

# SALARIED STAFF UNITED NEWSLETTER

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

## Membership Draw

Exciting news! Let's strengthen our collective voice at SSU by encouraging new members. Invite your non-member colleagues to join us. Here's why it's crucial:

- 1. Unity is Power:** Strength in numbers. Together, we advocate for better conditions, fair treatment, and enhanced benefits.
- 2. Louder Voice:** More members mean stronger ideas, louder concerns. We create a powerful dialogue with decision-makers.
- 3. Better Bargaining:** With increased numbers, negotiations get stronger. This means improved terms, benefits, and fair compensation.
- 4. Network Support:** Encourage colleagues to join for individual support and collaboration.
- 5. Positive Impact:** More members, more change. We shape a better workplace for everyone.

**How to Help:** Spread the word!

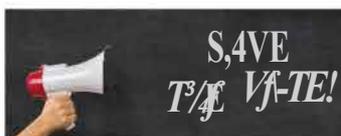
Encourage your non-member colleagues to join SSU and experience our strength together. Share the newsletter and the SSU value statement or direct them to SSU website.

*Let's grow as a dynamic community,  
creating positive change at SSU!*

### New Member Draw! Refer a Friend!

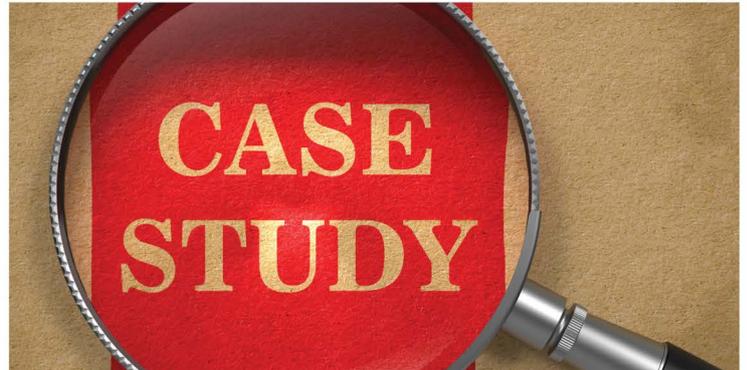
Our current referral program is offering rewards to [both new members and their referees](#), for successful sign-ups from 1 Sept 2023 to go into a special end of year draw for a [\\$250 gift voucher of Y-Our choice!](#)

See newsletter link for member applications.



**SSU2023AGM**

**12 October 2023 - Details TBA**



## Member Case Study

### Member:

I have a colleague who wants to join the SSU, however they are worried the Company will not be happy. You see the word "Union" is looked down on around here. They are trouble makers.

### SSU Response

- It's illegal to take or threaten adverse action against a person for joining or choosing to be represented by a union.
- The purpose of the SSU is to make sure we represent you in relation to your Entitlements, and Terms & Conditions.
- If your colleague would like to speak to us, we will advise them of the benefits of being part of the SSU.

*SSU has a long history of working with  
Members' Employers  
to develop the best outcomes for SSU  
Members*

Download or print the SSU value statement for your notice board or colleagues (p3 or see link)

*We hear and support you!*

## Tips for working from home

### Avoid the pitfalls

In a recent reported news case, An Australian worker faced job loss due to ongoing low productivity in a Work From Home (WFM) setup. Her dismissal stemmed from meticulous monitoring, including tracking keystrokes.

Yet, this is more than news; it's a chance to learn:

- **Work-Life Balance Matters:** This story warns how the boss-employee dynamic is delicate. Don't be the type to exploit freedom. Consistency and commitment secure your spot.
- **Privacy's Vanishing Act:** The digital office isn't private. Employers can track via tech, from PCs to phones. Assume your actions are visible for transparency.
- **Self-Check in WFM:** This worker's tale alerts WFM folk to self-assess. Monitor output closely. If focus wavers, return to the office to cut home distractions.
- **Digital Limits:** This worker's experience highlights keeping work-personal lines clear. Use a separate email/phone for non-work. This boosts focus during hours.

*In summary, This narrative mirrors our modern work journey. It's about diligence, watchfulness, and adaptability. Digital days demand awareness. It's about diligence, watchfulness, and adaptability.*

**Digital days demand awareness.**

**Your keystrokes may mould your path.**



*The Fair Work Commission rejected this claim for unfair dismissal. See link in email or PDF for news item*  
[Woman fired after Work From Home monitoring found she wasn't typing enough](#) *7NEWS*

## IR Updates



### Pay and Conditions - remove the confusion

If you're confused, you're not alone. We get many queries about this from our members. Here's a few definitions to start:

**Base salary-** that's your annualised base pay summed up. It excludes superannuation, overtime (OT), loadings (shift, annual leave etc), car allowances, bonuses and any other work-related expenses.

**Salary Package** - This terminology usually kicks in as employees get into more senior roles. Includes your base salary, superannuation, loadings and OT, and any car allowances. It excludes bonuses and any other work related expenses

**Bonuses** - Bonuses are classified as OTE (ordinary time earnings) by the ATO and therefore are required to include superannuation (SGC) at 11.0%. For example, if you were to be paid a \$1,000 bonus, you would be paid \$890 as normal earnings and \$110 would be required to be paid to your super fund.

Importantly these explanations should be detailed in your employment contract and any EBA your employment falls under.



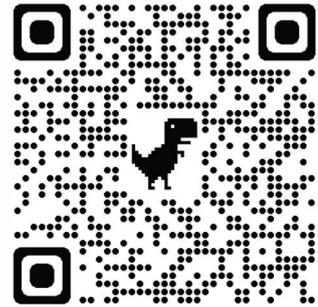
*Dave Haydon with Holcim's Peter Connor*

## SSU Out & About

# Value Statement



Scan for. SSU Website:  
How to Join



Scan for. SSU Website:  
Homepage

## ▶ SALARIED STAFF UNITED

Helping make a better place to work