

FSU Rep Rights and Entitlements

FSU REPRESENTATIVES are the human face of the union across hundreds of NAB workplaces nationally. You're often the first contact a new employee has with the FSU or the person an employee who needs support or advice goes to. Either way, it needs to be recognised that your role is an important one.

Your responsibilities include making sure your workmates are aware there's a union at NAB and asking them to join their workmates and participate in the union. We all know that working together is the best way to make sure we maintain great pay and conditions at NAB. Getting information out to members and employees more broadly, collecting feedback about work related issues, supporting members and linking them up with specialist union resources are also key aspects of your role.

RIGHTS FOR ALL EMPLOYEES UNDER THE FAIR WORK ACT (FWA)

The Fair Work Act gives all employees the right to talk to a union official visiting the workplace; this is not limited to members.

The FWA also provides that employees have the right to join and be represented by their union, and participate in lawful activities. For example, all employees have a right to sign petitions or be involved in activities to resolve workplace issues.

No employer can threaten, dismiss, alter you position or discriminate against you because you exercise a workplace right.

All employees also have the right to make inquiries or a complaint in relation to employment matters or to participate in proceedings under workplace laws. This includes talking about pay or conditions. No employer is allowed to take adverse action against you because you exercise a workplace right. Adverse action includes threats, dismissal, altering your position or discrimination.

ADDITIONAL RIGHTS UNDER THE NAB AGREEMENT

NAB and FSU have had a productive relationship over many years so your rights in the Agreement go beyond the minimum standards set by the Fair Work Act. Your Agreement provides that all employees:

- Have access to a copy of the Enterprise Agreement
- Receive and respond to relevant and authorised FSU material by email, telephone or fax
- Contact the FSU via e-mail, telephone or fax
- Have reasonable use of electronic facilities in the workplace for union bargaining, disputes etc
- Have access to FSU's website as well as access to a notice board, or a share of a notice board for FSU material

For full details refer to Part 61.2 NAB Enterprise Agreement 2016.

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FACILITIES TO SUPPORT YOUR ROLE AS A REP

To carry out your role as an FSU Rep, you are allowed reasonable time to consult with your workmates and the FSU. To do this, you will have the right to reasonable access of:

- Telephones
- Fax
- Post
- Photocopying and
- E-mail

You should let your People Leader know when you are doing Rep work. You shouldn't disrupt your workmates who are working, or your own work. Remember, a polite conversation is hardly ever a "disruption".

Being a union rep has its responsibilities but also advantages: your role will be recognised in your performance review and NAB may adjust your performance targets where necessary.

You should also get reasonable time to assist FSU members and NAB will endeavor to provide employees with at least 24 hours notice of any proposed meeting so they have an opportunity to arrange representation.

In recognition of your role, NAB can adjust your performance targets where necessary. Your role as a Rep may also be recognised in your performance reviews.

For full details refer to parts 61.9 (c) to (h) of NAB Enterprise Agreement 2016.

THIS IS WHAT REPS CAN DO

We are entitled to at least one FSU Representative in each workplace. We must advise NAB in writing once a Rep is appointed to ensure NAB recognises you are authorised to undertake your representative role, which includes:

- Discussing with members and your workmates things about the work you do
- Discussing issues raised by members with FSU officials
- Working with FSU to perform your representative duties
- Discussing with NAB representatives, issues raised by members

For full details see 61.9 (a) and (b) NAB Enterprise Agreement 2016.

TRAINING LEAVE

FSU Reps, Local or National Enterprise Council delegates are allowed up to five days paid leave each calendar year to attend training courses conducted or approved by the union. With NAB's agreement, this leave may be accumulated to a maximum of 10 days.

The agreement allows for FSU Reps to have up to five days paid leave annually to undertake union organised or approved training courses.

Applications for leave must be in writing with at least 4 weeks notice or as otherwise agreed with NAB. Leave may not be approved for more than two Reps from the same workplace at the same time.

You must have at least 6 months continuous service to get leave and you may be required to provide proof of attendance before you're paid.

If you're a part timer attending training on a day you are not rostered, work will change your roster to allow you to attend. It will also pay you for that day.

For full details see 61.3 to 61.6 NAB Enterprise Agreement 2016.

Any Reps holding an honorary official position with FSU is entitled to reasonable paid leave to represent members.

HONORARY OR OFFICIAL POSITIONS

If you hold an honorary official position with FSU, you are entitled to reasonable paid leave to represent the industrial interests of members at FSU conferences, National Executive, Branch Committee/Local Executive, Industrial Committee/Councils and NAB National Council meetings.

For full details see 61.7 NAB Enterprise Agreement 2016.

JOINT HIGH LEVEL CONSULTATION

NAB and the FSU workplace leaders can meet at least three times a year to:

- Deal with issues important to members
- Provide information updates on workplace issues
- Discuss, explore and consider change initiatives
- Make recommendations to key business leaders/decision makers regarding change initiatives within NAB

For full details see 62 (c) NAB Enterprise Agreement 2016.