

disability workers

WHY JOIN THE UNION?

The AEU represents your profession

You will join over 50,000 members in Victoria. The AEU is a large and influential union, with skilled and experienced leadership and staff to assist you in the workplace. The AEU represents our members in disability day services, business services and employment services.

The AEU negotiates pay and conditions

AEU members work in three distinct types of disability service, each with its own conditions and funding sources. Conditions for many employees in business, employment and day services changed with the introduction of Modern Awards in 2010, while many of those employed in day services will benefit from pay rises of 23%–42% in real terms over the coming years as a result of the Equal Pay Case.

The AEU provides professional development

The AEU runs regular member training days and a bi-annual conference for members in disability services. Members can also join educators from other sectors in a broad range of training and PD, including industrial training, application writing and interview techniques, our popular women's program and workplace seminars on issues from legal liability to health and safety.

The AEU gives you legal assistance

In an increasingly litigious society, our team of legal experts gives invaluable support and advice.

The AEU supports you in the workplace

You'll receive immediate assistance in all professional and industrial matters. Every school has an AEU representative and our support team, the Membership Services Unit, is only a phone call away. The AEU's website is also a valuable resource. The AEU has organisers in all metropolitan and regional areas.



The AEU gives you a say

Members can influence union policy and initiatives through our disability services committee, which meets eight times a year at the AEU office in Abbotsford and is open to all members in disability services. The committee reports to the TAFE and Adult Provision (TAP) sector council.

The AEU tackles the big issues

We campaign to increase government funding in the disability sector. Our leadership meets with government and key personnel and stakeholders in the disability sector. We liaise with industry professionals and associations and participate in working parties and seminars.

All this plus a wide range of other services

Being part of the AEU brings other benefits, such as:

- Networking opportunities with other union members on issues such as curriculum and social justice
- Member-owned banks — a better deal than the “Big Four”
- Financial and superannuation advice
- Low-interest home loans
- Low-cost health insurance with Teachers Health Fund.

YOUR CAREER ■ YOUR FUTURE ■ YOUR UNION



For further information and assistance contact
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Here are
some of the
ways the
AEU helps its
members

YOUR PAY

Through the Australian Council of Trade Unions (ACTU) we pursue annual increases to minimum pay rates and, where employers are willing and have the financial capacity, we bargain for above-award agreements.

UNFAIR DISMISSAL

The AEU assists members who have been unfairly dismissed by taking cases to the Fair Work Commission. We also run disputes and grievances in the commission if other means of settling a dispute have not succeeded.

LEAVE ENTITLEMENTS

The majority of services with a current AEU agreement have opted to include four weeks' paid maternity leave and one week's paid partner leave.

CARER'S LEAVE

Since the National Employment Standards came into effect with the Fair Work Act on January 1, 2010, paid and unpaid carer's leave are no longer capped in any one year. Some existing agreements in the disability sector apparently cap carer's leave at 10 days, but this has been overridden by the standards. The AEU acts on any denial of carer's leave that arises under the agreement.

For a worker to refuse to belong to a union is not to exercise a democratic freedom. It is to accept benefits that others have worked for without contributing to the costs.

WORKCOVER

Injuries are all too common in disability services. The risk of injury and the consequent need for support are all the reason you need to join the AEU. The AEU regularly assists members with WorkCover claims, including assistance at conciliation when claims are rejected. We help ensure that return-to-work duties are appropriate. If required, the AEU can support members in WorkCover court proceedings.

DISCIPLINARY PROCESSES

AEU organisers support members to respond in writing to complaints made against them; they can also attend meetings to support our members.

MEMBERS ONLY

The AEU, like all unions, will not assist workers with issues that occurred before they joined us. For instance, if you are injured at work and then join the AEU, we will not fund assistance for a WorkCover court case.



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