



**PAY
RISES
DON'T
FALL
FROM
THE
SKY**

Join Your Union Today!
1300 486 466

Change THE **RULES** **.org.au**

Wage theft uncovered

ASHLEIGH Mounser, a UOW graduate, was shocked to discover that a takeaway business was offering her \$10 per hour, well below the minimum wage. She posted this on Facebook and was met with a flood of replies with complaints.

Arthur Rorris, secretary of the South Coast Labour Council, the peak union body for the region, says Mounser has uncovered a culture of exploitation in Wollongong.

"One thing is certain," he says. "Given the scale of this scandal, if it's happening in Wollongong, it's happening everywhere."

"What is happening is not an accident, it's a business model and it is called Wage Theft."

"There is only one way to fix this problem – change the rules which allow it to happen in the first place."

Ashleigh explains what happened.

Q: Why did you post this on Facebook?

Originally, I was just going to write to Fair Work, but I thought that it would be more effective to make an



STAND TOGETHER: We can all do something. For consumers, Ashleigh recommends that people shouldn't be afraid to ask servers how much they are getting paid and if it is too low, don't support these businesses.

itemised list of every underpaying business in Wollongong. This would make more of an impact and be more likely to elicit a response.

Q: What sort of replies did you get?

I received over a hundred replies, some reporting up to five businesses each. Many were reporting not only wage theft, but extended unpaid trials, sexism, discrimination, unfair dismissal and

sexual harassment.

Many people were still upset about what had happened, even if it had been years, and a lot had already reported the business to Fair Work and never heard any-

thing back.

The same businesses were reported by up to eight different people, dating back several years.

Q: Were you surprised?

I was surprised by the additional issues which were reported, and by how extreme some of the underpayment was, but I've known for a long time that underpayment was the norm in hospitality. Most young workers are aware of it, there's just a sense of helplessness about it.

Q: What can be done to prevent this?

The Ombudsman is obviously underfunded, but if they can't do the job then someone needs to.

Recouping lost wages isn't a punishment; employers are just paying back wages they should have been paying in the first place.

For consumers, I would say don't be afraid to ask servers how much they are getting paid and don't support the businesses.

More importantly, let the employers know that this is why you're not supporting them. Lack of transparency is one of the big ways wage

theft continues to happen.

Q: What are the next steps?

Unions will continue to pursue complaints on a case by case basis, and without enforced punishments, I'm sure many employers will continue to rip employees off without consequences.

I no longer advise them to report to Fair Work. After reporting over 60 businesses and seeing very little response from the Ombudsman, I think it's better to contact the South Coast Labour Council and join a union.

ACTU secretary, Sally McManus said, "What Ashleigh did is stand up for her rights and did not sit back down until she got her outcome."

"We need systemic change to make sure that wage theft doesn't continue to take money out of working people's pockets."

"Working people know that the rules are broken and have given corporations too much power, and you can do something about it. Join our campaign, stand with Ashleigh and millions of other Australians to change the rules."



Australian Unions

RALLY TO
Change
THE RULES

WOLLONGONG MAY DAY MARCH

Saturday 5th May Assemble 10am

Lowden Square, Wollongong
Outside Trade Union Centre – Opp. Wollongong Train Station
March goes to Wollongong Mall Amphitheatre



1300 486 466

Change THE RULES



Standing up for building workers

AT A time when wages are stagnating, building workers in the Construction, Forestry, Mining and Energy Union (CFMEU) are reaping the benefits of being part of the union.

In the latest round of enterprise bargaining negotiations, the CFMEU NSW branch delivered an annual 5 per cent increase in wages and rises in conditions such as productivity, meal and travel allowances.

CFMEU NSW branch secretary Darren Greenfield said the union had also made a pre-emptive strike against any move to strip penalty rates away from the construction sector.

"Around 600,000 workers have had their penalty rates cut because the Turnbull government sided with big business in the Fair Work Commission hearings," Mr Greenfield said.

"In response the CFMEU has ensured the latest EBA for building workers includes a condition where all overtime from February 1 will be paid at double time."



ACTION: The CFMEU union are fighting for workers' rights, health and safety and job security.

