

# THE **campus backbone**

CPSU - University Of Newcastle



Enterprise Bargaining Update No. 9

November 2009

## Enterprise Bargaining 2009

Your CPSU Bargaining team met with the University on Wednesday 18 November for our 10th session of bargaining.

We were able to quickly finalise several clauses that were outstanding to allow us to get into some strong discussion over the Managing Change clause. This clause has generated a great difference of opinion between all parties and may take significant negotiation to reach a mutually agreed position.

For the Superannuation clause the CPSU asked management to provide information about how fixed term contracts and casual employees are paid superannuation. Your bargaining team also re-tabled our request for an administrative payment to be made. The CPSU pointed out that all other Universities have either concluded their bargaining or received an administrative payment. Management asked that the CPSU return to the table next meeting with some statistics on payment time tables and percentages from other Universities for discussion around management committing to making an administrative payment.

At the next meeting on 2 December we will be discussing the overall structure of the Agreement, including the table of contents, how this reflects your Log Of Claims, how we proceed with negotiations on that Log, and a timetable for 2010. Up to this point the discussion has been on "common" clauses that appear in all three staff agreements. A positive outcome for the next meeting was the planned commencement of separate bargaining for the General Staff Agreement. We have already tabled our draft on General Staff Workload, and are keen to commence that negotiation. Continued discussions on the Aboriginal & Torres Strait Islander Employment clause are scheduled for a special meeting on the 9 December.

**A General Meeting will be held on  
Thursday, 26 November  
commencing at 12.30 pm  
Lecture Room HB13  
to discuss and endorse the finalised clauses  
set out in the table on the following page.**

The table below shows the status of Clauses brought to the table or scheduled to be brought to the table so far.

<i>No.</i>	<i>Clause</i>	<i>Agreed</i>	<i>Action Required</i>	<i>Date to negotiate</i>
1	Representation	Yes	Finalised	
2	Salary Packaging	Yes	Finalised.	
3	Staff Counseling and Assistance	Yes	Finalised.	
4	Witness Leave	Yes	Finalised.	
5	Intellectual Freedom	Yes	Points re-ordered – Finalised.	
6	Jurors Leave	Yes	Finalised.	
7	Emergency Leave	Yes	Finalised.	
8	Superannuation	No.	Asked management to provide info on how fixed term and casual staff are paid super.	2 Dec
9	Occupational Health and Safety	(Yes)	Agreed in principle – final to be tabled.	2 Dec
10	Study Leave, Examination Leave and Reimbursement of Fees	(Yes)	Agreed in principle – final to be tabled.	2 Dec
11	Discrimination, Harassment, Bullying and Workplace Violence	(Yes)	Agreed in principle – final to be tabled.	2 Dec
12	Managing Change	No	Further negotiation required.	2 Dec
13	Aboriginal & Torres Strait Islander Employment	No	Further negotiation required.	9 Dec
14	Workloads – General Staff	No	Negotiation required.	2 Dec
15	Modes of Employment	No	Negotiation required.	2 Dec
16	Parental Leave	No	University withdrawn to align with NES & PPL.	Open
17	Intellectual Property Rights	No	CPSU waiting for further advice.	Open
18	Equity and Equal Employment	Yes	Finalised.	

**The next EB meeting is scheduled for 2 December 2009.**

### Your General Staff Bargaining Team

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