

Position Statement (July 2002 –for ACTU conference)

Coalition Action for Employment Equity (CAFEE)

CAFEE is a Victorian coalition of rights activists and advocates. It formed to share information and devise strategies about:

1. the eradication of economic exploitation in Business Services
2. the achievement of equal employment rights and opportunities for all workers with disabilities

CAFEE has representation from the following organizations:

<i>Action for Community Living (ACL)</i>	<i>Bear-in-Mind</i>
<i>Disability Discrimination Legal Service (DDLS)</i>	<i>Job Watch</i>
<i>Disability Justice Advocacy (DJA)</i>	<i>Headway Victoria</i>
<i>Disability Employment Action Centre (DEAC)</i>	<i>Vic. Trades Hall Council</i>
<i>Grampians DisAbility Advocacy</i>	
<i>Western Port Speaking Out</i>	
<i>National Council on Intellectual Disability (NCID)</i>	
<i>South West Advocacy Association</i>	
<i>Villamanta Legal Service</i>	

CAFEE is committed to

- Fair wages for a fair day's work and improved working conditions for all supported employees at all Business Services and Adult Training & Support Services (ATSSs)
- The development of a transparent unitary supported wage assessment mechanism & process – one funding system, one QA system, one SWAT (Supported Wage Assessment Tool); and its inclusion as a Key Performance Indicator (KPI) in the QA system for funded Disability Employment Services
- Fostering productive working relationships between advocates and the union movement to improve the working conditions of Business Service employees
- Obtaining increased funding for industrial advocacy and assistance with enterprise bargaining for Business Service employees under DFACS' Business Services Review Implementation/Award-Based Wages Strategy
- Investigating IR solutions to wage injustice in Business Services that could involve
 - (a) Generic/industry award/s for Business services –a “roping in exercise”
 - (b) The creation of a National Supported Wages Award akin, in form & effect, to the National Training Wages Award
 - (c) The development of a model “Business Services/Supported Employment” Certified Agreement or an Enterprise Bargaining Kit for adaptation at workplace level
- Support for all-encompassing reform of funded Business Services into safe inclusive workplaces providing ongoing non-segregated employment or skills/training pathways to open employment
- Lobbying and educating key players in the arena of Business Services Reform –DFACS, ACTU, AIRC, ACE National Network & ACROD

CAFEE meets monthly (the 1st Tuesday) at Trades Hall. Any enquiries should be directed to: Paul Cain (NCID), Niki Sheldon (DJA), Bramani Flick (Villamanta)