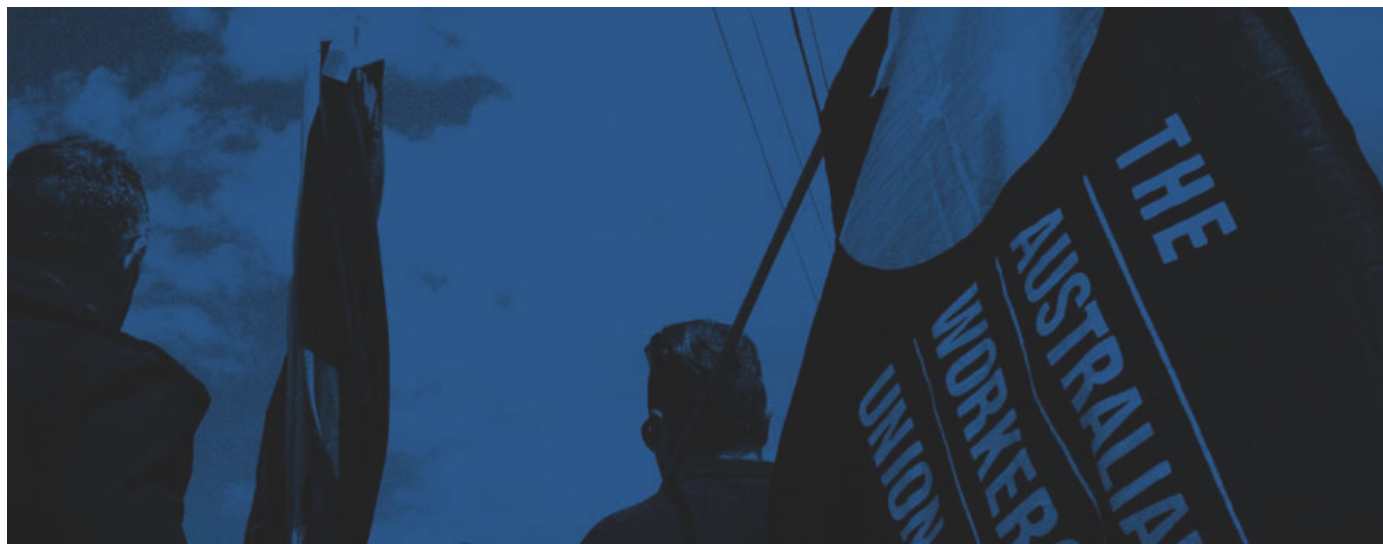




DECEMBER 2020

SIA UPDATE

THE OFFICIAL SIA NEWSLETTER



IN THIS ISSUE

**MEMBERS MAJOR WIN
AGAINST WAGE THEFT**

JOB CLUB LAUNCHED!

JOBKEEPER/JOBSEEKER

**SIA STRATEGIC PLAN -
REQUEST FOR YOUR
FEEDBACK & INPUT**

**HEALTH & SAFETY -
ARREO PERMIT:
REQUEST A VISIT**

MEMBERS MAJOR WIN AGAINST WAGE THEFT

After a drawn out battle with their employer, Nunawading Swim Club, SIA members from Just Swimming Swim Schools have finally entered the last stage in the recovery of \$1.9 million in stolen wages.

Over 18 months ago members and the SIA identified and raised, with the management of Nunawading Swim Club, a number of serious concerns in regards to employees entitlements including their classifications, pay rates and allowances.

Further investigation by SIA Organisers and Delegates uncovered an alarming systemic practice of unpaid and underpaid work which had occurred over the entire duration of the employees engagement in the business.

Just Swimming's SIA Delegates, and members, have worked tirelessly & stood collectively through extremely difficult circumstances including the restructure of the business which saw the longest serving employees made redundant.

WAGE THEFT WIN continued...

The prevalence of wage theft in the Aquatic Industry is becoming increasingly apparent. The SIA is committed to further educating employees in the industry about their entitlements and to address the widespread, lack of compliance by employers. There needs to be a fairer and simpler system in place for employees in the recovery of stolen wages & greater consequences for the offenders.

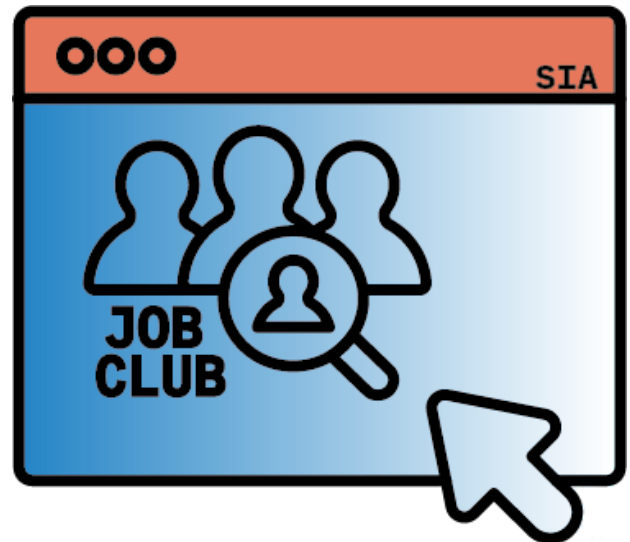
JOB CLUB: A Practical Response in a Crisis

In October we launched our SIA JOB CLUB Initiative in response to the pandemic and the terrible loss of jobs experienced by aquatic employees.

