

THE **campus backbone**

CPSU - ACU Branch



Members Bargaining Report

10 February 2011

Negotiations for the new ACU Enterprise Agreement have been finalised.

Your CPSU bargaining team has fought hard to get the very best deal for all general staff at ACU. As a result we have been able to win a number of improvements for members (see over page).

Unfortunately we are unable to recommend that members endorse the Agreement because Clause 7.3.6.3, which deals with severance pay, **discriminates against older workers and we believe is an unlawful term under the Fair Work Act 2009.**

Clause 7.3.6.3 states that a staff member made redundant and whose employment has proceeded beyond their normal retirement date as defined by their superannuation fund can only receive a **maximum severance payment of 16 weeks.**

All other staff made redundant can receive a maximum of 52.18 weeks severance pay, depending on length of service. This is a massive 36.18 weeks difference.

The CPSU believes this is UNFAIR TO OLDER WORKERS. This is why we do not this clause.

The CPSU intends challenge this clause when the Agreement goes to Fair Work Australia for approval.

The good news is that this is that this is the only clause the CPSU did not reach agreement on and we have won many benefits for you (turn over).

What's Next?

If an application is made to Fair Work Australia to approve the Agreement the CPSU will argue that Clause 7.3.6.3 is unlawful and should not be allowed to operate.

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thegeneralstaffunion.org.au

And go to ACU in the drop down box

General Staff working together = Better Conditions & Pay Rises

Talk to colleagues & friends at work and ask them to join the General Staff Union

What improvements have we won for you?

- ✓ A total pay rise of 20% (or 21.65% cumulative) until 30 June 2013 when the Agreement expires, paid as: **2.5% from 20/09/10, 4% from 20/9/10, 4.5% from 20/9/11, 5.0% from 20/9/12, and 4.0% from 1/7/13**
- ✓ A realignment of your incremental steps to give an extra increment to HEW 2 and HEW 4 and a higher starting salary for HEW 3 and HEW 5. This will commence from 1 January 2012
- ✓ Overtime will now be paid to level HEW 8 and HEW 9
- ✓ Casual loading will be progressively increased to 25% (from 23%)
- ✓ 30 day Annual Leave cap removed. You will have the option of cashing in up to 20 days if you reach 40 days as an alternative to being directed to take 10 days leave
- ✓ You have the option to cash in Long Service Leave as long as you retain a minimum balance of nine weeks
- ✓ Your CPSU delegates get seven days per annum trade union leave for trade union training, development and other related educative activities
- ✓ Parental leave is 40 weeks at 0.6 that can now be accessed by the **primary care giver**
- ✓ New provision of 10 days paid Defence Force Reserve Leave
- ✓ Restrictions on the use of fixed term employment and the ability to convert to on-going continuing employment
- ✓ CPSU representation on the Classification Review Committee and the Classification Review Panel
- ✓ Classification Review Panel is a sub-committee of the Classification Review Committee, established to classify positions that are new, significantly changed or under review in a restructure
- ✓ The CPSU can notify a dispute under the Agreement and directly represent members
- ✓ The CPSU will be informed of, and consulted over, all organisational change
- ✓ Separation for medical reasons reduced from 12 to 6 months