

SALARIED STAFF UNITED NEWSLETTER

Feb 2024 CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United

Member Case Study 1

Member:

I have recently resigned from the Company after dedicating seven and a half years of service. However, upon resigning, the Human Resources Manager informed me that I was not entitled to receive payment for my long service. Is this correct? I am incredibly stressed as I was relying on that money.

SSU Response

I understand the stress you're experiencing. It's crucial to address this situation promptly. You were right to contact the SSU for clarification.

Under your employment agreement, you are indeed entitled to receive payment for Long Service Leave (LSL) after completing seven years of service.

It's essential to ensure that your entitlements are honoured, and seeking clarification from the appropriate channels is the appropriate course of action.



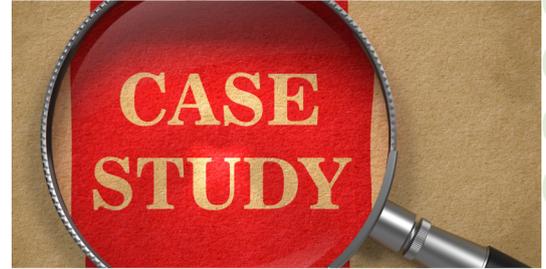
We are here to help YOU.

Give us a call.

07 3667 7477



**You might be surprised
what SSU CAN help you with!**



Member Case Study 2

Member:

I've heard rumours that senior management is monitoring union membership through payroll. I prefer to keep my union membership confidential. How can I pay my union fees without going through payroll?

SSU Response:

It's unlawful for employers to discriminate against employees based on their union membership status. However, the SSU has introduced new payment methods to address concerns about privacy.

You now have the option to make direct periodical payments to the union.

Remember, joining a union empowers you to advocate for your rights in the workplace and ensures that you have the support you need throughout your career.



We hear and support you!

Understanding Deeds of Release in Employment Termination: What You Need to Know

IR Updates: Completing the Puzzle



Can I Get Sacked if on Sick Leave?

In Australia, getting fired while on sick leave can be tricky and depends on different factors, like why you're being let go and if it follows the rules.

1. Unfair Dismissal Laws: These laws in Australia protect employees from being fired unfairly. If you think you've been sacked unfairly while on sick leave, you can complain to FWC (Fair Work Commission) or contact the SSU for expert independent advice.

2. Reasons for Firing: Employers can't usually fire someone just because they're sick. If they have other good reasons, like genuine redundancy or serious misconduct, it might be okay.

3. Medical Proof: Your boss might ask for proof that you're really sick, like a doctor's note. If you can't provide it or lie about it, you could get into trouble.

4. Work Rules: Check your work contract and rules to see what they say about sick leave and being fired. This will help you understand your rights.

5. Fair Process: Your boss should talk to you and give you a chance to explain before firing you. They should also consider if there's any way they can help you stay at work.

Summary

Basically, while it's possible to lose your job while on sick leave in Australia, your employer has to follow the rules and be fair about it.

If you think you've been treated unfairly, then contact our SSU IR Manager to get independent, expert advice. We are here to support our members

