

SALARIED STAFF UNITED NEWSLETTER

April 2023 CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United

Member Case Study 1

Member:

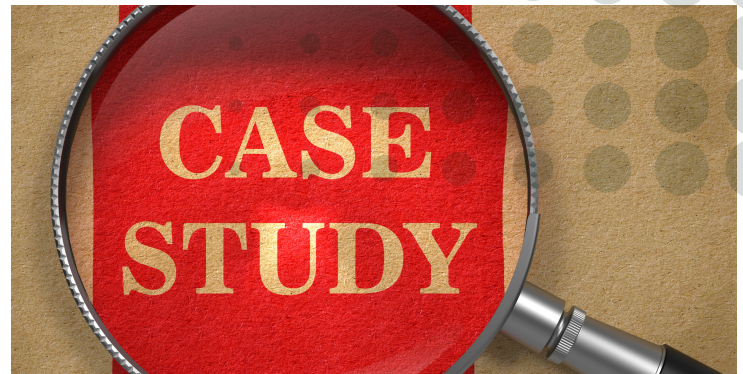
*Will this conversation be confidential?
I just don't want anyone in the Company
to know we've been talking, but I do
have a question and I don't know who to
trust*

SSU Response

1. It's really important that employees understand SSU is independent of the Members' employer Companies and conversations between a member and any SSU staff are confidential.
2. We will not approach your business or Manager unless you instruct us to speak to them on your behalf.
3. SSU is not suggesting that members should expect any negative backlash from their employers. We are stating members have different preferences for negotiation style. Some members show concern that they do not want to appear unable to argue their own position independently. Others are more confident preferring to show the strength of SSU by openly working with us.



Tip! Share your newsletter with colleagues by email or printing a copy for your notice board or lunchroom

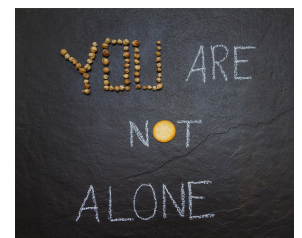


Member Case Study 2

Member:

I've just received an invitation to attend a meeting with my Manager and someone from Human Resources.

What should I do?



SSU Response:

If you find yourself in this situation, we recommend that you do not "go it alone", but rather seek advice from SSU and request a Support person for the meeting.

You will need to advise your meeting convener or Manager who your Support person is.

It's so important to prepare and make sure you have all the information available to you prior to the meeting. We can help with that.

Remember you do not need to be alone!

SSU will represent and/or advise you.

Remember!

**It is your choice!
As a Member, it is your right!**

We hear and support you!

SSU Executive Council are revamping the role of Member Representative

Your Association needs you! SSU Member Representatives

- Being a Member Rep can be a leadership opportunity for members who want to create a constructive workplace where people can do their best work
- SSU is most effective when it knows about the local issues and challenges
- The most effective way of communicating this knowledge is via member representatives
- Member Rep contact details are only published on the SSU website with consent from the member.
- The SSU Executive will offer Member Reps a skill development program including leadership training and coaching as part of the role
- Want more information?

Email:

support@salariedstaffunited.zohodesk.com.au



Are you ?

The SSU is now utilising the LinkedIn platform to help keep members up to date

Overview:

- Over 10 million people in Australia have a LinkedIn profile!
- It's a great business platform to help stay up to date.
- If you don't have a profile, think about creating one
- Benefits: Quick access to SSU dialogue and share your views with other colleagues

Tips:

- Keep your profile updated and use a professional photo
- Don't stop people making contact if they want to connect with you
- Check your visibility settings. You might not always want to let your network know if you make a change to your profile. You can disable auto notifications
- Set up push notifications for receiving direct messages
- If we haven't already connected with you through LinkedIn, connect with us:
Salaried Staff United
- Contact SSU Support if you need help in setting up a profile

SSU Value – A Strong and Constructive Voice

- Do you ever question why you are an SSU member or can't answer a colleague as to why they should join? Tips below:
- **Security.** Members get direct access to personal, independent and confidential expert advice and support
- **Safety and strength in numbers.** Collective staff views are communicated (anonymously) through SSU Advocates e.g. pay rates, work flexibility
- **Bargaining** agents for SSU Members EBA and Collective Agreements
- **Communication.** Keeping members up to date in employment law

