



ABN: 44673398674

AUSTRALIAN EDUCATION UNION

Victorian Branch

112 Trenerry Crescent Abbotsford 3067
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Education Support workers

Why join the union?

The AEU is the education union

The AEU operates exclusively in education and has a unique understanding of how schools work. We have protected and improved conditions for education workers over many years.

The AEU represents staff in schools, TAFEs, early childhood settings, disability and adult migrant english services. All our members share common interests: career development, job security, salary justice and the right to a fair and equitable workplace.

Join over 42,000 members — including more than 3000 ES members — in the AEU. ES members enjoy reduced membership fees, adjusted pro rata for part-time staff.

The AEU negotiates your pay and conditions

The new ES agreement delivered by the AEU is the best to date and means that ES staff in Victoria have the best pay and conditions of any school support staff in the country.

The AEU campaign led to a significant pay rise, improved classification structure, updated dimensions of work — and much more.

As an AEU member you have a say in the direction of future negotiations. A large, strong and active membership gives us a commanding negotiating position.

The AEU ensures consultation in schools

The ES and Teacher Agreements require staff to be consulted before decisions are made that affect their working lives.

Principals must consult about workforce plans, contract renewal, advertising of ongoing positions, selection panels, special payments, recall days and duties, and time in lieu, amongst other things.

Through your school's AEU sub-branch, you have an effective path to consultation.

The AEU provides professional development

The AEU is committed to meeting your industrial and professional training needs. Our specialised training officers co-ordinate a wide range of conferences, training courses, forums and workshops around the state, and can also run a range of workshops at your school, tailored to your needs.



The AEU solves your problems

There are times when employees are financially disadvantaged or deprived of an entitlement. Perhaps you are wrongly classified, or have missed out on redeployment. The AEU will ensure that you, as a member, receive your correct entitlements.

Need representation at the Merit Protection Board, or support with a Workcover claim? The AEU is here.

The AEU gives you legal protection

In an increasingly litigious society, AEU membership gives you legal support and protection against complaints or action. The alternative can be a choice between huge legal fees and representing yourself in formal hearings, or suffering unjustified disciplinary action and complaints.

The AEU supports you at work

You receive immediate assistance in all professional and industrial matters. Every school has an AEU representative, and our comprehensive support service is only a phone call away — just call **(03) 9417 2822** and ask for the Membership Services Unit. The AEU's website is also a valuable resource: www.aeuvic.asn.au.

The AEU tackles the big issues facing schools

The AEU is a major voice in the education debate, nationally and in Victoria. We campaign for positive change in education and society. We seek better funding, better facilities, more resources and more training opportunities in schools. Our goal is a fairer, more co-operative education system where all children have access to the best education regardless of their cultural or religious background, their financial situation or academic ability. For our members, we seek the best possible working conditions and a real say in what happens at your school.

The ideals of unionism are worth fighting for

Our future as a nation and as a world depends on education. ES staff play a vital role in our education system and together we can ensure it provides for everyone's needs. In the past, too many support staff have not been union members, but that's changing as they realise that to improve conditions they need to put their strength behind the union.

Unions bring workers together to speak in one voice to ensure a decent and fair workplace.

They have brought us the working conditions that we enjoy today but these conditions are always at risk. We can't just accept benefits that others have worked for without contributing ourselves.

For further information and assistance contact kathryn.lewis@aeuvic.asn.au

YOUR CAREER * YOUR FUTURE * YOUR UNION

telephone: 03 9417 2822; 1800 013 379 fax: 1300 658 078 web: www.aeuvic.asn.au email: melbourne@aeuvic.asn.au

What the AEU can do for you

A few examples of the ways the AEU has helped its members

Lucas

Lucas had worked as an SSO level 1 range 1 laboratory technician for years. In the 2008 Agreement the dimensions of work were reviewed and all technician roles were classified at no lower than ES level 1 range 2. Lucas requested a range review, which was made effective immediately.

Allannah

Allannah had worked for three years on a series of contracts. When the new agreement came out she attended an AEU regional meeting where she learned that eligible contract employees could now be converted to ongoing without the job being advertised. She wrote to her principal requesting to be made ongoing. At first her principal refused, but Allannah sought the support of her AEU organiser who met the principal on her behalf. She is now ongoing at the school.

Sienna

Sienna had been working casually for five years, never knowing if there would be a position the following year and never receiving any pay over the holidays. She mentioned her situation to her visiting AEU organiser and learned that casual employment should be for no longer than 30 days. After some negotiations Sienna was recognised as an ongoing employee.

Jacqui

Jacqui was a ES Level 1 Range 1 teacher assistant at a special school. Her role involved co-ordinating extra-curricular activities for students. Jacqui believed she was working beyond the routine level of a Range 1, and wrote to her principal to request a range review. Her principal refused, but Jacqui's AEU organiser helped her appeal to the MPB. The board found in her favour and Jacqui is now an ES Level 1 Range 2.



William

William was on a seven-year contract and at the end of each year his time fraction was cut, only to be increased early the following year. After reading an AEU E-News he raised his concerns with his sub branch rep who took the matter up at the consultation committee. It agreed that this was an unfair practice. The consultative committee now reviews the funding in Term 1 every year and only reduces time fractions if there is a clear need with the affected staff member's agreement.

Bob

Bob's second 12 month contract in schools was coming to an end. When he read the AEU Newsletter he realised he was entitled to redeployment, but had not been notified by his school. Bob contacted the AEU, who emailed him a fact sheet outlining his redeployment entitlements. Bob presented the information to his principal, who realised the oversight and moved quickly to ensure Bob received the full advantage of redeployment.

Nicole

Nicole became concerned about her supervision of integration students. On her behalf the sub branch sought advice from the AEU. Nicole now works with students in the library where a supervising teacher is present.

THE AEU – IT PAYS TO BELONG

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