



YOUR UNION, YOUR SAY

Members spoke about what their experiences at work, about their concerns, and about the big important issues that matter to them.

Here's what members said..

UNITED
WORKERS UNION

1 WE ARE UNION PROUD

United Workers Union members come from all walks of life. Every day we do the essential work that supports our communities and our economy.

Members are proud of our union because together we promote diversity and equality, and support workers to fight for their rights in every workplace.

Members are also proud of the support from delegates and from the union office, which is important to taking action to achieve members' aims.

“ **UWU has always gone above and beyond to give fair and full inclusion to all members of different backgrounds and identities. UWU fights for equality and fair pay, and the rights within the workplace for all members.** ”
- *Cleaning Member*

2 OUR ISSUES ARE SHARED

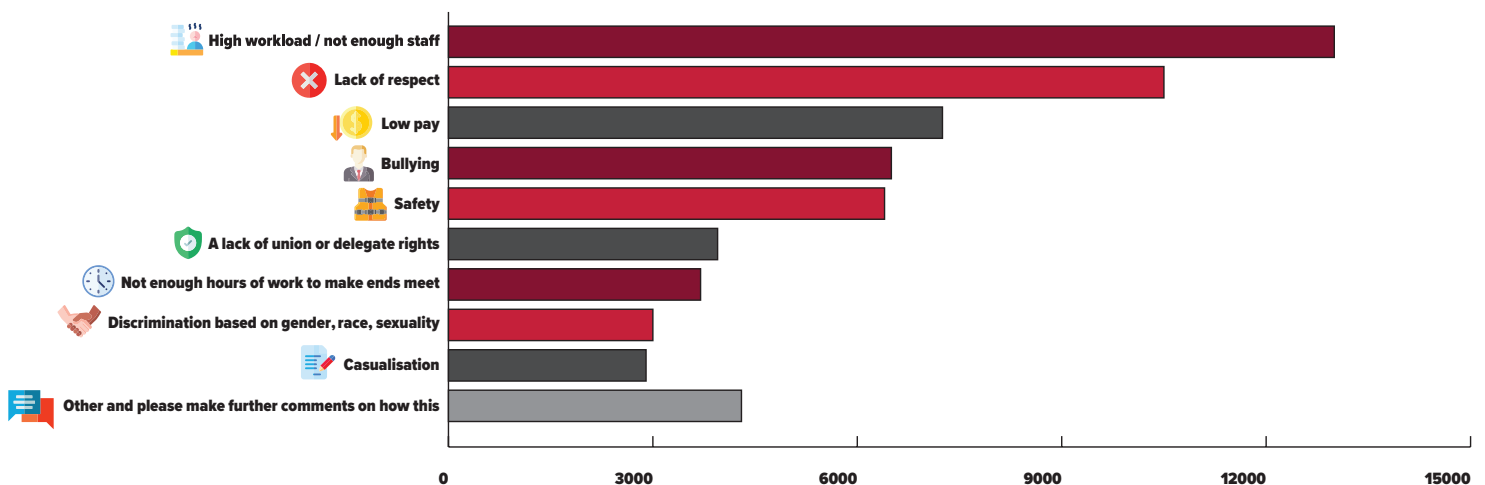
For too long employers in Australia have had the upper hand. For United Workers Union members, this means:

- High workloads and not enough time to do the job
- Being treated with a lack of respect
- Low pay
- Bullying
- Safety Issues

These issues stand out across the board, impacting everyone across all age groups and industries.

Low pay was an issue at work for over one third of all members, particularly for those working in farms and feminised sectors, such as aged care and early childhood education and care.

Have you experienced any of the following at work?



“ The poor treatment I received, and lack of respect has ruined the role. I hate putting on the uniform and quite often I drive to work/home from work in tears. The entirety of our mental stamina should be focused on the people we are trying to help, not galvanising us against an industry that views us as numbers only.

- Healthcare EMT Member

A further third of all members had experienced bullying or safety issues.

Bullying and racism in my workplace is disgusting and not handled properly.

- Poultry Member

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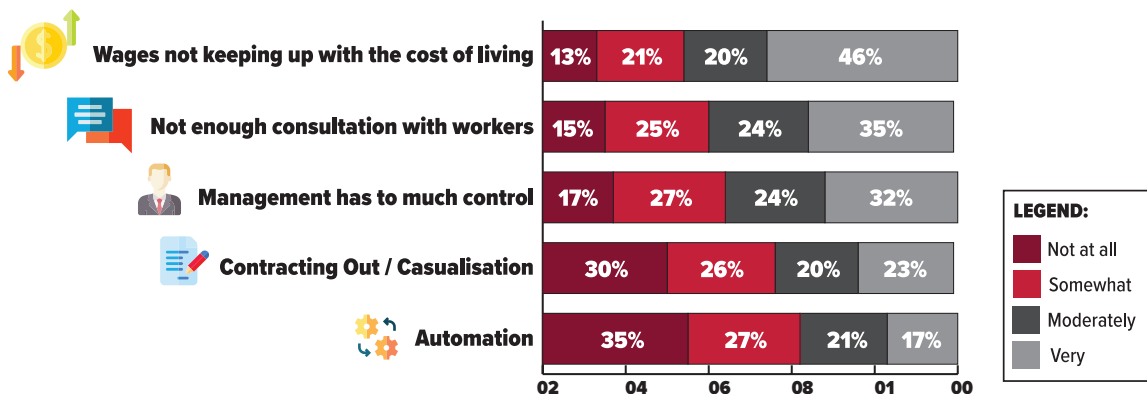


3 WE ARE CONCERNED THAT WAGES ARE NOT KEEPING UP WITH THE COST OF LIVING

Over 86 per cent of all members are concerned that wages are not keeping up with the cost of living.

