



The General Staff Union

CPSU UNE - General Staff Bulletin

7 March, 2005

GENERAL STAFF BARGAINING FINALISED - THE FACTS

The CPSU, the General Staff Union at UNE and Universities across Australia, has finalised enterprise bargaining negotiations with the University. The agreement has come to it's final stage.

WHAT DOES THE NEW GENERAL STAFF AGREEMENT PROVIDE?

The new General Staff Enterprise Agreement contains a number of improvements. They include:

- 15% flat pay rise;
- 26 weeks paid maternity leave, 1 week paid partner leave, and 12 weeks paid adoption leave;
- Limitations on the use of outsourcing;
- Enhanced job reclassification process;
- Joint Union/Management Committee to implement fair HEO Level Broadbanding Scheme;
- Improved Managing Change provisions;
- Clearer and better redeployment provisions, including 26 week redeployment period

ARE THERE ANY LOSSES IN THE NEW AGREEMENT?

The CPSU ran a vigorous campaign throughout 2004 to stop the University winding back hard won conditions, including:

- Unlimited sick leave
- 5 weeks annual leave
- Christmas break arrangements
- No forced retrenchments for all General Staff

Thanks to the hard work and effort of CPSU members, all of these conditions except part of the no forced retrenchments were saved, and carry over into the new Agreement.

While the new Agreement allows HEO 7 - 10 General Staff to be forcibly retrenched, the CPSU successfully pushed for improvements to managing change and redeployment to ensure that it can only be used as a last resort. The CPSU is determined to improve General Staff job security over the coming months.

WHAT HAPPENS NOW?

A General meeting of CPSU members voted to sign the new General Staff Enterprise Agreement. The University is required to exhibit and explain the new Agreement for 14 days before it goes to a ballot of General Staff. The University will provide details of where and when voting will take place.

CPSU MEMBERS FIGHT FOR GENERAL STAFF - JOIN US TODAY

To keep the voice of General Staff at UNE clear and strong JOIN THE CPSU TODAY. Fees are tax deductible. Our ability to defend our rights and win entitlements is directly related to our strength in numbers. For details on how to join the CPSU please contact your local CPSU Delegate.

**UNITED WE BARGAIN -
DIVIDED WE BEG**

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
www.psa.labor.net.au/join

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