



## PROUD TO BE UNION

### What is a Union?

A union is an organisation of workers who join together to achieve common goals and to promote a shared vision, based on fairness and social justice, of the society they aspire to live in.

Unions advance workers' rights and provide support to members, including by negotiating: wages; conditions of employment; flexible work; career opportunities; safe work practices; and workplace policies and procedures.

We achieve, as an organised group of workers, far more than we can as individuals.

### What is the Public Service Association of New South Wales (the PSA)?

**The PSA is the leading voice in promoting the value of the work you do.**

Established in 1899, we are an active, member driven union that asserts its members' interests and advances the value of public services for the people of New South Wales.

**The PSA is not affiliated with any political party.**

In 2015 a longstanding ban on donating any PSA resources to any political parties or candidates was reintroduced, having been lifted in 2008.

We represent a diverse range of employees working under both the State and federal systems, including those working in public schools, universities, TAFE, corrective services and state owned corporations, and those working in specific sectors such as the disability sector.

### Why is organised collective action so important?

We have power in numbers, and strength in unity.

**The PSA proudly promotes democratic, membership-based decision-making at all levels.**

Delegate and activist structures in the workplace provide a member-oriented focus around how we organise and build power.

It is rewarding to know that as a PSA member you contribute to creating a fairer workplace for all.

Together we fight to improve wages and entitlements, as well as job security, innovative workplace practices and rights at work.

### Are there additional benefits to being PSA?

**Yes!** PSA members enjoy coverage under our **Journey Insurance** policy for injuries sustained travelling to or from work, which the Government removed from workers' compensation laws in 2012. The benefit of a **Provident Fund** (providing up to \$3,500 to your nominee in the event of your death) is also included in membership fees.

PSA members may also access **free legal advice** for non-industrial matters (such as drafting a will) and **discounted banking services and loans** with SCU Credit Union (conditions apply).

**PSA fees are fully tax deductible.**

In addition, PSA members can access an additional **12 days of paid leave every two years** to attend union training courses and other union activities.

Join the fight to protect and defend public services now!

Securely join online at <https://membership.psa.asn.au/join> or call our friendly team on 1300 772 679.



**My conditions of employment are great and I get a pay rise every year.**

### **Why would I bother being PSA?**

Your annual pay rise is **not** automatic. Instead the PSA wins these increases by negotiating on behalf of its members with the Government and other employers.

You are a beneficiary of the collective strength of some 38,000 of your colleagues across the state who are members of the PSA. Only through our collective strength as a union are we able to negotiate on a level playing field.

**This is why your colleagues need you to join your union, the PSA, to advance and protect these conditions for which we have collectively fought long and hard.**

### **What else does the PSA achieve for its members?**

The PSA continues to build on its long and proud history acting on behalf of members in all aspects of their working lives.

In just the last ten years the PSA has recorded many landmark and historic achievements.

These include: securing **permanency for long term temporary staff**; various **advances for women in the workplace** (such as maternity leave, lactation breaks and domestic violence leave); and **successful work health and safety prosecutions** in a number of different agencies.

The PSA currently leads the way in advancing issues such as **pay equity** and **flexible work**, and campaigning on issues such as **workplace bullying** and **privatization**.

### **Did you know?**

Studies show that union membership may improve life satisfaction by:

- affording members opportunities to identify, discuss, and act to improve their working conditions, **heightening self-determination** and **reducing feelings of alienation**
- providing a **greater sense of security at work** for members, knowing they have the protection of their union
- offering **opportunities for social interaction** and integration, reducing feelings of loneliness and isolation
- enhancing the participatory benefits associated with **more engaged democratic citizenship**.

### **How Do I Join the PSA?**

Securely join online for as little as **\$3.50 per week** at <https://membership.psa.asn.au/join>, or call our friendly team on **1300 772 679**.

And if you include the details of the colleague who assisted you with joining online, we'll give them a [\\$75 gift card](#) for taking the time to explain why you too should be **Proud to be PSA**.



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