



VOTE

NO!

YOUR CONDITIONS ARE UNDER ATTACK!

WHY
VOTE
NO?

- ✗ TasTAFE is proposing to cut important conditions and rights from your workplace Agreement.
- ✗ If we don't vote NO, we will lose these conditions and they will likely be lost forever.
- ✗ Voting NO is the only way to stop these attacks on your conditions and force TasTAFE back to negotiations.

VOTE NO TO: WAGE CUTS

TasTAFE's wages offer in Year 1, 2 and 3 is a real wage cut, well below current inflation (currently 5.4%). Workers in the State Service will continue to receive additional payments to offset the high cost of living, but TasTAFE are not including this in their offer. When you transferred from the State Service, TasTAFE said you would be no worse off – vote NO to make them keep this promise.

Reference: Clause 2.2.1 of the proposed agreement

VOTE NO TO: CUTTING YOUR RIGHT TO INDEPENDENT ARBITRATION

Before you transferred from the State Service, you had a right to have issues at work dealt with by an external and independent Commission which could deal with disputes, grievances, actions and inactions of your employer. TasTAFE's Agreement contains no right to have a dispute or grievance arbitrated, meaning that when something unfair happens, you have to go to Court and spend thousands of dollars on legal fees, or simply give up. TasTAFE could fix this by changing a few words in their proposed agreement, but when we asked them to do this, they said that your rights didn't accord with their business plans.

Reference: Clause 6 of the proposed agreement

VOTE NO TO: CUTS TO PAY RATES FOR WEEKENDS AND EVENINGS

The proposed agreement undermines ordinary hours, cutting penalty rates for work on weekends and after hours. 'Work outside of ordinary hours' rates mean you won't be paid overtime, but a lower penalty payment on the hours outside 7am-7pm Monday to Friday. TasTAFE want to make you work nights and weekends as part of your regular hours (not as overtime).

Reference: Clause 3.5.7 of the proposed agreement



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VOTE NO TO: CUTS TO YOUR CONDITIONS

The proposed agreement cuts your lunch break to half an hour, no rights to permanency, abolishment of triennium sick leave and cuts to evening meal allowances.

Reference: TasTAFE proposed agreement

VOTE NO TO: CUTTING YOUR RIGHT TO BE CONSULTED AT WORK

Your right to be consulted about changes is hugely reduced by TasTAFE's proposed Agreement. Instead of working with employees to implement decisions, TasTAFE will implement decisions, only seeking 'feedback' after major decisions are already made. Under TasTAFE's proposed Agreement, they implement decisions and you just have to accept them. This is not genuine consultation. Reference: Clause 7.1 of the proposed agreement

VOTE NO: YOU ARE NOT ALONE

Your employee bargaining representatives, including the AEU, CPSU and UWU, agree that this agreement is:

- ✗ an attack on your rights at work
- ✗ rushed into implementation
- ✗ designed to pressure Teachers and Facility Attendants as well.

The bargaining process for this Agreement has been controlled by TasTAFE with little genuine input from your representatives being taken into account.

Together we have won some improvements and forced TasTAFE to withdraw some of their attacks on your conditions – but if the remaining cuts to your conditions are allowed to pass they will likely be gone forever.

The only way to send a message to TasTAFE that your rights must be respected is to **VOTE NO**.

If the Agreement is voted down, your union bargaining representatives will work through the issues as soon as possible with TasTAFE, to deliver a fit-for-purpose Agreement before the end of this year.

VOTE NO-YOUR CONDITIONS ARE UNDER ATTACK!

