

UNITY IS STRENGTH



A STRONGER UNION MEANS...

A BETTER DEAL FOR WORKERS

Over the past four years, our Union has been working on a program of change to ensure that the NUW will thrive in the decades to come.

We have constantly reviewed our activities and compared them against what is required to grow and win improvements in the working lives of all of our members and their families.

Action through change

While we have had a change of leadership in Victoria there is a continuity in our goal to create a strong, democratic and cohesive national union that delivers a voice for workers at the workplace.

Unity is strength

A strong union is active and unified. Strength comes from everyone being active and a member of the union. What we know is that where we are 100% union, we are listened to and respected by the employer. We need to work towards a goal where all our workmates understand this and act upon it. We need to work toward being a 100% union in our workplaces.

Organising for a better future

Over the next few years, the NUW will reinforce its commitment to education and training for delegates and activists. We will continue assisting members to become more active in their union beyond their workplace through the 'delegate off-the-job' campaigns. Our successful 'bootcamp' initiative will continue to help us identify future organisers.

NUW Assist, member education, a new website and communications efforts, OH&S and Workcover support will be developed further. These initiatives are important supports to our core services of industrial representation, legal assistance and the provision of ambulance cover for all members and their immediate families.

We want workers to get value from their union. Apart from the core benefits, the central fact speaks for itself—union members earn more than non-union workers. It makes sense to be union.

FAREWELL TO ANTONY THOW

After seven years serving as Assistant National Secretary, it is a great honour for me to be replacing Antony Thow as the newly elected Secretary of our Victorian branch.

Antony has served our union for 16 years and has decided to run as an ALP candidate for the Senate. Antony has our full endorsement in this challenge. With the support of Victorian voters, we hope that he will be elected to stand up for NUW members and Australian workers as an ALP Senator.

**Victorian State Secretary,
Tim Kennedy**

THE RESOURCE SUPER PROFITS TAX

REPRESENTING UNION VALUES



We believe in justice and equity for all, on and off the job...

This means that we believe that all Australians should have a fair share of all Australian resources. We believe in fair taxes, decent health care and education opportunities for all Australians. That is why we support the ALP government in seeking to implement a fair tax on mining companies, on the extra, super profits they make from mining our resources.

We do not support mining companies that seek to rob Australians of a fair share of their resources. We do not support mining companies that make hysterical threats to withdraw investment and jobs from Australia. These mining companies have made these threats before, when land rights legislation was introduced, when environmental protection legislation was introduced. And, like the boy who cried wolf, these are all false claims.

The Resource Super Profit Tax (RSPT) is an essential element to creating a sustainable economy and decent society for all Australians. It is an important policy to ensure we have long term jobs in mining, manufacturing, health, education and essential services. The big mining companies need to know that ordinary Australians are not stupid and that they recognise the self-interested greed of their opposition to this important policy of equity and justice.

UNION FEES INCREASE

Better value for members

From 1 July, the general weekly union fees for the vast majority of our full-time members will increase by 85 cents per week, to a weekly rate of \$9.85.

This increase of 85 cents per week is necessary to ensure that your union can continue to do the work it needs to do in order to be an effective representative for workers like yourself.

The union does not like increasing the burden upon our members and does not do so lightly. In determining this increase the union has carefully measured what resources we need to raise together in order to be a strong and effective union.

We are committed to growing the union and increasing resources to our organising capacity, through training delegates and creating growth teams and working for a 100% union culture.

Union Members get paid more

According to research undertaken by the Australian Bureau of Statistics (ABS), union members get paid on average \$145 per week more than non-union members. The NUW has a formidable reputation in ensuring that its members get good wage outcomes, often in advance of the overall average of \$145 per week more than non-union members.

The net cost of union fees and our success in getting good wage outcomes makes being a member of the NUW an easy decision to make.

Remember, you get back nearly a third of your NUW union fees when you claim them in your Tax Return.

