

From: Committees
Sent: Monday, 26 June 2017 3:44 PM
To: [REDACTED]
Subject: FW: Submission to ACT Insecure Work Inquiry [SEC=UNCLASSIFIED]

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From: Bruce Stepehsnona [REDACTED]
Sent: Monday, 26 June 2017 3:34 PM
To: Committees
Subject: Submission to ACT Insecure Work Inquiry

Attn: Standing Committee on Education, Employment and Youth Affairs

This is a submission into the Inquiry into the extent, nature and consequence of insecure work in the ACT, via the submission tool provided by UnionsACT. I have agreed to provide the following:

Submission by: Bruce Stepehsnona, [REDACTED]

I was employed through directly employed as a casual in my current job.

I am a union delegate who is having a very difficult time recruiting my casual worker colleagues to join the union even though it is their best interests to do so.

Regrettably, our managers are not supportive in cooperating with unions. I would go so far to say, in the heart of hearts, they have contempt for us union members.

The main reason colleagues are reluctant to join is they are afraid of losing their jobs even though there is little evidence for that fear.

Because we work on our own in homes of people coping with varying degrees and types of disabilities, we are unable to discuss issues with colleagues.

Management has, to a large extent, ignored our EBA which was negotiated about 7 years ago in late 2010 and was rolled over, sorry "extended" on its anniversary in 2014 though I cannot find any evidence of that decision on the FWC websites.

According to our union we are illegally paid at the incorrect SCHADS Award classification and there are issues about use of our personal mobile phones used for work purposes without compensation. In addition, we are pressured to increase our qualifications to become without an increase in our classification and hence, remuneration,

As a passionate unionist, I do not believe in the confrontationist approach towards employers, rather the cooperative one.

I would like to see our organisation become the best it can be. I want it to have a such a reputation that cares for its workers with reasonable pay and fabulous conditions. Sadly, this is not the case.

I have had negative reports from ex-employees who are spreading their negative treatment around the small Canberra community sector. Just one disgruntled ex-employee will do far more damage to an organisation's reputation than a satisfied one who is less likely to spread positive news than the other - its human nature. This is why management needs to work twice as hard to improve the working conditions.

Management believes they can "fix" issues which means they have more on their plate than they can cope. As we work on our own in in houses throughout the city, we would rather not mention an issue than report as that may mean being called into the office on our own time, Workers become distraught over being called into the office they spend the time looking for other jobs.

NDIS has turned the community sector organisations into not-for-profit business and all that implies including make a 'profit' to expand. This means currently and worse still in the near future, workers will see their pay and conditions slide downwards such as it is in the UK and the USA..

This happened when I worked at Focus ACT/Focus ACT Inc in Belconnen ACT.

This happened in the Community Sector sector.

If I were the ACT Government I would demand employers to encourage their workers to join their unions. Unions are the only proven way to increase production and improve peoples lives at work and by extension in their personal lives..

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