Mr Greenfield said the union was in a war with the Turnbull Government over its attacks on workers' rights and safety.

He said under the watch of the re-established Australian Building and Construction Commission (ABCC) there had been an increase in accidents and deaths on building sites.

Rip-offs of workers' superannuation and wages was also escalating and it was only the CFMEU that was standing up for sub-contractors and workers who had lost money.

In the 2016-17 financial year the CFMEU wage claims

team clawed back almost \$7 million in unpaid super for members and \$3.4 million in unpaid wages and entitlements.

Mr Greenfield said recent changes to building regulations on federal government jobs had also led to the increased use of casual labour over full-time, direct employees.

He said the increased use of casual labour was a threat to safety on sites and the CFMEU would remain vigilant in its fight for members' job security, their health and safety, and decent hours of work.

Go to nsw.cfmeu.org.au.

ETU: proud history and a strong future

JOIN YOUR UNION DAY ON TUESDAY, MAY 1, 9AM-1PM AT THE WOLLONGONG TOWN HALL.

OR CONTACT THE ETU ON (02) 9267 4844 OR VISIT ETUNSW.COM.AU OR FACEBOOK: ETUNSW.



ETU IS A LEADER: It's for the national Change the Rules movement for working people and families.

SECRETARY Dave McKinley of the Electrical Trades Union of Australia (NSW branch) has a message for electrical workers.

There is one sure way to boost your income, job security and safety at work. If you're an electrical worker: join the ETU.

The Electrical Trades Union proudly represents 15,000 tradespeople, apprentices and others across NSW.

"Together we've fought and won enviable conditions for our members since 1902," Mr Lister said.

"ETU members in organised workplaces remain streets ahead of the average non-union electrical worker.

"The ETU works with government and industry to develop and enforce training, career paths and safety standards.

"Our members receive significant industrial and non-industrial benefits from legal representation to holiday accommodation.

"As one of Australia's most innovative unions, the ETU is firmly focused on the future of the electrical trades and the interests of our community."

That's why the ETU is a leader of the national Change the Rules movement – a united trade union campaign that seeks significant reform

in the interests of working people and their families.

Change the Rules is about fairer industrial relations, enhanced job security, an end to corporate tax avoidance and much more.

"It's a campaign we must build and win for this generation of working people and those to come," Mr McKinley said.

"Come and chat with the ETU on Join Your Union Day on Tuesday, May 1, 9am-1pm at the Wollongong Town Hall."

Or contact the ETU at (02) 9267 4844 or visit etunsw.com.au or see their Facebook listing at ETUnsw.

CFMEU CONSTRUCTION

Construction workers building a powerful movement for change.

JOIN THE CFMEU FOR BETTER CONDITIONS, HIGHER WAGES & SAFER WORKPLACES.



JOIN THE UNION TODAY

For more information visit: www.nsw.cfmeu.org.au/

ETU IT PAYS TO BELONG

JOIN THE ETU



- Higher pay and conditions
- Safer work sites
- Better job security

PLUS access to holiday cabins, education scholarships, accident insurance cover, specialist legal advice and funeral benefits.

JOIN THE ETU ONLINE TODAY

www.etunsw.com.au

Authorised by Dave McKinley, ETU Secretary, 370 Pitt St, Sydney.

Join us, as we're stronger together

A MESSAGE from Georgine Clarsen, UOW staff member and the National Tertiary Education Union (NTEU) union branch president at University of Wollongong.

NTEU is the union at UOW, covering both professional and academic staff. It's a national organisation with membership and union branches at every Australian university.

At UOW in 2018 our union has been growing and now is the time for all staff to join and contribute.

Union members at UOW are negotiating new conditions for both professional and academic staff at the university.

So to protect all that's great about working at UOW and to win fair pay, secure work and respect for all that UOW staff contribute, the NTEU needs all staff to join the union.

The NTEU is also part of the Change The Rules campaign being led by the ACTU, to ensure we see new fair workplace laws in Australia that gives working people



GEORGINE CLARSEN: UOW staff member and NTEU Union branch president at UOW campaigning for job security and benefits for all university staff.

fair pay rises, secure jobs and a fair go at work.

