

Were you paid correctly the last time you took leave?

Dear Member,

As many members are aware, once you have completed one year of permanent employment you are entitled to a minimum of four weeks paid leave – more for shift workers. On top of that, when you take annual leave, there is an added bonus of leave loading which adds another 17.5%.

Sounds great, doesn't it? Believe it, or not it gets even better for some. Your union-negotiated enterprise agreement states the following:

21.6 Annual Leave Loading

(a) In addition to their Annual Leave payment, an employee will be paid the higher of:

(i) an annual leave loading of 17.5% of their Annual Leave; or

(ii) the weekend and shift penalties the employee would have received had they not been on leave during the relevant period.

HSU has been made aware some staff have only been paid the 17.5%. Has this happened to you? You should check your payslips from your last holiday. You can claim up to six years in back pay.

Ever wonder where your annual leave came from? The timeline below shows the history of your annual leave. These conditions were hard fought by your parents and grandparents. Can any of you remember working when these conditions were awarded?

Timeline

1935 Printers union wins one week of paid leave

1945 Annual Holidays Act provides two weeks of paid leave

1963 Commonwealth Industrial Court adopts three weeks annual paid leave

1973 Metal workers union won leave loading of 17.5% paid to compensate workers for loss of allowances and overtime.

1974 Four weeks of paid annual leave achieved

If you are an HSU member and you feel you may be owed back pay, you should contact Member Services on 1300 478 679. If you are not already a member of the HSU, there is no time like the present to join. In a modern workplace you never know when you will need professional industrial assistance. Non-members are encouraged to join online at www.hsu.asn.au/join or call the union on 1300 478 679.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline that extends to the right.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD