

Public Services Bulletin



A•S•U

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Public Services Bulletin –Superannuation

Superannuation and ASU – ASU the first industry to get to 15% - ASU - increased superannuation claim and EBA outcome - The ASU campaign to increase member's superannuation has achieved an important outcome. With the first state wide and industry win, in NSW with the ASU energy and utilities sub branch (of the US State branch www.usu.org.au) now achieving 15% superannuation in the NSW electricity distribution and transmission industry. This is the first full industry win (in one state), with all members in the three NSW State Owned Distribution/Network Companies and the State Transmission Authority now set to enjoy 15% 'employer' superannuation contribution in lieu of the standard 9% Super Guarantee Contribution payment by employers (for recent recruits). Members still under the old defined benefit schemes have not missed out either, with these members now also receiving an additional 6% super payment (difference between 9% and 15%) from their employer. This all means that all employees in NSW Transmission and Distribution industry now are on their way to receive an additional 6% superannuation contribution as a result of the last round of bargaining. This is a significant outcome with the ASU electricity industry membership, in NSW, now leading the union movement across the country in superannuation outcomes - we and the other electricity industry unions now lead the Union movement.

The outcome is a result of an industry campaign that commenced in 2007 and is still supported by the 'ASU'. For further information go to "We want more superannuation campaign" see web address http://www.asu.asn.au/media/general/20070413_super.html media and booklet <http://www.asu.asn.au/media/we-need-more-super-160307.pdf> - A number of ASU branches in other states are also following the campaign and have either included superannuation in current claims and or pledged to include superannuation in their EBA new claims.

ASU first move beyond 15% - At the time of releasing this bulletin 'ASU officials in the public services area are negotiating our first increase in superannuation in excess of 15% - details will not be released until rank and file members have voted on the EBA, but it's a significant area and the increase for some ASU members will come to a total of 16.5% - if this occurs it will be the collective bargaining agreement to go to 16.5% (under Fair Work Australia)

ASU we need more superannuation campaign discussed - Danish union and employer superannuation fund - The Danish superannuation fund covering local government employees has recently traveled to Sydney, for a three day meeting with pension funds, investment organizations and the ASU. With half of one of these days spent with the ASU National Office in Sydney. Issues the ASU discussed with the Danish pension fund included, -

- Collective bargaining around superannuation
- Govt encouragement
- Role of employee directors on funds
- Investment in non anti union investment portfolios
- The ASU 'we want more superannuation campaign' http://www.asu.asn.au/media/general/20070413_super.html
- If you need more details contact greg mclean ASU assistant national secretary gmclean@syd.asu.asn.au

Public Sector Unions - Push for more rights for employees and their superannuation - are superfund's being used against employees best interest. ASU members superannuation funds are invested in a range of investment portfolios, but do we as members know where? Are any of the funds invested in shares or other investments that support privatization of our members jobs, or support companies directly or indirectly that want to undertake the services our members provide in local govt, water, electricity and public transport. Whilst the ASU does not advocate one way or another on this, it seems worthwhile that members should where about this and superannuation fund directors should have the best knowledge - Other unions including UNISON (in the UK) and AFSME (in the USA) are starting to look at this issue.

Produced for ASU Branches with members in public services: NSW US Branch / Victorian Authorities & Services Branch
Tasmanian Branch / NSW & ACT (Services) Branch / South Australia & NT Branch / Western Australian Branch
QLD Services Branch (QSU) / Central & Southern QLD C&A Branch / North QLD C&A Branch / Taxation Officers Branch

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AFSCME Releases Best Practices Guide for Pension Systems - PSI affiliate the American Federation of State, County and Municipal Employees has released a first of its kind report on pension plan governance. Enhancing Public Retiree Pension Plan Security: Best Practice Polices for Trustees and Pension Systems serves as a road map for improving pension plan governance. Booklet at <http://www.afscme.org/docs/AFSCME-report-pension-best-practices.pdf>
Full PSI news item at http://www.world-psi.org/TemplateEn.cfm?Section=Help&CONTENTID=24263&TEMPLATE=/ContentManagement/ContentDisplay.cfm&UTM_MEDIUM=email&UTM_SOURCE=feedburner

PSIRU – Public Services International Research Centre - Produced a publication for pension superannuation fund directors. The public services international research unit (PSIRU) in co operation with Unison UK has produced a publication , Infrastructure, the crisis, and pension funds produced for the This report was commissioned by the Unison capital stewardship programme for the UNISON/PSI seminar on public sector pension funds, London, December 2009 located at <http://www.psi.org/reports/2009-12-infra.doc>

PSI Pension Forum Page – Public Services International - located at www.world-psi.org/pensionsforum provides a range of publications around pension funds issues including a push by a number of union officials , including the ASU, covering range of issues including - union appointed directors on pension funds to understand ILO charters and related union investment issues - to make sure union pension funds are not used against the workers that contribute to pension or superannuation funds - pension and superannuation fund directors need to rely on their rank and file experiences to make sure union rights, ILO charters and related workers issues are not lost or that the employers and the establishment use their own union fund members against them .

We need more super, but how do we get it? http://www.asu.asn.au/media/general/20070413_super.html
The ASU has produced "We need more superannuation", a resource designed to assist members and their union representatives to include increased superannuation contributions as part of their claims on employers in agreement negotiations. It is widely understood that the legislated minimum super contribution of 9% is not sufficient to maintain workers' living standards in retirement, so the ASU recognises the need to pursue better super for our members in other forums.
The ASU has long been a leader in establishing improved superannuation for workers in electricity/energy (utilities), local government, railways and public transport, and in state and federal government jurisdictions to assist members and their families in their years of retirement.
In past years, this was often achieved by way of "defined benefits schemes", with contributions made by both employer and employee to obtain a specific remuneration package at the time of retirement.
In recent years the movement away from "defined benefits schemes" has been followed by an advance in superannuation payments by way of Federal legislation implemented by the Hawke and Keating Governments.
The movement to universal superannuation now sees many workers receiving a 9% defined contribution by their employers, with some exceptions. In the past, superannuation scheme contributions were significantly higher than this amount and it is now time to improve the level beyond 9% for all workers.
The ASU acknowledges the need to improve superannuation contributions beyond the standard 9% to a level of 15% in order to allow workers to maintain standards of living in their retirement.
"We need more super" has been prepared to encourage officials, senior delegates and all those that have the responsibility of negotiating agreements with members to seek to increase superannuation contributions as part of bargaining. Many members with assistance from the ASU have already been successful.
Although "We need more super" has been produced with the public sector workforce in mind, the information is applicable to all industries and positions. The publication is a dynamic document that will continue to be reviewed and improved with further contributions from ASU Branches and members as we work together to achieve positive outcomes for our members' futures.<http://www.asu.asn.au/media/we-need-more-super-160307.pdf> - down load the ASU booklet – **we need more superannuation**

Australian Government Superannuation Review – what can we expect.. In late 2009 ASU was a participant at a Superannuation forum with Chris Bowen (Minister for Superannuation) as the Guest speaker – A full report on the forum has been passed onto ASU (state) branch officials , (on 28th January) coving off on a range of issues around the three superannuation enquires underway in Australia included in the report are remarks around –

- Govt response possible issues - Henry review what it could promote - Henry reform , and Rippole and Cooper enquiries - Super fund links
-If you require additional detail or information gmclean@syd.asu.asn.au

Remember to include increased superannuation in your EBA claim ... a better future for ASU members and their families might depend on it.

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