For university staff with improved job security, who have either permanent or fixed term contract employment, it costs 1 per cent of their salary per year.

For staff employed casually at UOW, membership starts from as little as \$2 per week.

Union fees are tax deductible.

Your NTEU contribution provides resources our union needs to campaign for and negotiate great working conditions.

We also ask members to chip in a little time, activ-

ism and ideas to our workplace campaigns.

An active and strong membership at UOW has won, protected and improved great workplace conditions like paid holidays, paid sick leave, fair yearly pay rises, superannuation, workplace safety, paid parental leave... the list goes on.

If people want a fair go in university jobs, join online at nteu.org.au/join.

See the Fair Pay, Secure Work and Respect campaign at UOW at facebook.com/unionuow.

Authorised by NTEU branch president Georgine Clarsen.

Hair stylists now have own union

AUSTRALIA'S newest union, Hair Stylists Australia (hairstylistsaustralia.com.au), is now up and running, representing 65,000 hair stylists from across the nation.

Hair Stylists Australia is supported by the industrial muscle of the Australian Workers' Union, but operates with its own unique membership model.

HSA spokesperson Melanie Coombes said the union's creation was long overdue.

"Hairdressers are too often in the dark about their employment rights. Now hair stylists finally have a union, we can have a voice, and workplace support when we need it," Ms Coombes said.

"No longer should discussions about pay and conditions be restricted to whispered two-minute chats out the back of salons.

"Hairdressers are passionate about their work, we're not unskilled workers who simply clock on and off. The specialist skills and training of hairdressers deserves greater recognition.

"Hairdressers are exposed



GIVING HAIRDRESSERS A VOICE: Hair Stylists Australia, supported by AWU, is Australia's newest union. Learn more or sign up at hairstylistsaustralia.com.au.

“

No longer will hairdressing be the forgotten trade."

AWU National Secretary Daniel Walton

to long term WH&S risks from repetitive strain injuries and insufficient breaks to mitigate this risk. Hairdressers should also have the same leave entitlements as other professions."

AWU national secretary Daniel Walton said Hair Stylists Australia had important work to do from here.

"The working conditions of hairdressers have been

overlooked for far too long," Mr Walton said.

"The AWU has 130 years of industrial know-how and we will use that to assist hairdressers establish their own union that speaks for them and serves their interests.

"No longer will hairdressing be the forgotten trade. It now has a voice, it has muscle, and I know it has every intention of using both."

Calling all hairdressers.

There's a new union in town.

Be part of a new movement of hair stylists working together to change the industry for the better, and get support when you need it most.

**HAIR
STYLISTS
AUSTRALIA**

POWERED BY AWU

Join today: hairstylistsaustralia.com.au/join



**National Tertiary
Education Union**

**Australian
Unions
Join. For a
better life.**

**Work at the University of Wollongong?
Want fair pay and more job security?**

In 2018 union members employed at UOW are campaigning to win Fair Pay, Secure Work & Respect for all University Staff. Winning more secure jobs and fair pay is a priority for our union, but good conditions and more secure work can only be won with the support of UOW staff.

**LET'S
Change
THE
RULES**

Join us, we're stronger together.

JOIN THE NTEU TODAY!



Union at UOW

www.NTEU.org.au/join

Standing up for locals

THE PSA and CPSU NSW are waging a fight not only on behalf of their members, but on behalf of the people of the Illawarra region, too.

"Under premiers O'Farrell, Baird and Berejiklian, we have seen more and more services moving from the public sphere into the hands of private operators," PSA general secretary Stewart Little said. "The Government's privatisation obsession has gone as far as handing over care of people with disability to private providers.

"There is now no state-provided safety net for people with severe disabilities that no private operator is willing to care for.

"We are also seeing prisons being outsourced. Not only is profiting from crime immoral, but as we saw in Parklea in Sydney, it is not a particularly efficient way to incarcerate felons.

"And we are seeing with job cuts to the South Coast Correctional Centre that even in public hands prisons aren't safe from the Government's cost-cutting.

"And cutting costs in prisons puts our members as



PSA general secretary Stewart Little addresses the PSA annual conference to its members.

well as the wider community at risk."

