



The General Staff Union

CPSU Newcastle University - General Staff Enterprise Agreement Bulletin

6 December, 2004

CPSU SEALS THE DEAL

CPSU and University agree on new General Staff Enterprise Agreement

The General Staff Union - the CPSU - and the University have now signed the General Staff Enterprise Agreement 2004 - 2006. This has been the result of the dedication and hard work of CPSU members over a protracted period of negotiation, which included fending off Howard Government attacks in Higher Education.

The CPSU - Winning Better Conditions for General Staff

As the General Staff Union, made up of 100% General Staff, the priorities and direction of our union are determined democratically and entirely by General Staff at the University of Newcastle, reinforced by effective action by General Staff when necessary. We have managed to maintain existing conditions and the new Agreement also has a number of improvements.

The Agreement provides for:

Better Pay

- 16.8% flat pay rise (or 18% cumulative) until 1 October 2006, of which 2% is backdated to March 2004 and 2% backdated to September 2004

Fairer Work Conditions

- Rolling over large parts of the old General Staff Agreement, including prohibiting suspension without pay, incremental progression, superannuation entitlements, and redundancies to be used only as a last resort
- Improved Aboriginal and Torres Strait Islander employment clause
- Improved job redesign process that ensures staff have direct input into how jobs are reshaped and includes protections to prevent it being used to downgrade skills or salary
- The equitable and transparent distribution of workload

Enhanced Job Security

- Improved managing change clause that emphasises 'meaningful consultation' as well as provisions for preliminary discussion of proposed change, the University to give comprehensive justification, and comprehensive guidelines for avoiding redundancies and reaching 'mutually acceptable' alternatives to change
- Improved redeployment process including appeal rights if staff are not successfully redeployed

MORE INFO?

If you have any questions about this leaflet please feel free to contact:

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or to join CPSU,
download an
application form from
our website
<http://www.newcastle.edu.au/association/cpsu/>

Community and Public Sector Union

- Clear limits on outsourcing and a requirement to consult with the Union
- Restriction on termination as a disciplinary action only if there is serious misconduct

Justice for Casuals

- Conversion of casual staff after 12 months of regular and systematic employment, and increased casual loading to 23%

More Time to Balance Work and Family

- Successful CPSU defence against University efforts to extend the regular hours of work, and reduce long service leave entitlements to that of academic staff
- Improved Parental Leave including 26 weeks paid parental leave for the primary caregiver of a new child, 2 weeks paid partner leave and improved return to work entitlements
- New Personal Leave entitlement of 25 days per year, which combines existing sick leave, carers leave and bereavement leave. Sick leave will continue to accumulate at 15 days per year.
- Guaranteed consultation over rosters and roster changes

The CPSU - A Strong History in the Higher Education Industry

The CPSU has had a long history of groundbreaking achievements in Higher Education for General Staff. Our Union boasts the experience of representatives and members who have been strongly active at Newcastle University over the last 30 years, and who are just as active today. Our delegates have been the main union negotiators in General Staff Enterprise

Bargaining at Newcastle since the system was introduced to the university sector in the early 1990s. They have a thorough understanding of the history of conditions in the sector and a deep appreciation of that heritage.

Looking Towards the future with the CPSU

We are already planning for the next round of Enterprise Bargaining as well as developing strategies to fend off Federal government plans to renew their efforts of last year to attack your conditions and your ability to bargain collectively. A large part of that strategy must be to ensure that all General Staff support and participate in the Union's campaigns.

What You Can Do

To keep the voice of General Staff at the University of Newcastle clear and strong, JOIN US TODAY

CONTACT:

CPSU (University of Newcastle) Branch President, Susan Eade, on ext 12017

CPSU Organiser Ron Hunter on ext 15868 or mobile 0401.583365 or email cpsu@newcastle.edu.au

Be sure to look at our website www.newcastle.edu.au/association/cpsu for more information on the CPSU and its delegates at The University of Newcastle, and links to our State and Federal sites.

**UNITED WE BARGAIN -
DIVIDED WE BEG**

CPSU
the General Staff Union