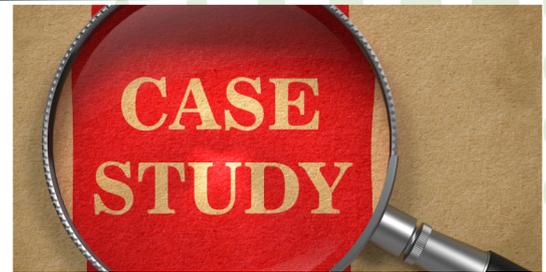


We are here to help YOU.



You might be surprised what SSU CAN help you with!

Give us a call.



Member Case Study 2

Member:

Do I have to make my SSU membership payments through Payroll?

SSU Response:

The short answer is no! SSU can invoice you for annual or quarterly payments of your membership.

Many members prefer the convenience of salary deductions which mean their total fees for the year are included on their employment payment summaries, ready for tax return preparation.

Other members prefer to pay on invoice.

Invoiced fees are still tax deductible and members are issued with a receipt after each payment and can request an annual statement if needed.

You will need to set up a direct debit with your bank or make a **bank transfer** to effect your payments.

Contact SSU Support for a payment method change form or download from the SSU website. SSU can liaise with Payroll for you for salary deductions. Invoice payment does not involve the Member Company.



Member Draw:

Don't forget all members who join SSU 1 Sep to 31 Dec and their referees will be entered into a draw to be made early January. **\$250!!** (ref. Aug Newsletter)

We hear and support you!

There can be benefits in consulting SSU before HR

When faced with workplace concerns, seeking guidance from the SSU before approaching HR can be a wise move. Here's how it can be a benefit:

- 1. Impartial and Confidential:** Your Association offers a neutral stance, ensuring fairness for all. Unlike HR, your discussions remain confidential, fostering trust and open communication.
- 2. Expert Insight:** The SSU possess in-depth knowledge of employment laws and industry dynamics. Their guidance equips you with a clear understanding of your rights and the best strategies for resolution.
- 3. Collective Support:** Partnering with your Association brings collective strength. Collaborating with colleagues and experts increases the likelihood of effective solutions that benefit the entire workforce.
- 4. Long-Term Impact:** SSU advice often results in comprehensive resolutions that tackle root issues, enhancing workplace policies and creating lasting positive change.
- 5. Harmony and Professionalism:** Seeking SSU advice demonstrates your commitment to constructive resolution. It helps maintain a harmonious work environment while preserving professionalism.

SSU 2023 Annual General Meeting

The SSU AGM was held last Friday 13th Oct. with an address by Fred Adams, President and a summary of the 2023 Financial Reports presented by John Denyer. These were accepted by vote at the meeting as were the minutes of the 2022 80th AGM. There were no Member questions.

A comment from a first time AGM attendee:

"A really interesting thing I found at the AGM was the diversity of the Committee (Executive Council). They are from a wide range of work roles from floor to management and they look like a team that work well together for the members".

IR Updates: Completing the Puzzle



Wage Theft Unveiled. Know the issue and take action.

Wage theft has become a pressing concern in workplaces across Australia, raising questions about fair compensation and workers' rights. Recent high-profile cases reported in mainstream media include Woolworths, Coles, BHP and many others businesses. Understand the issue and by taking appropriate steps, you can contribute to a fairer and more just work environment for everyone.

What is Wage Theft? Wage theft refers to the deliberate underpayment or non-payment of wages and entitlements owed to employees. This can include not paying minimum wage, withholding overtime pay, denying proper breaks, and not providing the correct entitlements eg superannuation.

Why Does it Matter? Wage theft not only deprives employees of their rightful earnings, but it also undermines trust in the workplace and erodes job satisfaction. It disproportionately affects vulnerable workers, including young people, migrants, and those in low-wage sectors.

Wage theft - What can you do?

- 1. Know your rights:** Understand your employment contract, award rates, and entitlements. Knowledge is power when it comes to protecting your earnings.
- 2. Keep Records:** Maintain accurate records of your working hours, breaks, and any additional work you perform. This documentation can be crucial in proving wage theft.
- 3. Contact SSU:** If you suspect wage theft, contact us to discuss and address the issue. This is a safe first step as the SSU provides confidential and independent expert advice for Members.