The unions are also taking on a restructure of the state's National Parks and Wildlife Service, which they say have been forced to haemorrhage

experienced staff and replace them with junior workers on lower wages.

"In many cases, experienced staff have been offered a choice: take a pay cut or take a redundancy," Mr Little



CHILD PROTECTION WORKERS IN CONISTON: They are attending the launch of the PSA's Safe Hands campaign.



A FAIR GO FOR ALL: The PSA and CPSU NSW represent more than 35,000 workers in the state.

said. "The result is firefighting experience lost at a time when the bushfire season gets longer every year."

The CPSU NSW, which takes care of staff on federal awards, is also campaigning

to reverse cuts to the state's TAFE system.

"One of the world's best vocational systems has been run down to give more room in the market for low-cost private operators," Mr Little

said. "As we have seen in many recent media reports, the best lessons these colleges have taught is be careful who you give money to.

"What was once a great avenue for young people not suited for university to enter the jobs market is now a shell of what it once was. And this is at a time when our job market is screaming for well-trained apprentices."

The Illawarra was also the site the PSA launched its Safe Hands campaign to improve the state's Child Protection system.

"In recent weeks the media has given extensive coverage to the botched roll-out of a case management system that is putting some of the state's most vulnerable children further at risk," Mr Little said.

The PSA and CPSU NSW members can be found, among other sites, in schools, gaols, Service NSW centres, government offices, police stations, national parks, state forests, TAFE colleges, universities, roadside inspection stations and at zoos. Call 1300 PSA NSW (1300 772 679).



Stop the sell-off, stop the cuts!

The Public Service Association and the CPSU NSW are standing up for the people of the Illawarra against the Berejiklian Government's sell-off of YOUR state's assets.

- Run-down TAFE
- Run-down national parks
- Privatised disability services
- Prisons for profit
- Child protection in disarray
- Out of Home Care privatised

For more information visit: www.psa.asn.au and www.cpsunsw.org.au



Stronger in learning areas

SCHOOLS, early learning centres and post secondary colleges are dynamic workplaces. Changes are constant - not all of them positive. The demands on teachers and support staff are many with significant professional and legal responsibilities. All in all, multi-faceted high pressure jobs which can play havoc with work-life balance.

The Independent Education Union of Australia, represents over 70,000 employees working in non government education across Australia. IEUA NSW/ACT branch has over 32,000 members, including principals, teachers, support and operational staff in primary and secondary schools, life education centres, business colleges, English language colleges and early childhood centres.

The Union's message to teachers, trainee teachers and support staff is that the IEU is here for you through every stage of your career.

IEU is fighting for equal pay for early childhood teachers as teachers in



schools. Running an Equal Remuneration Case in the Fair Work Commission, the IEU will present evidence between July and August this year.

IEU has waged a highly successful campaign in Catholic systemic schools. Teachers and support staff will soon be voting on improved new enterprise agreements.

The Union is also supporting the ACTU's 'Change the Rules' campaign, fighting for better working conditions for

all workers.

IEU provides a range of practical conferences and workshops, accredited training opportunities wherever you are in your career.

It's never too early to join. Student teachers can access free membership. Beginning teachers can access assistance from the IEU in meeting NSW Standard's Authority (NESA) accreditation requirements and accessing institute registered courses. It's always stronger together - go to ieu.asn.au.

For those that want a fair go

SDA ramps up calls for a fair go for Illawarra retail, fast-food and warehouse workers.

The SDA, the union for workers in retail, fast food and warehousing, is increasing calls for workers in the Illawarra region to be given a fair go.

SDA NSW/ACT secretary, Bernie Smith, said it's never been more important for workers to stand together and demand a fair go at work.

"The SDA is the biggest union in NSW, and nationally has over 215,000 members in industries such retail, fast food and warehousing," Mr Smith said.

"We have a diverse membership, but we have a lot in common - we all deserve respect and a fair go."

That's why the SDA has been running a range of campaigns including:

- No One Deserves a Serve - a campaign against customer abuse
- Take the Time - a campaign calling for a better work/life balance for workers
- Protect Penalty Rates



There's still more to do - the only way we're going to improve things for workers is if we all stand together.

