

By your side



JOINING WITH A PRE-EXISTING ISSUE POLICY

As a financial member of the ASU, you are entitled to receive individual help with workplace problems that arise in the future.

It is possible that you have joined the union with a pre-existing problem. The ASU has a policy around assisting new members with pre-existing issues, which is explained for your information below. If you have any questions about this policy, please don't hesitate to get in touch with us.

Our policy

If you join the union with a pre-existing problem and wish to receive the union's help with that problem, you may elect to pay a Telephone Advice Fee.

As the name suggests, this fee entitles you to receive telephone advice about your problem.

The ASU will not draft correspondence or attend meetings relating to this issue.

Why do we have this policy?

If we did not have a policy around helping new members with pre-existing issues, workers could join the union only when they knew or suspected that they might need individual help with a workplace problem.

If these new members then ceased their membership, the costs of helping them would have to be paid for by long term members. This would not be fair to all members of the union.

What is a pre-existing problem?

The union defines a pre-existing problem as:

- A problem the member knew about or ought reasonably to have known about before joining, or;
- A problem arising from something that happened or began happening before the member joined.

Examples of a pre-existing issue:

- A worker contacts the union for advice about an upcoming disciplinary meeting and they are not a member of the union.
- A member who joined the ASU a month earlier contacts the union for help regarding an investigation that is being conducted by their employer. The investigation is into an incident that occurred over a month ago.

- A member contacts the union for help with an underpayment that has been going on for nine months. The member joined the union two months before and had knowledge of the underpayment when joining the union.
- A member contacts the union for help with performance management. The member joined the union five months earlier. Prior to joining the union the member has had numerous performance management processes undertaken.

How much is the Telephone Advice Fee?

The Telephone Advice Fee is equivalent to six month's membership fees. The fee is additional to the member's ordinary membership fees.

Can this policy be varied?

This policy can only be varied by the Secretary under exceptional circumstances.

No other ASU staff member has the authority to waive the Telephone Advice Fee, nor offer additional support outside of this policy to a member joining with a pre-existing issue.

This is out of fairness to our long-term members.