

EDITION ONE JUNE 2010

THE OFFICIAL PUBLICATION OF THE MEMBERS OF THE NATIONAL UNION OF WORKERS AT THE HUME DISTRIBUTION CENTRE

## THE NUW AND HUME DC

*with Marcus Harrington*

Welcome to the very first edition of this newsletter to keep our NUW members at Hume informed and up to date as we commence our 2010 Enterprise Bargaining Agreement Campaign.

During the bargaining period all members must protect our current agreement while fighting to improve our wages and conditions.

The wages and conditions we currently enjoy have been fought for and won by the membership in the preceding Agreements. To defend and maintain these gains we must protect our current entitlements; it is important to note that nothing has been given to us.

Being a member of the National Union of Workers is just like being part of a team. For our Union to operate effectively and win the best possible wages and conditions possible, each member of the team must contribute.

The more members we have, the stronger we, the workers will be.

Our Union has a proud fighting history, dating back to 1888, thirteen years prior to the Federation of Australia.

Amalgamation of six Unions, including the Federated Storemen and Packers Union, took place from 1989. The National Union of Workers now boasts a membership of over 90,000 Australia wide.

Important victories by the members through the ten years at Hume include; Part Time workers having the ability to 'flex up' over and above their contracted hours, a ten minute rest pause for four hour shift workers, Full Timers having the opportunity to work overtime on the weekend and part timers having the choice to enjoy their Annual Leave at their contracted or averaged hours.

It is important to remember that we receive 9% of our weekly wage paid into our superannuation account. This condition was fought long and hard for by Safeway Distribution Centre workers back in 1978.

Those comrades waked off the job for six weeks to ensure that a employer contributed retirement fund was instituted. LUCRF was born out of that dispute.

We now enjoy superannuation as a means of having a

healthy retirement due to the courage of those workers taking up the fight thirty years ago.

We must fight hard to ensure that gains such as this, won by those who came before us, are maintained.

Get on board, join our Union, become active and make the NUW the Premiership Team in September!



*Our Aim: 100% Union Membership at Hume*

## UNION ELECTIONS

In late May Elections were held to elect two members to the Bargaining Committee, and to elect one more Delegate.

Elected to the Bargaining Committee were active Health and Safety Representative John Afif (Day Shift) and former delegate Darren Flannery (Afternoon Shift).

2007 Victorian Occupational Health and Safety Rep. of the Year Tarek Souied narrowly defeated Afif in the Delegate election.

These three will join the current team of NUW Delegates consisting of Lee Moodie, Rhett Kelly, Marcus Harrington, Chris Porter, Wayne Trewella, Paul Gascoigne, Peter Ford, Vince Gareffa and Paul Clohesy.

## EASTER MONDAY DISPUTE

On Monday May 31, 2010 the Easter Monday dispute was heard in Fair Work Australia, formerly the Industrial Relations Commission.

The issue arose on the Public Holiday of Monday April 5 when thirteen workers were sent home prior to the completion of their contracted rostered hours.

The NUW, represented by Industrial Officer Gary Maas and Hume Delegates Marcus Harrington and Wayne

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Trewella argued that fourteen days prior to the day in question, the company had notified those thirteen employees that they were required for work as normal (Hume DC Agreement Clause 13.2 Public Holidays)

Due to this circumstance we argued that those workers be entitled to all their contracted hours and that they be compensated the Public Holiday rate (250%) for the hours not worked.

Unfortunately, Senior Deputy President Kaufman ruled that employees worked a minimum of four hours on that day and were paid single time for the remainder.

## CAMPAIGN 2010

On Thursday May 27 Hume DC Delegates met with site Organiser Belinda Jacobi at NUW Headquarters in Melbourne to discuss the upcoming Enterprise Bargaining Campaign, the first agreement since the abolition of Howard's anti-worker legislation.

Key claims identified by the membership include but are not limited to;

Wages and Allowances increase by 6% for each year of the Agreement.

That the 'Flex Up' provisions for Part Time workers be defined and followed.

Payment while an employee is on Long Service Leave shall be at the weekly rate the employee is usually on. This will include all shift penalties, allowances, penalty rates and any other payments the employee receives on a weekly basis.

That the cap on Redundancy be removed and an income protection policy be incorporated into the agreement.

Superannuation – employees have freedom of choice of the fund they wish to belong to. LUCRF to be the default fund.

Due to the nature of our workplace at Hume DC, its not always possible to obtain the information you require immediately which I know personally can be rather frustrating!

Delegates have decided this newsletter is long overdue and could be an invaluable tool for members to have an input and be active in creating a more harmonious work environment for all.

The NUW is our Union and every member can be as active and important as their Delegates and Officials. So never hesitate to approach your Delegate with any issue or concern you may have.

We may not be able to solve all your problems as soon as we like, as each issue is can be rather complex and may require referral to other members of the leadership team. We endeavor to do our best to assist you and come to a fair and satisfactory outcome.

## SAFETY FOCUS

The NUW has a strong focus on safety. We know at times we are all possible of not being safety conscious for a variety of reasons.

Safety is an issue we all hear about but unfortunately we can be complacent due to the bombardment and the hundreds of 'things we should be doing'. Anybody who has known or witnessed a workplace injury will testify that safety in our workplace is the number one priority.

This is why we encourage all members to follow best practice in all areas of Hume DC and encourage members to report any possible health and safety hazards they may encounter during their daily duties to their OHS Rep. or NUW Delegate.

## ISSUES RESOLUTION

If any member has a query in relation to the wages or conditions of employment the following process is in place. Refer to Hume EBA clause 15 – Issue Resolution Procedure.

1. Should any member have an issue of concern, you should first raise this with your section manager
2. If this matter is not settled within 24 hours to

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**WORKING TOGETHER**  
*with Wayne Trewella*

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- your satisfaction, you should notify a Union Delegate. The issue will now be discussed between the worker, the manager and the Delegate
3. Should the matter still not be settled the Union Delegate will approach the DC Manager for further discussion.
  4. Should the issue remain unresolved, the Delegate will contact the Union Organiser. The Organiser will then meet with a company representative.
  5. If the issue is not settled at this stage, the matter shall be listed in Fair Work Australia.
  6. The object of this procedure is to ensure the employee and manager deal with, and resolve any issue.

Further to this, the NUW has a policy whereby should you be called for an interview with management at all times you should be accompanied by your Union Delegate as this is your right.

If your Delegate cannot be located you should request your meeting take place at a later time, when the Delegate is available.

Prior to meetings you should advise the Delegate of your particular situation for a better understanding.

If any member requires a copy of the EBA please approach a Delegate or HR.

## USEFUL CONTACTS

The world of Industrial Relations can be a minefield, thankfully there are organisations that can assist you in your query.

Below are some relevant websites that you may wish to visit;

[www.nuw.org.au](http://www.nuw.org.au)

[www.vthc.org.au](http://www.vthc.org.au)

[www.actu.org.au](http://www.actu.org.au)

[www.fwa.gov.au](http://www.fwa.gov.au)

[www.rightsonsite.org.au](http://www.rightsonsite.org.au)

**YOUR  
HUME NUWS**

This newsletter should be for the members, by the members, so we encourage your contributions for upcoming editions.

This newsletter is only as effective as we make it, so please discuss any ideas you may have with your Delegate.

We think a Question and Answer section could be of great benefit, also we can include member profiles, so if you know of any member who's story should be heard, notify us.

In addition, we could publish your movie, music, sport reviews etc. to take an edge of all the serious stuff!