We set about sharing the initiative with 35 Swim Schools in VIC's major regional centres, once they were given the go ahead for reopening, and went on to invite a further 135 Swim Schools across Metropolitan Melbourne to participate in our free JOB CLUB.

Our initial goals:

- to do something practical to support Swim Teachers, in order to retain experienced and qualified teachers in the industry
- to assist swim teachers with their job search in a difficult time bringing all opportunities together on one site
- to support Swim Schools, to reach out to their target audience through our 2000 Facebook followers
- to cut the cost of recruitment ads for Swim Schools already having faced 6 months of zero income



We have had an overwhelmingly positive response from employers who have jumped at the chance to advertise their roles. We're seeing an increased demand for experienced swim teachers to step up into leadership roles so if you're ready for the challenge visit <https://www.swiminstructors.com.au/access-job-club>.

We also invite any members who would like some support in connecting with swim school employers in their region to get in touch, sia@awu.net.au.

With further developments to come including 'How to become a Swim Teacher', RTO comparisons, members only Employment Resources and Career Development opportunities we're excited about offering a comprehensive WORK LIFE experience for members.

**CONCERNED ABOUT A
COMMUNICATION FROM YOUR
MANAGER OR PROPOSED CHANGE
TO A PROCESS?**

**REQUEST A MEETING & GET YOUR
UNION REP TO COME ALONG!**

**WE'LL ENSURE ADEQUATE
CONSULTATION TAKES PLACE, YOUR
CONCERNS ARE HEARD & A FAIR
RESOLUTION IS REACHED**

JOBKEEPER - Extended to 28 March 2021

The JobKeeper payment was extended from 28 September 2020 through to 28 March 2021. There are 2 separate extension periods and there is a decreased rate of payment for both periods. Employers must continue to meet the eligibility requirements relating to decrease in turnover. Extension periods and rates are as follows:

DATE	FULL RATE PER FORTNIGHT	LESS THAN 20 HOURS A WEEK WORKED PER FORTNIGHT RATE
28 September 2020 - 3 January 2021	\$1200	\$750
4 January 2021 - 28 March 2021	\$1000	\$650
BASED ON WEEKLY AVERAGE HRS PRIOR TO 1ST MARCH 2020		

For more comprehensive info relating to JobKeeper and changes to working conditions follow the link:

<https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/flexibility-in-workplace-laws-during-coronavirus/jobkeeper-changes-to-the-fair-work-act>

For those who have been given JobKeeper enabling directions including stand downs and reduction of hours, these only apply for full time and part time employees for the duration of JobKeeper. Please contact your Organiser if you are given a new contract whilst on JobKeeper or your manager tells you of permanent roster changes.

A general reminder too that all changes to your roster must be done through consultation and you are entitled to have an employee representative from the SIA support in these discussions.



STRATEGIC PLAN: The Future of Your Union

Organisers have been working with the AWU Change Team Committee to establish the AWU Vic Branch's strategic plan and to set our priorities for the SIA for the year ahead.

Like we've all experienced, many 'actions' were put on hold thanks to the complete shutdown of our industry. One upside was the ability to set the foundations of our strategic plan and to engage in a plethora of training to support its delivery.

Following are some of the strategies we have identified for focus:

- Our members will work in safe environments; empower through training and education
- Gain power and influence in workplaces, industries and communities.
- Build a community; share knowledge, connect teams, strong partnerships
- To grow through diversity and inclusion

ARREO VISITS - Safer Work Environments

The first key step to supporting safer workplaces for you was to empower SIA Organisers through training and obtainment of an Authorised Representative of a Registered Employee Organisation permit. With application approved through the Magistrates court your Organiser is now able to attend any aquatic facility to investigate a suspected contravention of the OHS Act. This refers to any risk, hazard, lack of training issue, change of procedure, lack of consultation, suspected discrimination or bullying, any concern relating to your or others safety.

An all too common experience for members is the backlash they are subjected to when raising issues. Others have raised the same concerns over and over with no action being taken. As an industry, many managers lack the training and knowledge of their legal duties relating to OHS and only a very few have formalised, adequate processes in place including HSRs and Health & Safety Committees.

Emailing details of your concern or calling your Organiser for urgent matters is the best way to resolve health and safety issues. The ARREO permit allows an Organiser to rock up and enter a workplace during business hours and we don't have to disclose who raised the concern, so no repercussions for you!

T: 03 8327 0888

E: SIA@AWU.NET.AU

W: SWIMINSTRUCTORS.COM.AU



MEMBERS DISCOUNT ON CPR/FIRST AID COURSES

The SIA has secured a great discount of 20% off for members completing CPR and First Aid qualifications.

With a range of services on offer, options for online and in person training at their office or in your workplace. Small group sizes offered.

RISE Training is located in the Western Suburbs of Melbourne with it's office in Maribyrnong, they are happy to discuss and tailor services to your needs.

Visit www.risetraining.com.au for full details of courses on offer and pricing.

Use the following code to apply your Member Discount: C6E2A6C09BE8

- Valid until 28 February 2021.