SDA NSW/ACT secretary, Bernie Smith

- a campaign aimed at protecting our take home pay
"The SDA gets great outcomes for members

- in fact, Australia's retail workers are among the best paid in the world - but there's still more to do," Mr Smith said.

"The only way we're going to improve things for workers is if we all stand together, which is why we want Illawarra workers to make sure they join their union."

If you work in retail, fast food or warehousing, the SDA is your union. To find out more or to join, go to sdansw.org.au or call 131 SDA (131 732).

IEU Independent Education Union of Australia NSW/ACT Branch

Stay strong. Stand up. Have a voice.

Are you a degree qualified teacher in an early learning centre?
Do you want to feel more protected in your job?
The Independent Education Union has your back.

IEU supports better pay and working conditions for teachers and support staff in all non-government schools and private tertiary colleges and teachers in early childhood settings. Join 32,000 other members and be heard: www.ieu.asn.au

IEU gives teachers and support staff access to...

- ✓ better pay and conditions
- ✓ a professional voice: through representation, social media and advocacy
- ✓ support and payment recovery: in the last five years IEU recovered nearly \$20 million for members
- ✓ PD on a range of topics helping teachers to keep accreditation up to date
- ✓ representation in industrial tribunals and courts on work-related matters
- ✓ teacher exchange: spend a year working overseas
- ✓ member benefits: Teachers Health Fund, NGS Super, Teachers Mutual Bank and ME Bank Services, discounts through Union Shopper

JOIN THE UNION TODAY



RETAIL + FAST FOOD WORKERS DESERVE...

- ✓ **A FAIR DAY'S PAY FOR A FAIR DAY'S WORK.**
- ✓ **TO ENJOY TIME OFF WITH YOUR FAMILY.**
- ✓ **RESPECT AT WORK.**

JOIN THE SDA!

secretary@sdansw.asn.au | 131 732 | secretary@sdansw.asn.au

Protect penalty rates.



NO ONE DESERVES A SERVE

Nurses needed now

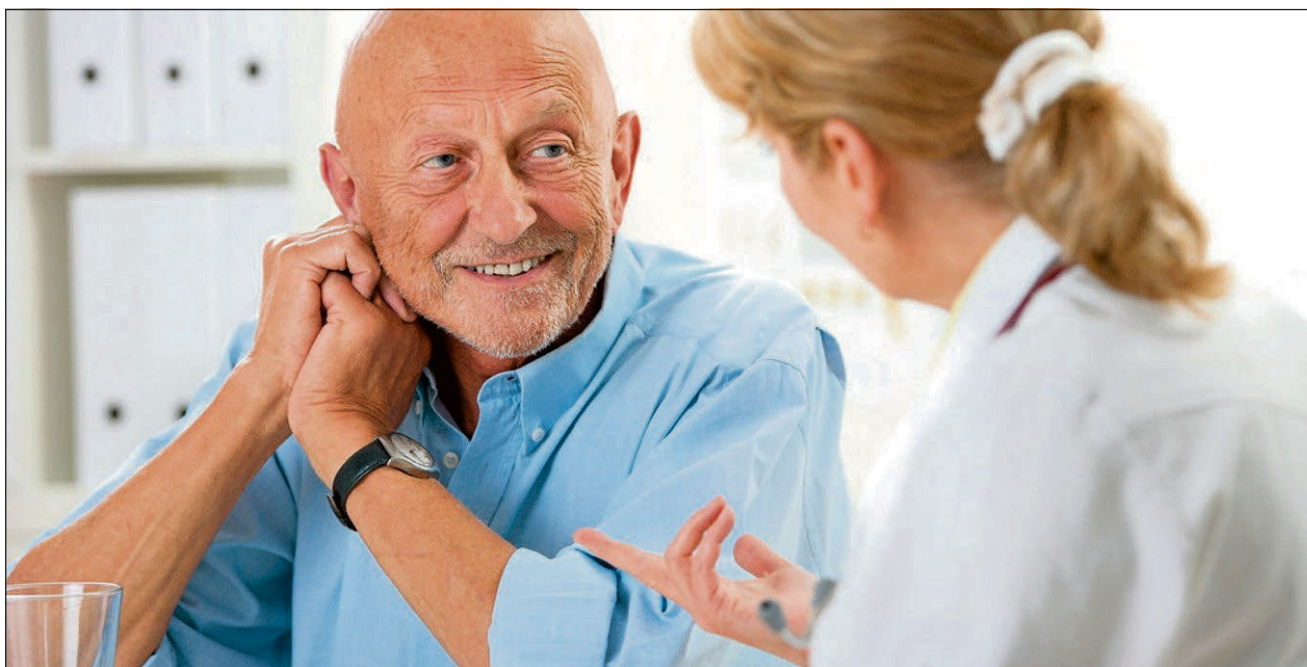
THE New South Wales Nurses and Midwives' Association (NSWNMA) has joined a national campaign to fight for ratios in aged care, which will enforce guaranteed staff ratios and mandated nursing and care hours for each resident.

