

THE campus backbone

CPSU - University Of Newcastle



EB6 Members' bargaining report 1

14 July 2009

YOUR CPSU BARGAINING TEAM SERVES THE GENERAL STAFF ENTERPRISE BARGAINING LOG OF CLAIMS



Pictured left to right: *Bruce Martens* (CPSU Branch Committee), *Richard Dear* (CPSU Campaign Coordinator), *Ian Pike* (Director HRS), *Dr Sue Gould* (DVC(S)), *Trevor White* (CPSU Lead Negotiator), *Ron Hunter* (CPSU Organiser)
Photo by *John Foster*, CPSU Branch Secretary

Your **General Staff Log of Claims** is the result of extensive consultation with CPSU members at the University of Newcastle over the past two months and consolidates the feedback received from CPSU members over this time. The process has ensured that the claims are genuinely made by CPSU members at the University and represent the areas of the agreement that you the members wish to maintain or improve during the forthcoming negotiation.

CPSU Industrial Officer Dorothy Molyneux has also written to the University on your behalf requesting that the University meet with us in the near future to commence discussions on the resources and process for bargaining. In response Ian Pike indicated to our delegation that the University would shortly call a meeting of the Staff Consultative Committees for the purpose of opening up those issues and setting a course for the negotiation.

Your General Staff Bargaining Team

Dorothy Molyneux	Industrial Officer	92200976
Trevor White	Lead Negotiator	49215662
Andrew Evans	Bargaining Coordinator	49854514
Dale Crowther	Communications Officer	43484223
Ron Hunter	Organiser	0419980503
Richard Dear	Campaign Coordinator	49215085

CPSU - University of Newcastle Branch

Floor 2 Devonshire House
406 King Street
Newcastle West NSW 2302

Phone: 49275455 / 49294788
Email: rhunter@psa.asn.au
Fax: 49275477

What are the key features of your log of claims?

A three year General Staff collective Agreement that maintains all existing conditions and entitlements for general staff except where they are enhanced as a result of negotiations, and

- ✓ The restoration of all General Staff conditions, entitlements and workplace processes directly or indirectly removed from the previous General Staff Agreement because of the Higher Education Workplace Relations Requirements.
- ✓ The recognition that the CPSU is the legitimate representatives of general staff
- ✓ Comprehensive arrangements to guarantee meaningful consultation
- ✓ Improved redundancy provisions
- ✓ An undertaking that all general staff vacancies will be advertised internally in the first instance.
- ✓ Agreed and improved procedures for recruitment, selection, appointment, probation, confirmation, transfer, secondment, resignation and termination.
- ✓ A commitment that continuing employment will be the standard form of employment for general staff.
- ✓ Improved job security for all fixed-term and casual employees, and including a process to convert fixed-term employees to ongoing employment.
- ✓ A pay increase that matches your professional skills & that's why you support a 9% per annum pay claim plus a sign-on payment of \$2000
- ✓ All allowances should be increased from the beginning of the Agreement consistent with the total agreed salary increases over the term of the Agreement.
- ✓ A commitment to reasonable working hours for general staff, Flexible work provisions in the Agreement and a general staff workload appeals process.
- ✓ An increase in annual leave loading to 25% and an increase in the annual leave entitlement to five weeks per year to reflect the University's Christmas shutdown.
- ✓ Improvements to personal leave, parental leave, Long Service Leave (including the payment of Long Service Leave after five years of service) and the introduction of paid grandparent leave and other forms of leave that will facilitate the retention of mature age workers.
- ✓ Limitations on the ability of the University to direct general staff to take leave. No direction to take Long Service Leave.
- ✓ Improvements to the job evaluation and classification process
- ✓ Improved Career Development provisions including Professional development leave and an updated and improved HECS reimbursement scheme, and access to study at the University of Newcastle at a discounted rate.
- ✓ A commitment to the zero tolerance of all forms of discrimination, bullying and harassment and enforceable protections against bullying and harassment.

The full text of the Log of Claims can be viewed on the CPSU website <http://www.thegeneralstaffunion.org.au> , select Newcastle from the list.