Members from a culturally diverse backgrounds expressed a greater level of concern about wages, and are also more concerned about casualisation and automation, when compared with the rest of the union.

How concerned are you about the following?



4 MANY OF US ARE FEELING THE STRAIN OF FINANCIAL PRESSURE

One in five members would not be able to cover a \$400 emergency payment, and an additional quarter of all members stated they could only make the payment if they went without something else.

In all, nearly half of all members find themselves worrying about their financial situation very frequently.

Members who would struggle to make the emergency payment were more likely to be those who identified as being from a culturally diverse background, and those who work in aged care or farms.

5 WE WANT A STRONGER VOICE TO RESPOND TO INCREASING EMPLOYER POWER

UWU members want a stronger voice in changes that impact our working life, including decisions around contracting out and casualisation.

More than 8 out of every 10 members felt there was not enough consultation about changes in the workplace, and a similar number believed management had too much control.

Overall, two thirds of members were very concerned about management control in the workplace and the failure of employers to consult with them about change.



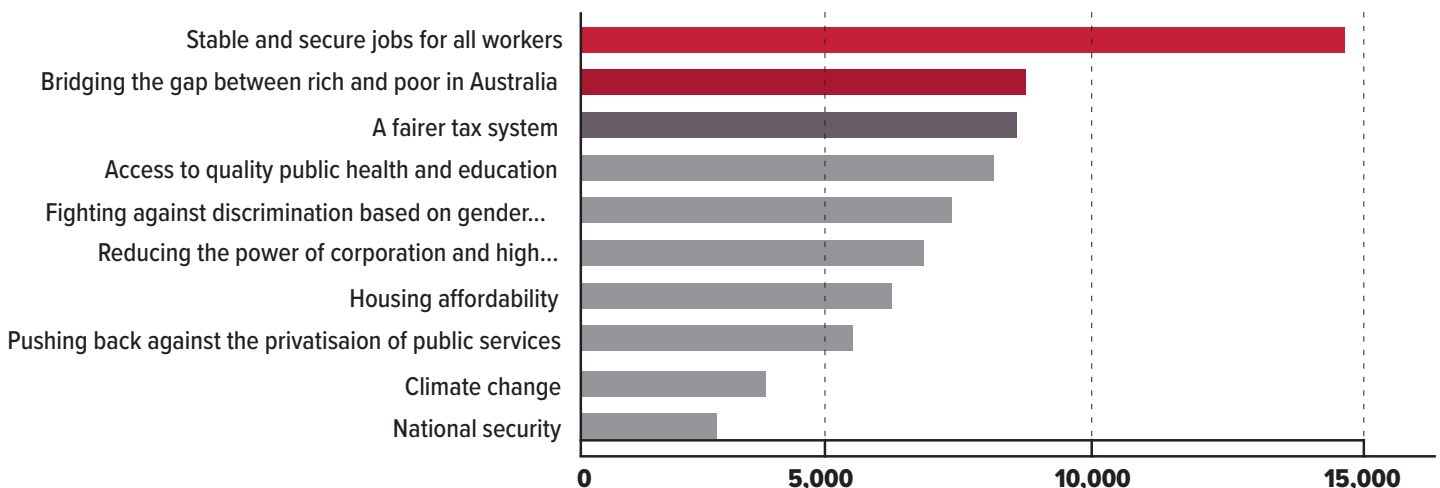


6 WE WANT ACTION ON SECURE AND STABLE JOBS

Secure and Stable Jobs stands out as the most important issue that members want to see political action on. This was ranked as number one by women and men, across most age groups, occupations, and cultural backgrounds.

Addressing inequality was also important: members feel the gap between rich and poor is too wide, they want fairer taxes, including an end to corporate tax avoidance.

UWU prides itself on speaking out against injustice. Of the following, what are the three most important issues to you?



7 END DISCRIMINATION

Fighting against discrimination based on gender, sexuality, race and/or ability is an important priority for UWU members, particularly for those from diverse backgrounds and young people.

Many members commented on incidents of discrimination at work which contributed to experiences of disrespect and, in some cases, bullying.

“Discrimination isn’t taken seriously, by our team leaders, and they expect us not to ask questions about it, how was dealt with it. We have no voice, and we aren’t taken seriously.”

- Forklift driver



8 THE FEDERAL GOVERNMENT IS LETTING US DOWN

Few members (less than 10 per cent) believe that Scott Morrison has done a very good job as Prime Minister, or in the management of COVID-19.

If an election were held today, UWU members would overwhelmingly vote for Labor.

Over 14,000 members took the opportunity to describe what they would do if they were Prime Minister.

Members said they would improve wages and job security, including lifting the minimum wage, addressing inequality in wages, and reigning in CEO pay.

9 WHAT NEEDS ATTENTION

Members want to see more frequent communication and face to face visits, and a better flow of information from the union office.

Members also want to work together to build power by increasing membership and fighting for improvements in wages and conditions, building strength and better campaigns.

10 WE WANT TO BE INFORMED AND ACTIVE

Nearly two thirds of members wanted to be more active by taking action, being a workplace leader, participating in broader social justice campaigns, getting involved in digital campaigns on-line, or in political lobbying and policy advocacy.

Nearly four in ten members want to get involved in training around union rights or professional issues, and over a thousand members were keen on being an elected representative on a union governing body or committee.

Taken together, these responses indicate a desire of many members to be active in their union and fight for change.

Members also overwhelmingly supported union activity that relates to their industry and broader campaigns.

