



ESTA News

AIR CONDITIONING VPC COMPUTER UPGRADE PROBLEMS ESTA

The union met with VPC management on Thursday evening 23rd August to discuss the above problems.

Air Conditioning:

Management explained that the maintenance company had worked on the problem of cold spots surrounding certain computer positions, over a period of time.

Management undertook to :

- call the maintenance company in again
- investigate whether another maintenance company could/should be called in
- investigate whether the temperature should/could be increased in the “wee small hours” especially in winter
- investigate whether the cool air blowing from the vents over certain computer positions could be diverted

Further consultation with the union will occur following the above.

Computer Upgrade – Small Font Problem:

Certain attempts to try to improve the situation following the up-grade, had been undertaken.

Although it appears that the situation was improved by these efforts, the situation is still unsatisfactory.

The matter has been referred to the Intergraph experts for action and ESTA’s OH&S expert will be involved.

Management said they were giving the problem a high priority. The union will follow up shortly.

OTHER MATTERS FOR DISCUSSION

We have a number of other issues raised with us by members which require discussion e.g. refresher training, carers leave, training, ESTA recruitment, handling of light duties and the Ballarat centre time table.

We have flagged these issues to ESTA Management and we will arrange discussions shortly.

WORKCOVER – THINGS YOU SHOULD KNOW

- Under the Accident Compensation Act you are entitled to 26 weeks pay averaged out on the previous 12 months wages (including overtime and shift penalties) prior to date of injury. This includes entitlements under our EBA to 52 weeks of make up pay.

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***Note:**

If you take one or more consecutive workcover days off up to a week, it is classed as having one week of the 26 weeks off.

***Note:**

- You must receive written notification of any changes to your payments with a 2 week notice from the date of the letter.
- Whilst off on workcover you are not entitled to be paid superannuation.
- Like sick leave you do not accumulate your 2 hours per week in lieu.
- The EBA clause38 (Accident Pay) reads as follows:
“Where an employee is injured and compensation is paid under the Victorian State Accident Compensation Legislation, ESTA shall pay the employee accident makeup pay, which is the difference between the employee’s actual compensation payment and the employee’s ordinary rate of pay at the date of injury.

The maximum period of payment of accident makeup pay is fifty-two (52) weeks. If the employee has more than one period of incapacity arising from the same injury, the maximum aggregate payment for those periods is 52 weeks.”

Contacts for Assistance

Workcover Authority – 1800 136 189

Workcover Assist - 9941 0537

ESTA Workcover Information Sheet

CEPU - 9349 4411

ADMIN AND SUPPORT STAFF COMMITMENTS

As part of the Admin and Support staff EBA discussions last year a number of commitments were made on issues of concern to staff. They included:

- consideration of an appropriate staff/classification structure
- remuneration review training co-ordinators at Tally Ho
- public holiday test case application for ACM’s as appropriate
- consideration of fortnightly pay via a ballot of employees
- change in Government wages policy
- hours of work and consideration of less work appearances per month

The CEPU will follow up on any progress in relation to the above. We would be keen to hear from members/staff who wish to raise matters relating to the above or generally in relation to the EBA.

VALUE FOR YOUR DOLLAR

Operational Staff

The CEPU has been organising for and on behalf of the Operational Staff at VPC now for over 12 years.

Together we have been able to lift pay rates, improve the conditions of employment (eg shorter hours, penalty rates, protect breaks, improve higher duties, increase allowances, improved most leave provisions, public holiday rights for shift workers, 52 weeks accident pay, a no redundancy provision, etc) and improved employee rights at work.

Last year we negotiated our first EBA covering the Admin and Support staff. Whilst the outcomes were modest we made some headway in annual salary increases, higher duties, long service leave, 38 hour week application, some recognition of unsociable hours work, superannuation choice etc.

Hopefully, future EBA's will further improve the lot of ESTA's Admin and Support Staff.

The CEPU can always improve its performance and it welcomes suggestions and ideas, but we think that the improvements won by staff and the union working together have been significant.

Significant enough to suggest that anyone who hasn't yet joined the union should do so and help contribute to the team effort along with the rest of your workmates. Please think about it. We'd love to talk to you about it if you disagree.

If you agree, why not sign up now. It's cheap, your dues are fully tax deductible and in the end it doesn't cost, it pays – no sweat.

CEPU SHIFT MEETINGS – VPC

The CEPU Secretary Len Cooper will visit the VPC to meet with members and potential members from 5pm on Tuesday 28th August and Thursday 30th August.

We will be happy to discuss any and all matters of interest and concern.

WORK CENTRE VISITS – ADMIN & SUPPORT STAFF

We will also establish work centre visits to Spring Street and Tally Ho to meet with Admin and Support members and potential members shortly.

If you wish a more private discussion then please don't hesitate to call me on my mobile.

LEN COOPER

Branch Secretary

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CEPU – DON'T GO TO WORK WITHOUT US!