

THE PHLEBOTOMISTS  
COUNCIL OF  
AUSTRALIA



PROFESSIONAL  
ASSOCIATION & PEAK  
BODY FOR  
PATHOLOGY WORKERS

## Why are you being told that PCA isn't a Union?

Ever since The Phlebotomists Council of Australia started to become competition for memberships for the Miscellaneous Trade Unions that weren't advocating for the Pathology Sector, this has been their campaign to ensure they continue to take from the hard working Pathology Sector and do very little in return. It has been such easy donations for them and they hate to see a portion of their income leave for an Association that is actually working every day ONLY for the Pathology Sector.

So we have produced this document to give the sector the facts and break down the myths that sit behind this statement.

### **FACTS**

1. The Oxford Dictionary meaning for a Union *is an association formed by people with a common interest or purpose.*
2. The governance of a Trade Union is the Registered Organisation Act and is managed by the Fair Work Commission.
3. PCA members make the choice at each Annual General Meeting if we are going to apply with the Fair Work Commission to become a Registered Organisation with primary representation over Pathology Workers.
4. The current trade unions with representational rights over Pathology Workers for the ACTU are all Miscellaneous Unions, meaning they do not specialise in any one Industry. This is where Pathology Workers have historically lost a lot of their value and rights during Enterprise Negotiations, those representing Pathology Workers do not know how we work when negotiating our workplace agreements.
5. PCA can take their members to Protected Industrial Action (Strike) during Enterprise Bargaining just like any other Bargaining Representative.
6. PCA reports more incidents to governing bodies like WorkCover and NATA to ensure that employers' behaviours are stopped.

PCA are taking the same path that Paramedics and Nurses took to rid their sectors of historical undervaluation and to create real career opportunities in the Pathology Sector. This involves the Industry of workers being ready to work with PCA to educate themselves past where their employers restrict their skills. We continue to advocate on a Federal Level for more opportunities for Pathology Workers to become individual Healthcare Technicians with a wage to match the skill required for this Role. This doesn't stop at the Phlebotomists, but for all in our sector.