

FFTS Update

From horror show to dream EBA win

Four-month battle brings victory

Having endured a four-month industrial relations nightmare, FFTS members at Pilkingtons at South Oakleigh, Grovedale, Lavington, Mildura and Morwell finally got to taste victory with a dream EBA win. The negotiations around the EBA started in November last year. The EBA struggle went through a series of bans, truces and stalemates. The bosses finally caved in on 16 March, after a struggle that first began on 6 November 2003.

Standing firm

Through all this, FFTS members stood firm and never gave up. A mass meeting of members voted on 16 March to accept the new deal.

Dream EBA Victory – main planks of ‘new deal’

- (a) 14.227% in wage increases
- (b) \$375.00 sign-on payment
- (c) 24 hours/7 days a week Income Protection insurance
- (d) Heat policy
- (e) New improved redundancy: 4 weeks per year of service or part thereof, plus an ex gratia payment of \$7,500.



Victory – it's full steam ahead for the FFTS team, who are taking up the fight for FFTS members.

‘We saw some ugly tactics from management, but the members stood firm and won the prize. Members were determined not to be treated as second-class citizens in the Pilkington organisation,’ explained FFTS Secretary, Leo Skourdumbis.

‘Johnny Rotten’ picket

The on-again, off-again negotiations led to a historic four-day strike and the infamous ‘Johnny Rotten’ picket. The picket – complete

with FFTS flags and caravan – was a powerful reminder to the bosses that FFTS members are willing to fight long and hard.

A lesson learned

The lesson from this EBA dispute is that when you have a union ready to take up the fight and members who are united, you will win. If they try to saddle you with a second-rate EBA deal – don't accept it. You can fight and win a better deal with the FFTS.



‘Johnny Rotten’ picket in action.

FFTS wins on the job

The following stories show how FFTS members have won with the support of the Union. Show your friends, workmates and family these stories. Your best protection at work is always your Union.



FFTS fought for Eathan Barnes.

Saying No to racism

These days it's not a smart tactic to yell racial abuse at FFTS members. If a boss does so, then they will pay the penalty.

Eathan Barnes was employed at DMS Glass, where he claims he was racially abused by Kevin Trotman. Eathan lodged a claim before the Equal Opportunity Commission for damages. On or about the day the company was notified by the Commission of his claim, he was dismissed.

Eathan then had an additional claim of unfair dismissal against the company. The FFTS was determined to pursue both matters to the end. After two conciliation meetings, the matters were resolved. Although the decision is confidential, Eathan is more than pleased with the result.

Back-pay bonanza

John Kaiser joined the FFTS in January 2004 because he suspected he was not being paid according to the Furnishing Trades Award.

Organiser Troy Hanlon inspected the company's time and wages records, and found that John had been underpaid to the tune of \$17,000 since 1992. John is now a very happy member of 'The Taking up the Fight' Team.

Unsure of the rates you should be paid? Ring the FFTS on - 9329 1577.

'Late train' sacking – unfair

Peter Reed was a loyal employee for the Timber Blinds group – a good hard worker, carrying out his duties to the best of his abilities for a person with an intellectual handicap.

Peter left Craigieburn before 6am every morning to make sure that he arrived at work on time. At times, the trains were late, causing Peter to be 1 to 2 minutes late for work. Timber Blinds sacked Peter because the trains did not run on time!

The FFTS took the unfair dismissal to the commission and, in an out-of-court settlement, Peter was adequately compensated.

If Peter was not in the Union, he would not even have received a train ticket in compensation.

FFTS steps in to save jobs

The FFTS has stepped in and saved the jobs of 36 of the 40 Ballarat workers who lost their jobs with the collapse of Venwood Trading company.

Ballarat regional Organiser, Gary Winstanley fought long and hard to ensure that Venwood workers were placed with other companies and that their legal entitlements are paid.

Some workers with up to 20 years service faced losing everything until the Union took up their fight. Now these workers will be guaranteed their legal entitlements and at least 8 weeks retrenchment pay.

Union wins fight for portable and pro-rata long service leave

The 'Taking up the Fight' team headed by FFTS Secretary, Leo Skourdumbis has won new portable leave deals in Union negotiated EBAs.

'We have finally broken through, and won portable and pro-rata long service leave for members in the flooring industry. This is an industry first,' Leo explained.

Another victory has seen the establishment of the Secure Employees Entitlement Trust [SEET]. SEET has been set up for all companies in the glazing industry to fund portable and pro-rata long service leave.

But watch out! If your employer has signed an enterprise agreement negotiated by the Glass and Glazing Association, you will not be eligible. All EBAs secured through the Union have the provision for payment into the SEET fund.



