



**What would make
your work life better?**





We can help with that...

...and so much more.

In 1901, a group of workers came together and decided to give their time to a body whose duty it was to protect the rights of workers and those they served.

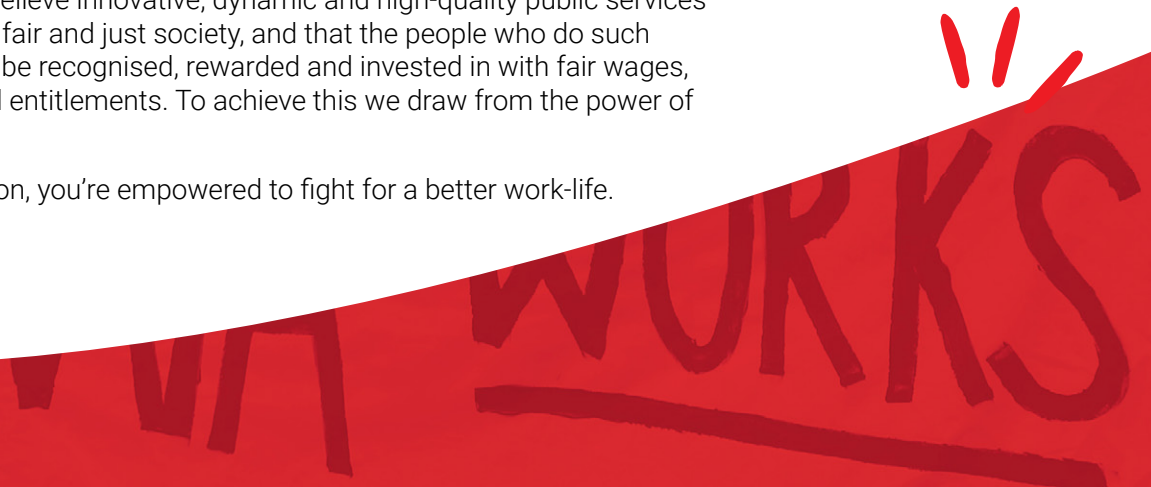
For more than 119 years, that commitment to strengthening public services and improving the working conditions of proud public sector workers has never wavered.

Today, we are known as the CPSU/CSA — a union of more than 12,000 workers strong. Through the strength of the collective, we're able to learn from each other, protect one another, and grow together. Together we are powerful.

Unions are responsible for having won all of the rights and entitlements you enjoy at work today, including; superannuation, public holidays, paid parental leave, annual leave, sick leave, lunch breaks, safer work environments, pay increases, equal opportunities, and even our right to a weekend.

At the CPSU/CSA, we believe innovative, dynamic and high-quality public services are the foundation of a fair and just society, and that the people who do such important work should be recognised, rewarded and invested in with fair wages, working conditions and entitlements. To achieve this we draw from the power of the collective.

When you join your union, you're empowered to fight for a better work-life.



WORKS

6 great reasons to join your union



Together we achieve more.

Membership is the best way to make sure that your workplace is safe, that you receive your full entitlements, and that you have advice and support when you need it.

Advice when you need it

Get the support and advice you need to understand and assert your rights in the workplace. You'll be equipped with the knowledge and tools to build collective power in your workplace, and most importantly; win on issues that affect you and your colleagues.

Save with BIG member discounts.

CPSU/CSA members save thousands each year across some of Australia's biggest brands and retailers; like Myer, The Iconic, Woolworths + hundreds more – thanks to our exclusive member benefits partners. ***Last year, CPSU/CSA members saved more than \$574k using Shoprite alone.***

Better pay and conditions

Together, we fight to protect and raise your wages and conditions, which form the foundations of your working life.

5 extra days of paid PD.

Only union members can access 5 paid days of union training leave per year. Plus an extra 2 paid union meetings. We offer a wide-range of professional development and networking opportunities.

JourneyCover Insurance.

Did you know that if you're injured traveling to or from work, you're not covered by worker's compensation? That's where JourneyCover insurance comes in. JourneyCover returns up to 100% of your fortnightly salary for up to 12 months when you cannot work due to injury sustained on your commute to work.

Your Union Agreement

All the dollars and sense.

It might be the name of your employer on your pay slip, but it is union members who have negotiated your salary over many years of collective bargaining.

Your entitlements, conditions of employment and of course, your wages, are outlined in your union agreement. For more than 40k public sector workers that's **PSCSAGA 2019...** (see that CSA in there?).

We re-negotiate every few years to improve your pay and conditions. And in the last round we had some big wins.



