



General Staff News

March 2005

CPSU @ UWS

CONTACTS:

Please contact your union delegate in the first instance, or your organiser if they are not available.

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Attention: Casual Shelters at UWS Libraries

As you may be aware the UWS library has requested that all casual shelters sign a document that asks you to indicate which hours you are available to work on a voluntary basis.

UWS would like to use these signed documents as a basis to withhold payment of shift loadings for rostered weekend work.

As shelters you are casual employees of UWS and as such the UWS General Staff Enterprise Agreement 2001 -2003 currently governs your conditions of employment. On certification UWS General Staff Enterprise Agreement 2005 -2008 will replace the prior agreement. Both agreements include the following shift penalties:

Early Morning Shifts	10%
Day Shift	Nil
Early Afternoon Shifts	10%
Afternoon Shifts	2.5%
Night Shifts	15%
Permanent Night Shifts	30%
Saturday	50%
Sunday	100%

The library is misinterpreting clause 27, Hours of Work of the UWS General Staff Enterprise Agreement 2001 -2003 and clause 24 (3),

Hours of Work - Ordinary Hours of Work of the UWS General Staff Enterprise Agreement 2005 -2008 by trying to claim that you are asking the employer to change your ordinary hours to balance family and work demands. UWS is claiming that shelving work performed on weekends is no longer on a rostered basis and never was.

As a result, some existing shelters are now receiving a reduced payment for weekend work. This action to withhold payment of shift allowances for rostered weekend work contravenes the UWS General Staff Enterprise Agreement 2001-2003 clause 24-Shift Penalties and clause 24 (10), Hours of work - Rostered Hours of the UWS General Staff Enterprise Agreement 2005 -2008.

It is a concern that shelters may not be aware that this is an unfair reduction to your remuneration

To be able to do something about this erosion of your working conditions contact your local delegate or Lorraine Fordham on 0419 268 234.

CPSU

the General Staff Union