

SALARED STAFF UNITED NEWSLETTER

Please place on notice boards

February 2023

Member Case Study 1

Member:

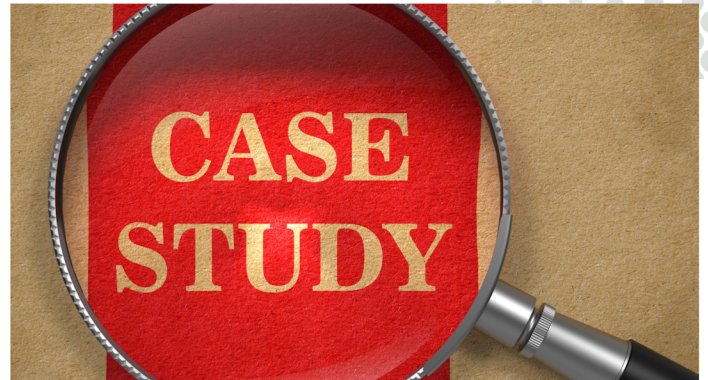
I have received a call from my Line Manager asking me to attend a meeting. I asked for the reason so I could prepare and was informed it was about my performance.

I don't understand as I feel I have been doing a good job.

Can I get a redundancy and get out of this place?

SSU Response

1. You've taken the best action by *contacting SSU first* so we can help you prepare for any meetings.
2. *Make sure you ask to have a support person present at meetings* and name SSU as your support. We will tell you who will be attending with you and will be available for you when and if you wish.
3. Redundancy occurs when a business decides a specific job is no longer required to be filled. *It is not usually a situation that occurs at the request of an employee.* The business must consult with you if they are planning this option.



Member Case Study 2

Member:

I work in Holcim NSW Sydney Metro. Should I be paid a "picnic" holiday?

SSU Response:

Under the Holcim NSW Staff Agreement, staff who do not get a regional "show" holiday are entitled to an additional paid holiday which is usually included in their Christmas leave as the day after Boxing Day.

Member Support

Some of our members have mentioned in recent conversations with us that they are unsure how to start to improve their overall health and wellbeing.

Being the start of a new year, you may be thinking along these lines too. This has prompted SSU to do a bit of research & to share some material that may be new for you or could get you started on a healthy change.

We've compiled a short list of books, websites and podcasts for you to start your thinking.

[See page 3 of this newsletter.](#)

We hear and support you!

Changes to Federal Industrial Law

The Australian Government has passed the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022.

This legislation amends the Fair Work Act to change a number of existing rules and introduces a range of new workplace laws. These changes commenced roll out from 7 Dec 2022.

SSU will update members progressively.

Current Key Changes:

- 7 Dec 2022
 - Change of FWA objectives to include promotion of:
 - job security
 - gender equality
 - Prohibiting Pay Secrecy
 - New Protected Attributes
 - FWC powers to correct errors in enterprise agreements
 - Changes on how bargaining can be started through FWC
 - Updates to rules for agreements to allow FWC to terminate an agreement after its nominal expiry date
- 2023 - upcoming - Watch out for more in future Newsletters

Want a bit more detail? Click link or see SSU website "Current News" for PDF (IR Changes implemented 7 Dec 2022 and key Start Dates)

These are the most fundamental changes in Australian IR law to be implemented in a long time.

It is vitally important that Employees understand their rights and SSU will be delivering information on the changes as they roll out in 2023, via Member Newsletters.

SSU needs an robust representative membership to take advantage of these IR changes and strengthen our bargaining position with all companies.

Encourage Membership

Members are integral in communicating the services and benefits of SSU to their colleagues to promote membership growth.

With the high number of recent staff changes, new starters may know nothing of SSU unless you tell them.

Don't wait until your colleague has a chat with you about their workplace difficulties, tell them about your Association NOW!

Membership fees have remained unchanged for several years and are tax deductible.

Remember

If you are having work place issues or need some support contact SSU immediately.

If you know a colleague who is in that situation, recommend they contact SSU immediately.

The earlier we are contacted, the better the outcomes.

Member Support

Member health - Ideas

How are you going?

Were you raring to go, fit and ready for work after your end of year break or did you start the new year feeling you need to get more fit and healthy maybe you've made a resolution or two? Need some ideas?

Be Curious: There is a huge array of information & help available and you might find some of the following sites or resources interesting, informative or motivating.

Arm yourself with facts and win battles!

- [CSIRO Total Well Being Diet](#) - app or online programme to help you learn about healthy eating, plan and track your meals. There is also an option for having your fee refunded: www.totalwellbeingdiet.com/au/ "Trust the Science, Lose the Weight, Get the Refund"
- [Heart Foundation Walking Plans](#) - Walking for an average of 30 minutes a day can lower the risk of heart disease, stroke, and diabetes by 30 to 40 per cent. www.walking.heartfoundation.org.au/
- [This Naked Mind - The Alcohol Experiment](#) - a free 30 day programme, with daily videos & other instructional material & peer support. www.thisnakedmind.com/blog-the-alcohol-experiment/
- [QLD Govt Quit HQ](#) - <https://www.quithq.initiatives.qld.gov.au/>
[NSW Govt QuitLine](#) - <https://www.cancer.nsw.gov.au/prevention-and-screening/preventing-cancer/quit-smoking/nsw-quitline>
- **Quit Lit.** You might find some health reads in book or audio form through apps, a download from your local library or podcast on various platforms:

Books about alcohol:

[This Naked Mind](#) - Annie Grace

[The Alcohol Experiment](#) - Annie Grace

[Alcohol Lied to Me](#) - Craig Beck

[Alcohol Explained](#) - William Porter

[The Unexpected Joy of Being Sober](#) - Catherine Gray

[The Easy Way to Stop Drinking](#) - Allen Carr

Books to quit smoking

[Freedom from Nicotine - The Journey Home](#) - Joe R Polito

[Allen Carr's Easy Way to Quit Smoking Without Willpower](#) - Allan Carr (has written several other popular books re. quitting smoking)

Search for Podcasts.

[Andrew Huberman](#) has a number of health informative podcasts.

Very detailed and can be a bit scientifically heavy: <https://hubermanlab.com>
(Alcohol and your Health & Nicotine's effect on your brain & body)

Be Curious - You might find some of your beliefs are myths and are BUSTED!