

Southern Local Government Officers Union • Services and Benefits

Negotiation

- With the help and guidance of Members, the Union negotiates Collective Agreements with employers. The Union provides skilled negotiators to get you the best deal possible.
- The Union gives all Members a copy of their Collective Agreement, so you always know your rights.
- If you prefer to have an Individual Employment Agreement, but you still want to be part of the Union, you can join SLGOU Associates Union.

Enforcement

If your pay is wrong, or you don't get the holidays or conditions you are entitled to, the Union will take it up with your employer. If your issue is not resolved directly we can take it through the legal process to get it fixed. This would cost a lot more if you had to hire a lawyer.

Workplace Issues

- If you have problems such as stress, concerns, workload or ergonomic issues, talk to the Union about them and get advice or action. You don't have to suffer in silence.
- The Union is actively involved in your workplace, helping Members with redundancy, reorganisation and relocation issues, dealing with complaints, appeals, and other matters.

Workplace Health and Safety

The Union can help and advise on workplace health and safety issues.

Personal Grievances

Where there is disagreement between you and your employer about what's in your Employment Agreement, or if you are unjustifiably dismissed or disadvantaged, or subject to discrimination, harassment or duress, the Union can take it up with your employer. If not resolved directly the Union can take you through the legal process to get it fixed.

Employment Law

- The Union keeps abreast of developments in employment law, including Parental Leave, Human Rights, Equal Employment Opportunities, ACC etc.
- We subscribe to a comprehensive electronic law library so our staff can provide expert advice and assistance with related legislation.

Representation

- The Union can act for you in the Employment Relations Authority/Employment Court.
- The Union can represent Members to Government Agencies such as WINZ, ACC and OSH, ensuring you are fairly treated.

Collective Voice

The Union allows members to be heard collectively on issues such as workplace changes, work practices, policies and procedures, job evaluation/performance appraisals. Members are not alone when dealing with these issues, but are part of a team with co-workers.

Information and Advice

- The Union regularly publishes a Union Journal, negotiation updates, and other media.
- Advice and assistance is available by phone, fax, e-mail, or by personal appointment. Union staff regularly visit your workplace to deal with Members' problems.

Access to Other Services

Union members can get information about joining the Cooperative Bank (formerly the P.S.I.S) for banking, payment and loan services, and UniMed health insurance.

Confidentiality

Members are assured of confidentiality regarding any personal matters for which Union assistance is sought. Members' names are not supplied to any

other agency other than to the employer as required to gain coverage of Collective Agreements or to establish authority to represent the Member. If desired Associate membership of the Union may be kept confidential from the employer.

Membership of the Southern Local Government Officers Union:

Members will be covered by any Collective Agreement negotiated by the Union covering their type of employment with their employer. The member is entitled to participate in all aspects of the administration and operation of the Union under the registered Rules of the Union.

Membership of SLGOU Associates:

Associate membership excludes the Member from being covered by any Collective Agreement negotiated by the Southern Local Government Officers Union. Otherwise the Member has all other rights of Union membership.

Subscriptions:

The subscription rates **per week** for the 2011/12 year (inclusive of GST) are:

- \$6.20 - employed 20+ hours
- \$4.10 - over 10½ and up to and including 20 hrs
- \$2.05 - over 7 hours and up to 10½ hours
- \$1.35 - over 3½ and up to 7 hours
- \$0.70 - up to 3½ hours.

Subscription levels are reviewed annually.

How to Join:

Membership Application Forms or other information about membership services are available from both of the Union's offices, or visit our website at www.slgou.org.nz

Information for New Employees

If your new job is covered by a Collective Agreement, you must be employed on the same terms and conditions as the Collective (plus any mutually agreed conditions that are not inconsistent with the Collective terms) **for the first 30 days.**

If you join the union during or after 30 days, you automatically become covered by the Collective Agreement. If a new employee does not join, that employee becomes subject to an "individual" agreement. After 30 days (and not before) the employer and employee can bargain for their individual Agreement.

New employees do not have to wait until the end of the 30 day period to join the Union.

How to contact the Union

For both:

**Southern Local Government Officers Union
And SLGOU Associates Inc**

P O Box 13-316, Christchurch

CHRISTCHURCH OFFICE

108 Gasson Street
Christchurch

Telephone: 03-3798-319
Fax: 03-366-4755
E-mail: union@slgou.org.nz

DUNEDIN OFFICE

2nd Floor, 109 Princes Street
Dunedin

Telephone: 03-479-2953
Fax: 03-479-2955
E-mail: dunedin@slgou.org.nz

Website: www.slgou.org.nz
Freephone: 0800-229-998

The Organisation

The Southern Local Government Officers Union, like its sister Union, SLGOU Associates, is a democratic Incorporated Society, in which every Member has the opportunity to participate fully in the affairs of the organisation.

The Union is governed by a Management Committee elected by and from the membership. The Management Committee employs the Union Secretary, who in turn employs the Union's staff.

Members have the right to elect Union Liaison Committees and/or Delegates to represent their interests in their workplace, and to participate in Union affairs on behalf of Members.

Industrial matters in each area of employment are dealt with by the Union's staff working in conjunction with Liaison Committees and/or Delegates.

We Cover

The Southern Local Government Officers Union membership consists of salaried employees throughout Canterbury and Otago employed by:

- City Councils
- District Councils
- Regional Councils
- Electricity Companies
- Urban Passenger Transport Companies
- Museum Trust Boards
- Local Authority Trading Enterprises
- Companies that have devolved from Local Government

Join the

Southern Local Government Officers



Union