



**CFMEU FORESTRY & FURNISHING
PRODUCTS DIVISION
SOUTH AUSTRALIAN BRANCH**



MEMBER SERVICES GUIDE 2008



Your Guide to:
HIGHER WAGES
BETTER CONDITIONS
PROTECTION AT WORK
ASSISTANCE & SUPPORT
HELP IF YOU ARE INJURED AT WORK

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JOINING THE UNION MEANS STICKING TOGETHER FOR A BETTER DEAL

The union specialises in negotiating Union Collective Agreements for members. To negotiate a collective agreement it is best to have all workers on site in the union.

Typical collective agreements may last for one to three years and deliver across the board wage increases in each year of the agreement and secure phased in improvements to working conditions.

Union Collective Agreements are negotiated by the Union with the involvement of elected workplace representatives. Meetings are conducted regularly with members on the site and the employer until an agreement is reached.



GLAZIERS HAVE ALWAYS FOUGHT FOR AND WON HIGHER WAGES AND CONDITIONS BY STICKING TOGETHER AND MAKING SURE THEY HAVE 100% UNION MEMBERSHIP IN THEIR WORKPLACES

JOINING THE UNION MEANS HIGHER WAGES

Wages are the bread and butter of workers and the facts are that if you are not in a union you are probably only getting minimum wage adjustments if anything at all.

The most recent decision of the Australian Fair Pay Commission has decided to hand down a wage increase of \$10.26 from the 1st of October 2007. On average union members negotiating collective agreements have better wages and conditions than non-union members.

Many of the conditions you enjoy today were won by the union including annual leave, the 17.5% loading, penalty rates, sick leave, the 38 hour week, your allowances and industry superannuation.

Some typical UCA wage improvements in the last two years are listed below:

18% over 3 years	7%	1st year	6%	2nd year	5%	3rd year
15% over 3 years	5%	1st year	5%	2nd year	5%	3rd year
14% over 3 years	7%	1st year	4%	2nd year	3%	3rd year
12% over 3 years	4%	1st year	4%	2nd year	4%	3rd year
9% over 3 years	3%	1st year	3%	2nd year	3%	3rd year
\$60.00 over 2 years	\$30.00	1st year	\$30.00	2nd year		
\$50 over 2 years	\$25.00	1st year	\$25.00	2nd year		
4% over 1 year	4%	1st year				

JOINING THE UNION MEANS BETTER CONDITIONS AT WORK

Typical improvements in working conditions achieved through Union Collective Agreements (UCAs) in the last two years include:

Getting workers into industry super funds
24 hour income protection insurance
36 hour week
Improved redundancy benefits
Full payout of sick leave on retirement
Annual classification reviews against level systems
Rostered Days Off (RDOs)
Heat Stress policy
Increased shift loadings

Pager allowance increases
Increased superannuation
Hi-VIZ uniforms
Christmas bonuses
Attendance and productivity bonuses
Trade and technical training
Paid maternity leave
Sick leave payouts
Annual leave payouts
Union picnic days

JOINING THE UNION MEANS PROTECTION ON THE JOB

Industrial Officials

The Union has four full-time industrial organisers and two part-time office based organisers situated in Adelaide and Mount Gambier – with solid experience in the union and in the industry. Industrial officials visit your workplace on a regular basis and hold union meetings as well as checking up on safety and listening to your grievances and resolving them. Industrial officials will also assist you if you are bullied or harassed or victimised at work and will represent you in industrial tribunals and in unfair or unlawful dismissal hearings.

Typical industrial services provided by the union include:

Underpayment of wages cases
Re-classification of members
Finding jobs for retrenched or sacked members
Conducting safety inspections
Involving the Workplace Ombudsman
Checking payslips and wages
Limited industrial advice for family members
Getting sacked members reinstated

Electing shop stewards and Enterprise Consultative Committee (ECC) representatives
Pursuing unpaid redundancy money for members
Discrimination issues
Election of OHS representatives
Establishment of ECCs
Specialist industrial law advice



HIGHER REDUNDANCY PAYMENTS AND BENEFITS ARE OFTEN A FEATURE OF UNION COLLECTIVE AGREEMENTS. IN YEARS GONE BY TIMBER INDUSTRY WORKERS HAVE WON BENEFITS INCLUDING 3 WEEKS PAY PER YEAR OF SERVICE

JOINING THE UNION MEANS PROTECTION IF YOU ARE INJURED AT WORK

Workers Compensation Officials

The Union has a Workers Compensation Unit based in Adelaide and in the South East in Mount Gambier. It is widely recognised as the best Workers Compensation Unit of any union in Australia.

Typical benefits for members include:

Free advice and information on workers compensation matters
 Helping injured workers get back to work
 Settling lump sum S43 claims
 Representing workers in disputes over workers compensation payments
 Stopping injured workers from being victimised
 Providing support for injured workers to obtain training assistance programs

Establishing rehabilitation structures
 Considering unsafe work practices for referral to authorities
 Providing injured workers with access to proper medical advice and opinions
 Scarring compensation
 Hearing loss compensation
 Back injury compensation
 Amputation compensation
 Fall compensation



THE FURNITURE INDUSTRY IS OFTEN DIRTY AND DANGEROUS AND WORKERS NEED THE BEST ADVICE AND SUPPORT IF AN INJURY OCCURS ON THE JOB

JOINING THE UNION MEANS BETTER SERVICES



BIG SAVINGS ON JUST ABOUT ANYTHING Union Shopper's purchasing power has provided real benefits and real savings to union members for over 30 years. Visit: www.unionshopper.com.au or call **1300 368 117**



Industry Super - brought to you by your union

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Don't forget that your union fees are fully tax deductible!