



A•S•U

ASU Bulletin

TRAVELEX/THOMAS COOK

Number 5 - 6 June 2002

Update for Thomas Cook Branches

There have been a number of issues raised over the last few weeks that relate specifically to the working conditions of staff in Thomas Cook, HSBC and Harvey World Travel Branches.

This update serves to give some insight into the issues raised as well as recommendations for staff who have the same or similar concerns.

NEW CONTRACTS OF EMPLOYMENT

What is a contract of employment?

A contract of employment specifies your duties and responsibilities as a foreign exchange consultant. Generally contracts of employment are just a reflection of the work you need to do while working in foreign exchange. These contracts are separate from workplace agreements because a contract is able to go into a more detailed description of your role. Any changes to your contract have to be agreed to by both you and the Company – usually with the signing of a new contract.

Why is Travelex wanting me to sign a new contract?

It has come to the attention of the Australian Services Union that Travelex wishes you to sign a new contract of employment. There is every indication that the Company wishes to make MLM an enforceable part of your duties and responsibilities.

The ASU feels that Travelex wishes to make MLM a regular part of your employment and by making it part of your contract, you as an employee will not be able to question or refuse to participate in the MLM process.

By all accounts MLM is time consuming and adds to the workload of foreign exchange consultants. In many cases reported to the ASU staff have encountered high levels of stress as a result of having to work on weekends and what has been described as the “stand over” tactics of senior management. If MLM becomes part of your contract of employment, it will be near impossible to remove it.

What would a new contract mean to me?

A new contract of employment featuring MLM will mean, once signed, that you have to complete all MLM related work. It becomes part of your job description as a Foreign Exchange Consultant.

What can I do?

ASU members are asking for choice in relation to MLM - the choice to participate. If a staff member wishes to participate in MLM, he or she should be given support, training and an increase in wages. If a staff member wishes not to participate, he or she should not be harassed or forced into participation.

A campaign has begun to make the MLM process voluntary but like taking a stand on the MLM presentations of a few weeks ago, a campaign to make MLM voluntary needs the support of the majority of staff. To register your support for voluntary MLM please fax back the attached form.

For staff who would like more information please contact your local ASU delegate or organiser Kath Nelson on 3844 5300 or 0401106 669 at the Queensland Services Branch in Brisbane

www.asuqld.asn.au

**A•S•U Information Request • Fax to (07)3846 5046
By Wednesday 12 June 2002**

Name:.....

Branch:.....

Best Time to Contact:.....

Work Telephone: Home Telephone:.....

E-mail: Work Facsimile:.....

- I agree with making MLM voluntary
- I agree that staff who wish to participate should be given proper training, support, and increased remuneration
- I would like more information about contracts of employment
- I would like to help in the campaign to make MLM voluntary
- I would like to join the Australian Services Union. Please send me information about joining.

For staff who would like more information please contact your local ASU delegate or organiser Kath Nelson on 3844 5300 or 0401106 669 at the Queensland Services Branch in Brisbane