MEMBER BENEFITS

- ✓ **NUW Assist - a one stop shop for advice and problem solving**
- ✓ **More Organisers with Lead Organiser support**
- ✓ **Growth organisers out growing the union**
- ✓ **Legal representation by our own industrial officers**
- ✓ **Training and Education for all our delegates and activists**
- ✓ **Improved phone-based communications and websites**
- ✓ **Enhanced services through the provision of ambulance membership**
- ✓ **Access to low cost legal advice**
- ✓ **Workcover advice and resources**
- ✓ **OH&S advice and representation**

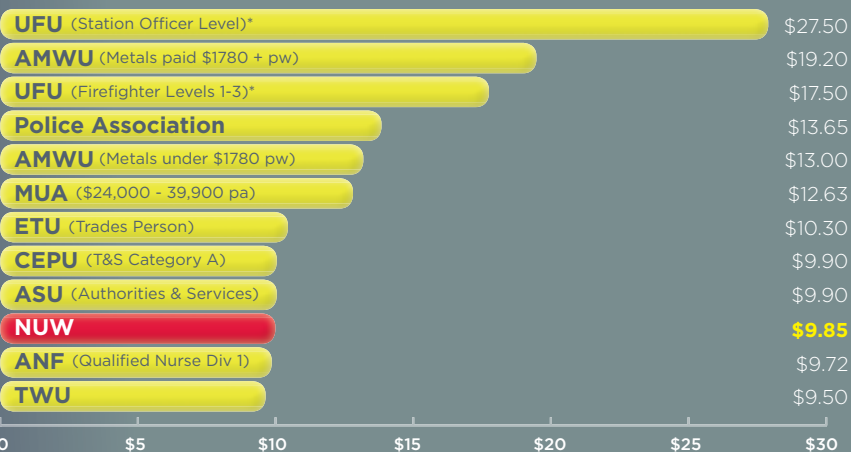
This ensures that we have the capacity to bargain well and represent working people effectively.

We are leaders in this area and to remain so we need to continue to invest.

This work does result in better wages outcomes for our members. In other words, NUW membership is a good investment for a worker.

What other workers pay in weekly union fees

Union fees to rise \$9.00 to \$9.85 from 1 July



INTERNATIONAL WOMEN'S DAY

On 3 March, 2010 the NUW celebrated International Women's Day and played host to over 70 fantastic women delegates and members.

This year the theme of superannuation was explored with industry super fund LUCRF participating and helping to answer a range of questions and concerns about the sometimes neglected topic of women's superannuation. NUW delegates, Pani Ward and Karren Bruce, gave a great presentation about a super survey they had conducted at Uncle Tobys. Workshop discussions highlighted the choices available to women with regard to their super and empowered them with the various options they have available.

The day also focused on the NUW's international connections with other women unionists, including a



L-R: Gayle Burmeister, NUW lead Organiser, Pani Ward and Karren Bruce, NUW Uncle Tobys Delegates, Julie Warren, NUW President.

presentation by special guests from the NZ Dairy Workers Union and a report back on the NUW fund-raiser for women workers in India.

The NUW's International Women's Day is an annual event and open to all women members.

For more information please see www.nuw.org.au

INGHAMS REBUILD UNDERWAY

The Inghams Somerville plant, which was destroyed by fire at the beginning of the year, is now successfully on its way to being rebuilt.

The union has played an integral part in getting the plant rebuilt, which means keeping jobs here in Victoria. From organising mass meetings and keeping members informed, right through to filming a DVD sent to Bob Ingham, the end result was a positive one for members.

Site Organiser Heath Lamaro noted members' commitment to both their jobs and dedication in rallying the company to rebuild the site in Victoria.

'Members have shown a lot of loyalty to their union. We have members working as far out as Geelong's Breakwater facility where they are spending most of the week, away from their families. Other members are being bussed



out to the Thomastown site each day and it's their collective strength that's helping us to resolve any site-specific issues.'

Inghams' site manager Steve Walters also praised members' support for the company.

'The union and the company are maintaining a strong working relationship under difficult circumstances; the employees have been fantastic in their attitude and commitment to getting the job done.'

LUCRF SUPER GOES REGIONAL

LUCRF has always prided itself on building personal relationships with members by providing face-to-face service.

