



THE campus backbone



CPSU - CSU Branch

Members' Bargaining Report 5

1 September 2009

Your CPSU Bargaining Team Update

Your CPSU bargaining team attended Meeting No. 5 with the University on 20 and 21 August 2009.

We received your emails voicing concern on the leave loading! DO NOT change the leave loading – we have heard you. Your view was presented to the University, and the clause is being reviewed.

BROADBANDING

The CPSU presented a new clause to introduce broadbanding – movement through a competency barrier to the next classification level. The discussion highlighted some problems with the clause, and with the work of the Job Classification Advisory Committee (JCAC), so we will review this clause and follow up on the comments made during the discussion.

FROM 38 HOUR TO A 35 HOUR WEEK

The managers in affected areas have begun a review and discussion on the effects of this proposal within the security, catering and hospitality areas. The EB discussions considered a full analysis, a phasing-in process, and rostering issues. The progress will be reported at a later meeting.

RECLASSIFICATION

This clause is nearing finalisation and gives a prominent role to the team of facilitators, and emphasises the steps for the staff member applying directly to the JCAC.

CATEGORIES OF EMPLOYMENT

Fixed Term contracts and the number of categories to be established continue to be negotiated. Discussions are on the introduction of additional categories.

DISPUTES

We discussed the expansion of the Disputes clause to include anonymous complaints, policy issues and decisions, not just procedure and process issues as is the current situation. Broad discussion continues.

MANAGING CHANGE

We are just beginning to discuss issues such as the Employee Consultative Committee, timeframes, and committees.

ACADEMIC WORKLOADS

CSU offered to set up a special taskforce to establish issues in academic workload and report on findings.

LEAVE CLAUSES

For carers leave, the definition of the immediate family has been expanded.

Your views on the leave loading and additional sick leave were presented and CSU will reconsider this suggestion.

LWOP without disruption of service will be for a longer period – up to two months. This ties in with taking only full-time LSL, plus a period of LWOP to achieve the full amount of time on half pay. ***Your comments to the bargaining team please.***

Maternity leave incorporates the Federal government changes without any loss of previous conditions.

Special, union, bereavement and cultural leave is proposed under special leave to give greater flexibility, and is 10 days per year.

NEXT MEETING

We meet again on Thursday & Friday 17 & 18 September in Wagga Wagga.

Increase your collective bargaining power by talking to colleagues about your log of claims, get them to join the union, display a copy of this report near your desk, contact the bargaining team with ideas and help.

Your General Staff Campaign Team

Irene Evans

ievans@csu.edu.au

Ext 84702 (Bathurst)

John Jones

jjones@csu.edu.au

Ext 32313 (Wagga Wagga)

Wayne Marr

wmarr@csu.edu.au

Ext 84298 (Bathurst)

Frances Baker

fbaker@csu.edu.au

Ext 19833 (Thurgoona)

ORGANISER

Peter Brady

0407 498 588

pbrady@psa.asn.au

INDUSTRIAL OFFICER

Peter Krockenberger