

# THE **campus backbone**

CPSU - CSU Branch



Members' Bargaining Report 6

25 September 2009

## **ACADEMICS' UNION TO PRESS AHEAD WITH ROLLING STOPPAGES OVER WORKLOAD**

The Academics Union, the NTEU, are set to continue their campaign of industrial action with a series of planned stoppages and work bans as negotiations again falter over the threshold issue of academic workloads.

Academics are seeking a cap on weekly teaching hours and improved administrative support. The University have so far rejected the union's claim but have indicated a preparedness to consider alternatives to weekly caps on hours.

**The move comes amid significant developments in general staff bargaining.** The CPSU and the University are close to reaching agreement on a number of key issues including general staff job classification, fixed term employment, managing change and the restoration of union rights (see below).

CPSU Branch President, Frances Baker, said "we appreciate that this is an important issue for the NTEU and as unionists we support our colleagues' right to take industrial action."

"In saying that, we're also convinced that the University and the NTEU are far apart on the issue of academic workloads."

"Our negotiations with the University have been productive and I now believe there's a real prospect that we'll reach agreement with the University on pay and conditions for General Staff."

"My concern however, with a single all staff agreement in place, is that we'll settle on a package for general staff and be left in limbo while the academics and the University fight it out over work load", Ms Baker added.

## **WHERE DOES THE CPSU STAND?**

**Whilst CPSU members respect our colleagues' right to take industrial action, CPSU members are not on strike. Our negotiations with CSU have been productive and we believe we are close to reaching an agreement with the University. At this point in time, the CPSU bargaining team don't believe industrial action is warranted.**

CPSU members, and staff who are not members of a union, are not protected to take industrial action under the Fair Work Act. Only those members of staff who participated in the protected action ballot are entitled to take protected industrial action. This means all other staff, including CPSU members, are required to either report for work or to have reasonable grounds for not attending work.

Under the Fair Work Act, failing to report for work may result in:

- ✘ Mandatory minimum loss of 4 hours salary
- ✘ Individual fines of up to \$6,600
- ✘ Union fines of up to \$33,000 and
- ✘ Disciplinary action from the University

**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.**

## **AT THE TABLE**

The CPSU bargaining team met with CSU representatives in Wagga Wagga on Thursday & Friday 17/18 September 2009. The following items were discussed:

### **IMPROVED TRANSPARANCEY IN JOB CLASSIFICATION**

The parties are close an agreement on the size and composition of the JCAC, the reinstatement of union representation, and the establishment of a pool of committee convenors. Unsuccessful applicants will continue to receive a written explanation.

All committee members will receive training in job classification.

### **17.5% LEAVE LOADING SAVED**

A proposal to replace leave loading with an equivalent number of additional days of annual leave is no longer on the table.

### **NO MORE AWAs/ITEAs**

No further individual contracts will be offered to employees or prospective employees of the University. Staff currently on AWAs or ITEAs will be given the option of transferring to the Enterprise Agreement.

### **FIXED TERM EMPLOYMENT – CSU TO REINSTATE AWARD PROTECTIONS**

Fixed term contracts can be offered in a number of situations at CSU. The parties agreed that Award provisions restricting the use of fixed term employment, removed under HEWRR's, will be reinstated. It was agreed to include some additional circumstances in which the fixed term contracts may be offered to staff. These additional circumstances include the establishment of a new organisational area and disestablishment of an organisational area (while students complete their courses). Discussion continues in relation to the severance pay.

### **DISPUTE SETTLING PROCEDURES TO RECOGNISE UNION REPRESENTATION AS A RIGHT**

The current dispute settling procedures only apply 'to matters of interpretation or implementation' of the Agreement. In other words, employment related matters not covered by the agreement may be dealt with in a manner other than the method prescribed in the Agreement.

Discussions continue on expanding the dispute resolution procedures to include all employment related matters. The University appears to be receptive to this approach.

### **MANAGING CHANGE**

The University has accepted a 4 week timeframe for staff to provide a response to a workplace change proposal. This is an improvement on the wording of the previous clause which referred only to a 'reasonable' period of time.

**Our thanks to union members and staff who have offered their support and encouragement to the team. We appreciate it!**

### **NEXT MEETING**

12/13 October in Bathurst

**To discuss:** Casuals, Environmental sustainability; Leave; General Staff Workloads; Redundancy/Job security/Workplace Re-organisation.

### **Your General Staff Campaign Team:**

Irene Evans

[levans@csu.edu.au](mailto:levans@csu.edu.au)

ext 84702 (Bathurst)

John Jones

[jjones@csu.edu.au](mailto:jjones@csu.edu.au)

ext 323313 (Wagga Wagga)

Wayne Marr

[wmarr@csu.edu.au](mailto:wmarr@csu.edu.au)

ext 84298 (Bathurst)

Frances Baker

[fbaker@csu.edu.au](mailto:fbaker@csu.edu.au)

ext 19833 (Thurgoona)

Peter Brady

Organiser

0407 498 588