We know super can be confusing and is often best explained in person, and importantly we also know that not all people conveniently work or live in metropolitan areas.

For that reason, LUCRF representatives regularly visit regional areas across Victoria (and other states) to help members with all matters relating to super.

Jason Voss – LUCRF's Wodonga representative

Regional growth in north-eastern Victoria has resulted in one of LUCRF's most experienced representatives, Jason Voss, moving to Wodonga to help members throughout the area with their super.

If you would like to arrange a visit with a LUCRF representative in either metro or regional Victoria, please call us on **1300 130 780**.

And remember, a little help now with your super can make a big difference in retirement.

The Super fund created for you by your union... are you a member?

In 1978, the NUW (the then Storeman and Packers Union) created Australia's first industry super fund, LUCRF Super.

The union created the Fund specifically for the retirement needs of its members and the aim was to provide 'financial dignity in retirement' for all union members.

LUCRF has some simple philosophies like:

- Low fees
- Strong investment returns
- All profits returned to members

Today LUCRF helps to provide financial security to over 180,000 members and manages more than \$2.5 billion worth of retirement savings on their behalf.

Are you a member of the Fund created for you?

To join LUCRF Super, simply complete the Choice of Fund form in the enclosed My Choice LUCRF Super brochure or call us on **1300 130 780**.

NUW COMPETITION

Win one of 12 genuine full sized Sherrin footballs, valued at \$135 each.

Simply answer the following question and forward your answer to: nuwvic@nuw.org.au

OR National Union of Workers Competition
PO Box 343, North Melbourne Vic 3051

Question:

What is the new motto of the National Union of Workers?

Competition closes at 12 am 23 July 2010 (ALL WINNERS NOTIFIED).

IMPORTANT DATES 2010

Picnic Day

Monday 27 September 2010

Moonee Valley Racecourse

All members and their families welcome. Great rides. Great prizes. Great Food and Great fun. ALL FREE.

COUNTRY DELEGATES MEETINGS

Gippsland/Morwell

Tuesday 28 September
Australian Italian Club
Morwell

Western District/Colac

Wednesday 29 September
Mid City Motor Inn
Colac

North East/Wodonga

Thursday 30 September
Blazing Stump Motel
Wodonga

Shepparton/Bendigo/Echuca

Friday 1 October
Echuca Quality Inn
Echuca

Statewide Delegates Meeting

Wednesday 20 October
Flemington Racecourse
9.30am

Victorian OH&S Delegates Conference

Wednesday 27 October
Venue to be advised.

DELEGATES TRAINED...

to get better results for members

Over 500 delegates have attended our union's new training and education program in the last 18 months.

Delegates from our union workplaces have been learning about our union values, their rights at work, and developing plans for upcoming agreement negotiations and how to build a strong and active union in their workplace.

Through our training courses, delegates have achieved huge change and wins. Collectively, our delegates have signed up over 400 new members, found hundreds of new activists, taken action to resolve unfair workplace issues, written union newsletters, networked with other delegates and learnt about themselves, our members and our union.

To find out more about our union training courses speak to your organiser or click onto our website at www.nuw.org.au/get-involved/training/delegate-courses

SALAD FRESH WIN!



Steven, Mohini, Christine and Brian

How would you survive, or raise a family, if your full time pay rate was \$14.75 an hour?

That's the question over 150 workers at Salad Fresh have to confront each and every week.

Knowing all workers deserve a decent wage, your union sent a team of growth organisers to the Salad Fresh site in April 2010. The workers' response to the organised, planned and resourced campaign has been phenomenal. In three weeks, 110 workers joined the union, many of them vulnerable long-term casuals.

As a result, there are now four elected union delegates and a list of claims has been voted up and served that seeks a decent union collective agreement. The company is now negotiating in good faith about the agreement and other site issues.

A well-funded and effective NUW can make a real difference to the lives of hard working Australians trying to survive on the minimum wage.

As a result of becoming union members, Salad Fresh workers will soon no longer be on the minimum wage.

nuwassist

1300 275 689

nuw.org.au

FOR WORKPLACE SUPPORT

