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9 October, 2007



Karen Batt
Secretary
CPSU – SPSF Group
Victorian Branch
Victorian Trades Hall
Level 5, Rear Building, 54 Victoria Street
CARLTON SOUTH VIC 3053

Dear Karen,

Re: Referral of Union members for industrial and employment advice

We write to confirm our agreement to provide an hour of free industrial and employment law advice for members referred by your Union.

We are happy to give advice to your members on any industrial or employment law problem they have, including dismissals, discrimination, underpayments, freedom of association and disciplinary matters. However, we find that sometimes Union members choose to approach us directly, rather than seeking the advice of the Union first. Other members approach us for a second opinion, even though they are being properly represented by their shop steward or Union official.

We do not seek to undermine or replace the industrial and employment advice and representation you provide your members. For this reason, we *offer our services to your members only if they have been referred to us by your Union.*

We confirm that your members are entitled to a free first consultation from other sections of the firm whether they have a referral from the Union or not.

Should you have any questions about our provision of advice and representation in industrial and employment matters to your members, please contact Josh Bornstein on (03) 9605 2831.

Yours faithfully,

Maurice Blackburn Cashman

EMPLOYMENT & INDUSTRIAL LAW SECTION
MAURICE BLACKBURN CASHMAN