

THE **campus backbone**

CPSU - UNSW Branch



Members' Bargaining Report 6

7 October 2009

Your CPSU Bargaining Team last met the University on the 29th September & discussed the following clauses

OVERTIME

We are confident that we will soon have agreement on this clause.

WORKLOAD PROTECTIONS

As previously reported the University agree in principle to the CPSU workloads clause which contains a mechanism for putting control in the hands of the workers to discuss workload issues at the local level, with appropriate support from the Union where required. The CPSU approach to the workloads clause has been to find practical solutions that work in resolving workload issues as quickly as possible. We want the University to finalise their agreement on this clause.

MANAGING CHANGE

Extensive discussion took place around a revised CPSU clause. Whilst there is agreement on a significant amount of the clause, outstanding matters include whether changes to an individual's job description constitutes major workplace change and how the clause reflects the vexed question of acceptable alternative employment for an employee whose position is redundant.

The University will further consider the points raised by the CPSU and hopefully all outstanding issues can be resolved at the next meeting.

DISPUTES

The University will consider the CPSU clause and there will be more discussion at the next meeting.

NEW CLAUSES

We discussed three new CPSU clauses. The University will provide a response at the next meeting.

- **PARENTAL LEAVE** (introducing the concept of grandparent leave)
- **DEFENCE LEAVE** (linking paid leave to the Government's payment scheme)
- **CARERS LEAVE** (improved definition of family and increased entitlement)

Your CPSU Bargaining Team is working hard to get the **BEST DEAL FOR** General Staff in the new agreement. We meet on a regular basis and discuss the feedback we have received from members and how to incorporate this in our claims. **Have your say by contacting Adrienne Harris - a.harris@unsw.edu.au**

What's next?

Future bargaining meetings:

13 October 9am

27 October 9.30am

10 November 2pm

24 November 10am

8 December 9am

**DO YOU
SUPPORT
BETTER
CONDITIONS
FOR YOU &
YOUR
COLLEAGUES?**

**THEN GET
INVOLVED IN
THE CPSU
CAMPAIGN**

Contact

**Adrienne
Harris**

9385 3426

a.harris@unsw.edu.au

OR

**Deborah Encel
9385 3576**

d.encel@unsw.edu.au

Love Our Leave Campaign

Whilst your CPSU Bargaining Team was negotiating with the University, your CPSU Campaign Team was holding a *Christmas Stall* asking staff to sign our Christmas Card Petition.

The stall was very well received and we had **over 70 new cards signed** in a two hour period.

Given the excellent response to our petition we are extending the deadline by two weeks. **You now have till the 16th October 2009** to sign the Christmas card petition. Please return any signed cards (including your own!) to Adrienne Harris via internal mail. The address is on the back of the card.

What is happening with the shut down?

The University has confirmed that this year all staff will be required to use annual leave (with conditions) for the University Shutdown over the Christmas / New Years break.

Your CPSU Bargaining Team is negotiating for better protections for Annual Leave and Shutdowns. Members have made it clear that a *one size fits all* approach to using Annual Leave entitlements for a University Shutdown is not acceptable and we will be putting this case forward at the bargaining table.

It is vital the University understands how important an issue this is for General Staff. So make sure you get your colleagues to sign a Christmas card in support of the campaign.

CPSU members have also formed a **CPSU Annual Leave Working Group** to research and develop proposals for our Annual Leave claim. **If you want to be on the working group contact Adrienne or Blake (0409 993 976).** All proposals developed for protecting our annual leave will be presented to members to vote on. Please keep an eye out for this as we will need to show the University very clearly what you want!

Great news from UNE

The CPSU has just negotiated one of the best General Staff enterprise agreements in the country at the UNE. The Agreement includes:

- ✓ 17% PAY INCREASE COMPOUNDED OVER THE LIFE OF THE AGREEMENT (2% backdated to April 1, 2% backdated to September 1, 2009)
- ✓ LIMITS ON THE USE OF FIXED TERM CONTRACTS (*the HECE Award provisions that were removed due to HEWRRs*)
- ✓ COMPREHENSIVE UNION RIGHTS (*the first university to reintroduce full union rights*)
- ✓ UNCAPPED SICK LEAVE (*best in the sector*)
- ✓ 5 WEEKS ANNUAL LEAVE (*best in the sector*)
- ✓ FULLY PAID SHUTDOWN PROVISIONS (*the best in the sector*)
- ✓ The ability to buy up to four weeks extra annual leave

Despite an absurd and negative campaign against the Agreement it was approved by General Staff with an amazing vote of 83% in favour.

Jen Mitchell, UNE CPSU President said "The outstanding vote is a vindication of the CPSU strategy of listening to and campaigning around the needs and wants of members at UNE. Every step of the way the CPSU was guided by our members and every action we took was sanctioned by our members."