The Association represents the industrial interests of 63,000 nurses and midwives employed in NSW in the public, private, aged care and disability sectors.

A spokesperson said, "Over the last 13 years, chronic understaffing has seen a 400 per cent increase in preventable deaths of elderly Australians in aged care with hundreds dying from falls, choking and suicide.

"They are our parents and grandparents, people who looked after us and loved us, but now many of them, especially those in need of high care, are left unfed, unwashed and even in soiled nappies for hours.

"Hard-pressed nurses and care staff do the best they can in impossible circumstances, but they are run off their feet and can't provide the care they want to.



NOT RIGHT: Australia has strict staff ratios for childcare, which is as it should be. But there are no ratios for aged care and no laws to ensure our elderly get the care they need.

"Currently residents receive around two hours 50 minutes of care per day from nurses and carers, which is nowhere near enough time to shower, toilet, medicate, dress, feed, roll over, move, let alone talk to an aged care resident. Research shows a minimum of four hours' care is required.

"We need a skills mix of 30

per cent registered nurses, 20 per cent enrolled nurses and 50 per cent assistants in nursing.

"There is an urgent need for a staffing methodology that considers both staffing levels (the right number) and skills mix (the right qualification) for residential aged care across the country. About 30 per cent of that should be

provided by RNs, 20 per cent enrolled nurses and 50 per cent assistants in nursing.

"Last year, owners of aged care facilities racked up over \$1billion in profits while cutting staff. It's a crisis that shames us. Our aged care system has been ignored by governments for far too long. We need to give our loved ones the care they deserve

and make aged care ratios law, now.

"There is strength in numbers so if you're a nurse or midwife, join the NSWNMA to improve our health and aged care systems for patients and residents. Together we can work towards improving our industry and make it a better place to work."

Ratios a matter of life or death

UNDERSTAFFING is rife in many hospitals across the NSW Public Health System. Better and more transparent nurse-to-patient ratios are urgently needed to help deliver safe care to all patients.

Since the state's first mandated ratios were introduced in February 2011, the NSWNMA has been campaigning for them to be improved and extended but a second phase of ratios has not been completed.

"Our nursing and midwifery workforce has been hit by excessive workloads, a diluted skill mix and high attrition rates. The government is not keeping pace with growing demand," they said. "By 2030, a shortfall of 8000 full-time registered nurses and midwives is predicted by the government. (Victoria and Qld have put funding towards improving ratios so NSW in surplus can afford to do the same). We need change so patients receive the safe care they deserve."

Ratios save lives



Join the NSW Nurses and Midwives' Association
and be part of improving our health and aged care systems
for patients, residents and workers.

www.nswnma.asn.au

Authorised by B. Holmes, General Secretary, NSW Nurses and Midwives' Association

Ratios It's a matter of
LIFE or DEATH

**RATIOS FOR AGED CARE
MAKE THEM LAW NOW**

PLATE & VINE

RESTAURANTS · BARS & PUBS · CAFE'S

DO YOU OWN A LOCAL FOOD RELATED BUSINESS?

Both our online audience and readers love to support local business wherever possible.

We are a trusted source of local business news and information.

If you would like our huge audience to find out all about your restaurant, cafe, bar, eatery or hospitality supply business, our new Plate & Vine magazine is the place to promote!

Give Josh a call on: (02) 4221 2673 to work on a plan