

GENERAL STAFF BIG WINNERS IN NEW EB PAY DEAL

Charles Sturt University have offered General Staff a minimum pay rise of 13% over three years (2010 -2012) as part of a comprehensive new enterprise agreement that delivers better pay and enhanced conditions. The new pay deal follows an additional 4% administrative increase during 2008 and 2009.

Here's how the pay offer works:

- 2% to be back paid from 19 March 2010
- 3% from the pay period commencing 17 September 2010
- 2% from the pay period commencing 18 March 2011
- 2% from the pay period commencing 16 September 2011
- 2% from the pay period commencing 16 March 2012
- 2% from the pay period commencing 30 June 2012

On top of 13% base increase the CPSU – the General Staff Union – were successful in gaining the University's agreement for a restructured salary scale for General Staff which will expand the coverage of the agreement and result in additional pay for general staff at the top of levels 2 and 4.

With the inclusion of the 2009 administrative increase, the total minimum cumulative increase for General Staff tops 18.3% compounded (2009-2012).

In a big win for the Australian Liquor, Hospitality and Miscellaneous Workers Union (LHMU), the union negotiated agreement will also introduce a transition to a 35 hour week for all general staff currently working a 38 hour week.

CPSU CSU Branch President, Frances Baker, said "all the unions' were really determined to see the LHMU's claim for a 35 hour week get up in this round of bargaining. The LHMU have pushed for it for a long time and, to their credit, CSU have come up with a model to support its implementation. It's very pleasing result."

The new agreement improves conditions for general staff in other significant areas including flex time, casual rates, parental leave, long service leave, workloads, classification, consultation and union rights.

Vote 'Yes' – it's great deal!

The CPSU are advocating a YES vote when the new agreement goes to ballot.

CPSU Lead Negotiator, Irene Evans, said "it's a demonstrably better package for General Staff than the last agreement, we're proud of what we've achieve and the CPSU are encouraging a yes vote when it's put to a ballot of staff."

SNAPSHOT – CSU ENTERPRISE AGREEMENT 2010-2012

Salaries and Allowances

5% in 2010; 4% in 2011; 4% in 2012
Additional salary step for level 2, up to 2.3
Additional salary step for level 4, up to 4.4
Levels 3 and 5 to start at current step 2 salary and reach the highest step after only 4 years
Increased casual loading from 23% to 25%
Junior staff rates abolished
Severance pay to apply to fixed term contracts greater than 1 year
Improved trade allowance and first aid allowances

Leave

Improved parental and maternity leave, including up to 26 weeks paid maternity leave
Long Service Leave could be taken on half pay
Up to 40 days Leave Without Pay, before other entitlements are effected
10 days special leave, including bereavement and cultural leave
Expansion of the definition of immediate family

Hours of work

Working week reduced to 35 hours for general staff without loss of pay
General staff workload clause
Number of flexible hours that can be accrued increased to 56 hours, subject to approval
If not taken, flex time would be paid out
Overtime payment extended to staff at level 8

Union rights and consultation

Employee Consultative Committee to consist of 3 union delegates and 3 University nominees
Access to special leave for union training and conferences
Classification review procedure changes:
 requests do not require supervisor support
 group facilitators activated
 personal feedback to be given
 Union representation on the Committee
Exchange of letters on cross level positions where the incumbent may be eligible for automatic promotion with qualifications and satisfactory performance

What's next?

We'll be holding campus meetings (venues and times TBA) to discuss the new enterprise agreement, answer your questions and endorse a YES VOTE when the new agreement goes to ballot.

CPSU Bargaining Team:

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