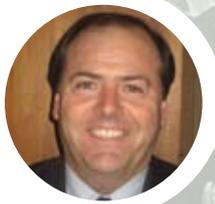


Movement on targets in the Illawarra



Tax time need not be taxing



FSU Bites



June

Newsletter of the Finance Sector Union of Australia, NSW/ACT Branch

Big changes at work...

On 1 July 2009 there will be big changes to your rights at work. 1 July is the date that the new Industrial Relations Legislation "Fair Work" becomes law... So what does this mean for our industry?

Under Fair Work laws an employer must sit down and negotiate in good faith wherever a majority of employees want a new collective agreement. So employers like Westpac, ANZ, CBA, Suncorp and others who've refused to negotiate decent terms and conditions for staff over long periods of time now must come to the table and negotiate in good faith.

FSU Member Ann Fardell is very please that employers are now required to come back to the negotiating table, including hers...

"Its been over 10 years since ANZ has sat down with us and negotiated an enterprise agreement so its long overdue", said Ann.

"Many of our conditions contained in our old agreement are outdated and I'm especially looking forward to FSU sitting down with ANZ and nutting out across the board pay increases and a better and fairer performance pay system", she said.

Discussions with many employers have already begun...

NAB

Negotiations are well underway for a new Fair Work Agreement. Key issues are pay and leave flexibility.

WBC / St George

Until now Westpac has refused to negotiate a new agreement despite the Federal Government making resolution of employment issues a condition of last year's St George takeover. Job security, pay, targets and hours of work will be important issues when we get Westpac to the bargaining table.

CBA

Negotiations with CBA have been running for some time with plenty of discussion around jobs, workloads, hours and pay. Critical discussions will resume soon after member consultation on pay and job security proposals have been collated.



FSU member Ann Fardell... "Its been 10 years... so its long overdue".

Offshoring Scoreboard

Players	Score
ANZ	2248
NAB	1342
Westpac	437
AXA	400
St George	291
Suncorp	250
CitiGroup / Diners	232
Macquarie	100

TOTAL

up by 248 to...

5300



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Con't page 3...

Family Law



Leonie Mancia

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Secretary's Report

Geoff Derrick - State Secretary



Clock ticks down on sorry era

1 July 2009 will see another important milestone in the process of ending the despised WorkChoices laws that led to the downfall of the former Howard Government.

On that day new collective bargaining laws come into force that will see a more balanced approach to negotiations for new agreements. Among the important changes introduced as part of the new Fair Work laws are critically important features such as;

- Employers must enter negotiations wherever a majority of the workforce wants a new collective agreement,
- Employers must recognise the union as the bargaining agent for its members
- All negotiations must be conducted in "good faith", stopping either side from using tactics such as deliberately misleading conduct
- New Agreements must leave workers better off than they would have been without the agreement
- A much wider range of issues can be included in a new agreement than was allowed during the WorkChoices era.

No wonder some of the companies that were great fans of WorkChoices are rushing to try to lock their staff out of Fair Work agreements. Both INGA and Suncorp (for the Promina business) are pursuing last minute non-union proposals for long term agreements that have typically poor or inferior provisions around pay, hours of work and job protection.

As usual there have been negotiations at all in these companies but the corporate lawyers have drafted one-sided proposals that, if successful would see staff denied the opportunity to seek improvements such as guaranteed annual pay rises, better redundancy protection and more control over workloads for years to come.

Our union is working with members in both companies to stop these sneaky practices. After 1 July we'll have many challenges but hopefully dealing with sneaky and underhanded tactics like those recently exposed at Suncorp and INGA will not be among them.

Geoff Derrick

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The NSW/ACT Executive is made up of finance industry workers and is the governing body of FSU in NSW & the ACT.



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Overtime paid and movement on targets in the Illawarra



FSU Organiser Ellen Tape

Following a steady stream of calls to the FSU Member Rights Centre from Westpac Illawarra staff regarding changes to performance monitoring and increased targets, some progress has been made and following inspections unpaid overtime has been paid.

Workplace inspections were carried out and unpaid overtime was paid at Wollongong branch.

Some key issues around targets were identified around lack of consultation and agreement over changes to targets as well as people being placed on performance improvement if increased targets were not met.

Movement on targets...

FSU wrote to the bank on behalf of members and at a subsequent meeting, management agreed that no one would be put on formal performance counselling until all these issues were resolved.

The bank also committed to adjusting performance objectives for extended periods of sick leave, subject to evidence being provided by affected staff.

The bank initially agreed to meet with affected staff to resolve the targets issues long term, however Westpac then pulled out of the proposed meetings.

"While we have some initial movement from the bank, the long term issues around targets remain outstanding so its disappointing the bank pulled out of meeting with us", said FSU Organiser Ellen Tape.

"We are very keen for the bank to listen to the concerns that have been raised over targets as the increases are causing a lot of stress and worry for staff during already difficult times", she said.