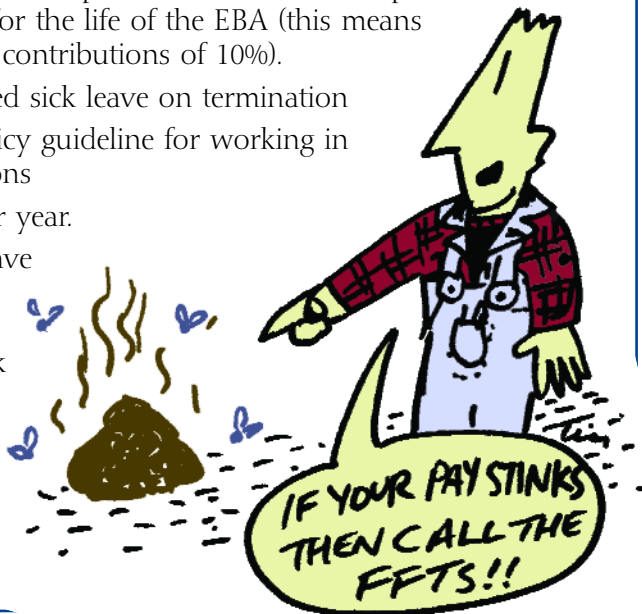
You can relax at R.Max

Thanks to Union delegate Lam Hung Cao, ground-breaking improvements to the new EBA have been negotiated at R.Max.

The deal now includes:

- Wage increases of between 11.4% and 18.9% over the next 3 years, with a review of new classifications
- Income Protection insurance to cover members for personal injury, 24hrs/7days a week.
- Superannuation to be paid at 1% above the super guarantee levy for the life of the EBA (this means employer super contributions of 10%).
- Payout of unused sick leave on termination
- A new Heat Policy guideline for working in adverse conditions
- 1 extra RDO per year.

If you don't have an EBA, then you're missing out. Don't sit back and put up with bad pay and conditions. Ring the Union today.



Union sorts out super shortfall

Ever wondered why you don't get a superannuation statement or if your super seems a little bit short? Maybe it's because your employer didn't pay his legal contributions to the super fund for that year.

Pernarest is one such company in our industry which has not paid into its workers' super fund for a long time. The company ended up owing its employees over \$74,000. The FFTS is now on the case, and Pernarest is paying back the missing super.

Don't risk 9% of your pay - Ring your super fund today and make sure that your super has been paid.

**Ring First
superannuation on
1300 366 543 or Cbus on
1300 361 784.**

Union – Family discount deal

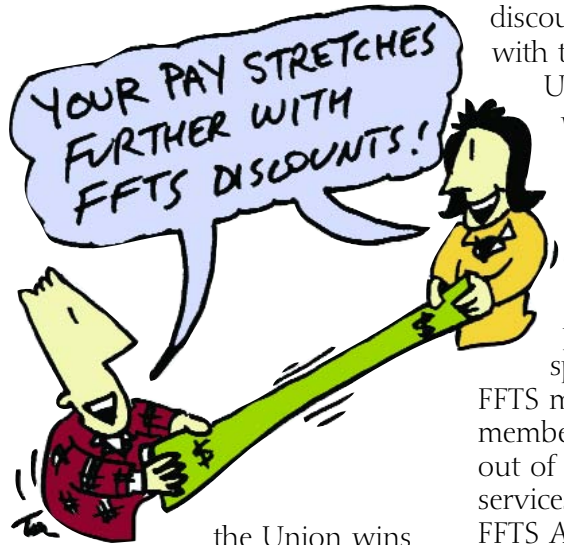
Stretch your paypacket further

Coming soon:

Discounts for FFTS members and their families

In a first for members of the FFTS, the Union is putting the finishing touches to a substantial discount package. The package will let members and their families obtain discounts at a range of restaurants, fast-food outlets, hotels and motel accommodation, car hire and new car purchases, dental and optical services Australia wide.

We all know that, by sticking together as a group,



the Union wins more pay for you.

But the same is true when we use our group strength to negotiate discounts. These discounts will really let you stretch your paypacket further.

All financial members will receive a discount booklet and

card in mid 2004. The discounts will be accessed with the card or via the Union's new website. The website should be launched around June this year.

'This is a great service for members and their families. This package has been specially put together for FFTS members. We reckon members will get great value out of the wide selections of services we have included, said FFTS Assistant Secretary, Frank Vari.

More info on this great package will be provided once the full package is finalised. In the meantime, make sure that you are financial, so you can tap into these great new benefits.

Your FFTS officials



BRANCH SECRETARY

Leo Skourdombis
0419 000 000



ASSISTANT BRANCH SECRETARY

Frank Vari
0419 319 945



NORTHERN AND WESTERN

Joe Patti
0417 557 136



SOUTH-EASTERN AND PENINSULA

Troy Hanlon
0409 967 679



INDUSTRIAL OFFICER

Dick Lowe
0418 102 612



MEDIA AND TRAINING

Denis Evans
0419 201 466



CBD AND METRO SITES

Ernie Landers
0419 506 276



WESTERN AND NORTHERN DISTRICTS

Gary Winstanley
0409 189 712



EASTERN SUBURBS

Julian Cooke
0417 031 662



NORTHERN/EASTERN SUBURBS

Andrew Vendramini
0417 332 391