\$1,000 pay increase on 13 June 2020



A new public sector holiday (that makes 3)



3 days paid bereavement leave



12 weeks super on unpaid parental leave



Casual loading increase to 25%



3hr minimum engagement for casuals



New triggers for workload management



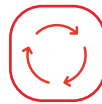
Increments on casual positions



5 days paid cultural/ceremonial leave for ATSI members



Continued conversion to permanency



No privatisation and review of contracting-out



Level 1 compacted from 8 to 4 increments



Review into a public transport discount

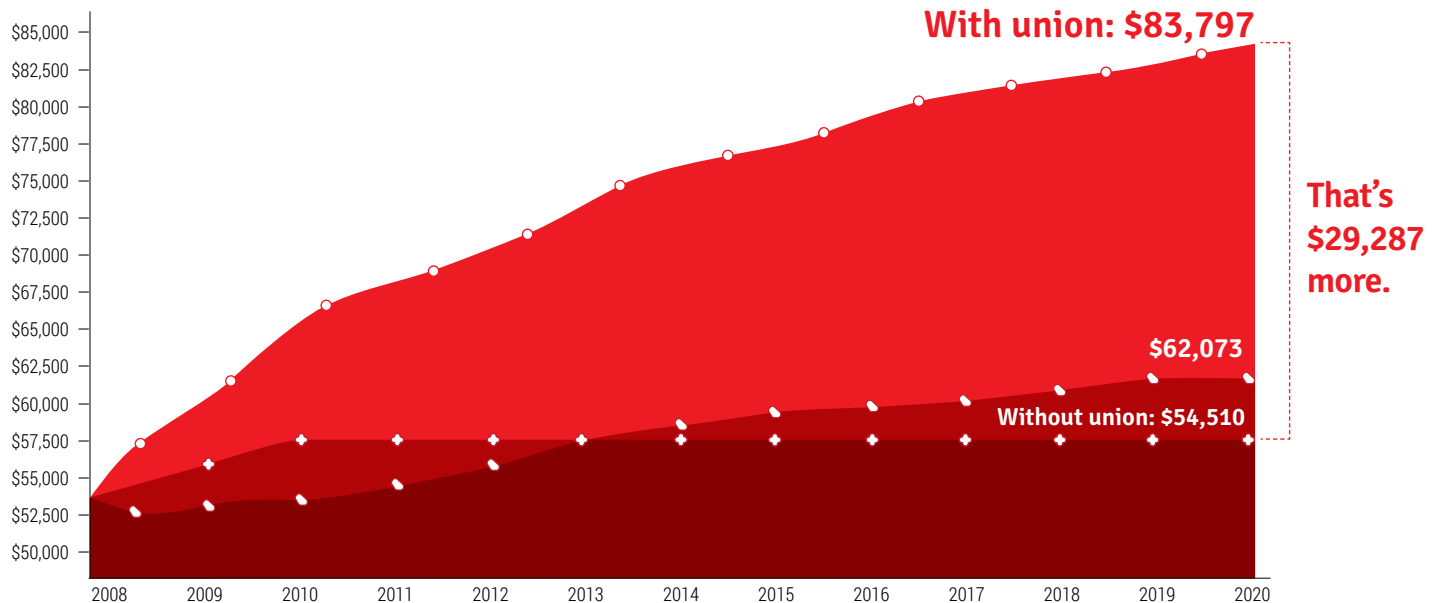


A fancy graph: how much would you get paid?

Let's go back in time a decade or so, to 2008.

If you started as a Level 4 in January 2008 your annual salary would have been \$54,510. What would you be earning now?

○ No pay rises ○ CPI 'Cost of Living' ○ With union pay rises



JourneyCover

Union members who are injured on their way to or from work, or during activities undertaken at lunchtime or meal breaks, are covered by JourneyCover Insurance. JourneyCover will pay out 100% of your fortnightly salary for up to 12 months*.



* Excludes overtime, bonuses, commissions or allowances. We cannot offer coverage under this policy to those over 75 years of age.



An awful incident happened at my workplace last year. The police arrived and wanted to interview a number of employees, including me, there and then. Like everyone else, I thought it could never happen to me, but it did.

Although I had done nothing wrong, I was scared and unsure of my rights. My employer did not offer to provide access to lawyer. I called my Union and they arranged for a lawyer to explain the process and talk me through it.

As I was still alarmed at the prospect of a formal police interview, it was agreed the police would put the questions in writing to the Union lawyer and allow me to answer the same way.

*I encourage all non-Union members to join the CPSU/CSA.
Peace of mind is priceless.*



DID YOU KNOW?

Public Administration and Defence has
the highest union membership by
industry in Australia.





Last year our members saved more than **\$574k** using our Shoprite Member Benefits Program

(...and that doesn't even include the Australian Union benefits program!)



+ hundreds more!

“

I got permanency because of the support of my delegate and my union. Every step of the way the department try to stop you, but I knew we were right. When I won permanency, it was life changing. I could stop continuously looking for work, it felt like my life was secured.

”

Member, North Metro TAFE



Make your work life better...
Join today.

08 9323 3800
1300 733 800
hello@cpsucsa.org

cpsucsa.org
fb.com/cpsucsa
@cpsucsa

AUTHORISED BY RIKKI HENDON,
CPSU/CSA PERTH WA