Work on the issues in the Illawarra is ongoing but in the meantime any FSU member with problems or issues around targets can contact the FSU Member Rights Centre on 1300 366 378.

...from page 1

Big changes at work

ANZ

Negotiations for an up to date ANZ agreement will commence this month. Pay will be central to negotiations with FSU pushing for fair across the board pay increases and regulation of performance pay to ensure that it operates fairly. Negotiations have also focused firmly on jobs and skills.

Zurich

Zurich staff have an endorsed a claim agenda for discussions with the company that will commence this month. FSU hopes to have a new Fair Work Agreement in place by the time the current agreement expires.

Suncorp/Promina

Suncorp is trying to lock Promina staff into another 3 year WorkChoices style agreement this month to avoid being required to negotiate in good faith. If Suncorp gets their way staff will miss out on many of the protections available under the new laws that could provide better job security during the Global Financial Crisis and pay increases that protect their living standards. The vote of Promina staff on the Suncorp proposal is on now..

INGA

Like Suncorp, INGA are attempting to force through a WorkChoices agreement before 1 July for much the same reasons. The company proposal has no pay increases, poor job protection and no independent umpire with the power to resolve workplace problems.

Credit Unions

Negotiations with Teachers Credit Union are currently underway. FSU and Community First Credit Union have agreed a process to work towards a Fair Work Agreement as the Credit Union works through the issues associated with the Global Financial Crisis. FSU members in a range of other credit unions are building towards negotiating Fair Work deals after 1 July.

Agreement to extend reached with CFCU

FSU and Community First Credit Union have agreed to allow the existing Enterprise Bargaining Agreement, due to expire this month, to remain in force until January 2010 rather than try to negotiate a new agreement right now.

With the current economic climate very uncertain Community First and FSU jointly believe that stability for the benefit of staff and the organisation is paramount.

Pay and conditions for staff will be retained unchanged until the credit union and FSU begin new discussions in what will hopefully be a more settled period in the new year.

Continuing the current agreement will give the credit union some control over its costs during a very challenging period and adds to job security for the staff. Community First will continue to grow the business for the future and staff will have the benefit of stability in an unstable market.

Tax time need not be taxing...

Tax return time is fast approaching and FSU in conjunction with Woods and Partners provides a tax return service to members that's quick and easy and reasonably priced.

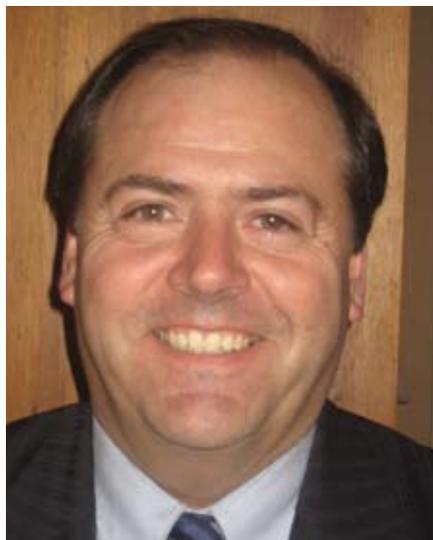
Adrian Woods from Woods and Partners says in these times it's important to get the best possible return you can and has some tips for members...

"It's important to remember your Union fees are tax deductible", says Adrian. "You should also hold onto receipts of donations to charities and keep records of work related expenses", he said.

"I do a lot of returns for FSU members personally each year and I can make sure you're getting every deduction available to ensure you get the best return possible", he said.

The FSU Tax service is simple and easy to use. Adrian can do your return face to face in the Union office by making an appointment, or quickly and conveniently via email.

To arrange to contact Adrian about your 09



Adrian Woods

tax return, call FSU Member Services on 1300 366 378 or email nswact@fsunion.org.au

Union fees will increase by 3.5% on 1 July to meet the Union's increased operating costs. The Executive noted that the union has increased activities in all areas, including workplace visits, individual and collective representation, having recovered some \$6,696,386 in entitlements for members in the 08/09 financial year to March.

FSU Bites June

Authorised by Geoff Derrick, Secretary, NSW/ACT Branch



Gossip!

A long hard sell...

Staff from a major bank were told that the summer holiday period would be a good chance to speak to family and friends about using bank products as the holidays provides plenty of opportunities - like BBQ's and parties... Evidently its been a long summer as the "encouragement" to sell products at social functions continued up until just recently!

Alarming!

FSUBites understands a recent team building exercise held for one of the major banks went horribly wrong when everyone was evacuated, police called, shops were shut for the day and exclusion zones set up.

Evidently part of the team building exercise involved a scavenger hunt and the people organising it thought it would be a good idea that one of the items to be found would be a fake bomb consisting of a clock and two gas cylinders placed in a locker! Staff were unaware of the item and called police when they heard ticking and opened the locker.

The "Shame Game" part 2

Last month we reported on an incident where a manager sent an email publicly shaming 19 staff who had not met their targets. *FSUBites* has since learned the manager has again emailed those same staff... to apologise.