



The General Staff Union

CPSU UNE - General Staff Bulletin

31 March, 2005

New Enterprise Agreement

Dear General Staff Colleague,

After close to two years of negotiation, a new Enterprise Agreement for General Staff was voted on by 191 General Staff, with 154 voting Yes.

The CPSU is the Union for General Staff at UNE and across the Higher Education sector. Because we are comprised entirely of General Staff we are the only Union whose priorities are determined exclusively by General Staff. Our members ensure that General Staff issues are not compromised or left behind in the face of Government reforms or University change.

The hard work of CPSU members at the Bargaining Table and throughout the University has protected the following entitlements in the new General Staff Agreement. They are:

- 5 weeks annual leave for General Staff
- Christmas break arrangements
- Unlimited sick leave

It was the CPSU that fought to the end to preserve no forced retrenchments for all General Staff

In addition, the CPSU also achieved significant benefits in the new General Staff Agreement, including:

BETTER PAY

15% flat or 15.95% cumulative pay rise. It was the CPSU that pushed for and gained the \$1,500 component of the pay rise for General Staff to give greater recognition for your work, particularly those on lower HEO levels.

GREATER SAY

- Improved Managing Change Clause that provides a more detailed and fairer consultation process
- Redeployment period for displaced General Staff increased to 26 weeks

MORE TIME TO IMPROVE THE WORK FAMILY BALANCE

26 weeks paid maternity leave, 12 weeks adoption leave and 3 weeks foster leave

FAIRER RECOGNITION OF WORK

Joint Union/Management Committee to implement fair Broadbanding scheme.

JUSTICE FOR CASUALS

Casual loading increased to 23%

The UNE General Staff Award now has provisions for conversion of casual staff who work regularly and systematically for more than 12 months.

These important improvements have only happened thanks to the hard work and dedication of the CPSU and its members through Enterprise Bargaining and campaigning.

CPSU MEMBERS PROTECT YOUR RIGHTS - JOIN US

Winning benefits is only half the battle. Protecting General Staff rights and enforcing the Agreement in a climate made uncertain by impending Federal Government reforms is just as important.

To keep the voice of General Staff at UNE clear and strong **JOIN THE CPSU TODAY.**

Membership fees are tax deductible. If you are already a Union member please encourage your non-Union colleagues to join. Our ability to win entitlements and protect our rights is directly related to our strength in numbers.

We've included a membership form and reply paid envelope for your convenience.

For more information about the benefits and activities of the CPSU please contact your local CPSU Delegate listed on the side.

Yours sincerely,

MARNEY TILLEY
Acting President
CPSU UNE BRANCH

MORE INFO?

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

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