

## Estia bargaining kicks off: HSU calls for better staffing & pay

Dear Member,

Yesterday we met with Estia to commence bargaining for your new enterprise agreement.

The HSU presented your log of claims and we pressed management to improve staffing levels, engage in better consultation and offer a fair pay increase to all Estia employees.

Management listened to our claims and have committed to considering the issues raised.

Estia did not yet have a wage offer for members to consider, but we'll report back to members as soon as an offer is presented.

Management did online several changes that they want to make to the agreement. The union is currently analysing these proposals and we'll report back to members about what they mean to you.

Remember, this is your agreement and everyone will have an opportunity to vote on the final version.

### **Next step – HSU member meeting**

We will be holding a teleconference meeting to discuss the changes proposed so far and seek your feedback.

**The meeting is open to all HSU members at Estia and will be held at 12 noon on Friday 4 October.** We will send out more information before the meeting.

Attached to this email is a flyer about our top priorities for bargaining. Please share this with your colleagues so they know what HSU members are campaigning for.

If your colleagues are not yet HSU members, please ask them to join so that they can be part of this important process. Only HSU members will be represented by the union in bargaining. New members can join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or by calling 1300 478 679.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD

**ESTIA**

# YOUR AGREEMENT:

## Support Your Log of Claims!

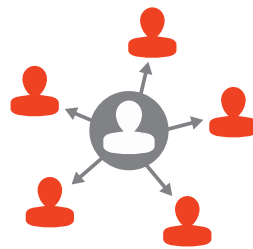
Based on survey results from HSU members, your log of claims includes:



**Pay rise of 15%**  
over three years



**Better communication**  
and enforcement of  
our rights



**Improved staffing**  
levels



**Protect penalty rates**  
and working  
conditions



**Increased paid parental leave**

- ✓ Ensure that all staff can take proper breaks or be paid to work through;
- ✓ A requirement to backfill when staff on leave;
- ✓ Payslips to include all leave balances (e.g. sick leave).

We know that achieving this log of claims will be difficult. We also know that the work in Aged Care is getting harder and harder.

Now more than ever, Aged Care workers need to stand up to protect themselves and the residents.

### You can do that by:

- Join the HSU! We are stronger together. **Join online [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or phone 1300 478 679.**
- Elect a HSU Workplace Delegate. We must be organised to win!
- Like our facebook <https://www.facebook.com/HSUAgedCare/>

Phone: 1300 478 679 • Fax: 1300 329 478 • E-mail: [info@hsu.asn.au](mailto:info@hsu.asn.au) • Web: [www.hsu.asn.au](http://www.hsu.asn.au)

Authorised by: **Gerard Hayes - Secretary HSU NSW/ACT/QLD**



# Health Services Union

Level 2, 109 Pitt Street  
Sydney, NSW 2000

Phone: 1300 478 679  
Fax: 1300 329 478

Web: [www.hsu.asn.au](http://www.hsu.asn.au)  
E-mail: [info@hsu.asn.au](mailto:info@hsu.asn.au)

Twitter: <https://twitter.com/hsunsw>

facebook: <https://www.facebook.com/HealthServicesUnionNSW>

ABN 85 037 751 682



## I wish to become a member of the HSU New South Wales Branch and Health Services Union

Surname:  Given Name(s):

DOB:  Occupation/Classification:

Worksite:

Employment Status (please tick  one box below): Department / Ward

What is your Award Classification?

Full Time  Part Time  Casual  Hours worked per week

Home Address:

Postcode:

\*E-mail:

Home Phone:  Mobile:

Work Phone:

Signature:

Date:  /  /

HSU Delegate Name:

HSU Delegate Membership No:

By signing this membership form, you agree to the terms and conditions of our privacy policy, which can be accessed at <http://www.hsu.asn.au/privacy-policy/> and you consent to us collecting, using, holding and disclosing your information as detailed therein. If you do not consent to any aspect of our privacy policy as it applies to you, please notify the Privacy Officer in writing attention to Privacy Officer - HSU Locked Bag 3 Australia Square NSW 1215

Payment Method: **Direct Debit Request**

Please debit my Bank/Credit Card account

Fortnightly

Please start my Fortnightly Debit on  /  /  (day/month/year)

Monthly

All Monthly debits occur on the first of every month.

*Note: where your debit day (fortnightly / monthly) falls on a public holiday, your account will be debited on the next business day*

I request you, until further notice in writing, to debit my/our account described in the schedule above, any amount which HSU (user ID No. 017797) / HSU NSW Branch (user ID 428556) may debit or charge me through the Direct Debit System.

### ORGANISER REMARKS / NOTES

### Bank Account Details - Name of the account holder (Schedule)

Surname:  Given(s):

BSB Number:  Account Number:

Name of Financial Institution:

### Credit Card Payment

Please charge my; Mastercard  Visacard  American Express

Card No:

\$  Expiry Date:  /