

This Issue:

Ally Program Growing: More universities are implementing the program

Super Queer: News about Superannuation for GLBTI General Staff

Enterprise Bargaining: EB6 is coming!

Ally Program Growing

During 2008 the following universities will be implementing the Ally Program:

- @ University of Technology, Sydney
- @ University of New South Wales
- @ Australian Defence Force Academy
- @ University of Sydney

The Ally Program is a network of university staff across campus who declare themselves “allies” of gay, lesbian, bisexual, transgender and intersex students and staff. Network members actively promote inclusion and address homophobia when it arises. The network also reviews university policy & practices and makes recommendations for improvements.

This program was first introduced at the University of Western Australia and now exists in 12 universities across the country. A growing number of universities internationally are also implementing the Ally Program.

Early 2007, the NSW Branch of the CPSU wrote to universities requesting that they also implement the program. While some universities did not respond there are a growing number who are joining.

Currently in NSW, the following universities now have the Ally Program in place:

- @ University of New England
- @ University of Western Sydney
- @ University of Newcastle

The Ally Program has become a “best practice” standard for reducing violence and discrimination for students and staff and is considered essential for addressing homophobia and homophobic violence.

Ally Program volunteers are given training, a resource kit with posters and cards to visibly promote the network which is a constant reminder to all that the university campus is a “safe space” for all, regardless of sexuality or gender identity.

If your university is implementing the Ally Program this year, please consider volunteering and asking other people to also volunteer. The program is only successful if it’s strongly supported by staff across the whole campus.

If your university doesn’t yet have an ally program or isn’t yet planning to implement one, write to your Vice Chancellor requesting that they support this initiative. Contact your union to work with local delegates to encourage your university to also implement the Ally Program.



Vice Chancellor Janice Reid and CPSU Delegate Tracy Tishler at the Launch of the Ally Program at the University of Western Sydney. September 2007

Super Queer

Changes are coming to Superannuation Legislation for GLBTI people, but in the meantime, it's still important to update your details and nominate a same-sex partner as your beneficiary.

Under the former Howard Government, superannuation legislation specifically excluded same sex couples. For General Staff this means that same sex partners may not automatically receive superannuation if their partner dies.

The Rudd Government has made a commitment to eliminating discrimination in all federal legislation (other than marriage) and is preparing the framework to enact this later in 2008 or early 2009.

This means that superannuation schemes can recognise same sex partners in the same way as heterosexually married or de-facto partners and GLBTI people will no longer need to nominate their own partner every three years.

To overcome this problem, GLBTI General Staff need to nominate their beneficiaries every three years. Updating both your "preferred" beneficiaries and a Binding Death Benefit nomination will assist in same sex partners receiving the benefits.

However, this is not guaranteed and cannot be until the federal legislation is updated. However, a binding death benefit nomination does help to greatly increase the likelihood that your partner will receive the benefits, so it's still important to do.

Update Today!

If you haven't recently updated your details with UniSuper or another superannuation scheme, it's worth doing immediately.

The legislation changes are coming, but are not here yet!

Contact UniSuper on 1800 331 685 or visit www.unisuper.com.au to download a **Binding Death Benefit Nominations** form to nominate your partner as "a person in an interdependent relationship" and also update your "preferred beneficiaries" as well.

Enterprise Bargaining: EB6

Consultation with CPSU members has started at a number of universities who are nearing the time to start bargaining for pay and conditions. We will be sending all members a discussion paper and holding consultation meetings at each university when bargaining approaches.

It's important to raise GLBTI issues that affect you with the EB team so that they can be included in the claims delegates take to the university on your behalf, so keep an eye out for when consultation starts at your university.

A key priority for CPSU Branches in the next round of bargaining will be to reverse the effect of HEWRRs from the last round and increase job security for all members.

While conditions for GLBTI members in higher education are among the best in the country, your delegates still need to be made aware of any improvements or changes that need to occur.

If you're interested in supporting your branch in ensuring GLBTI conditions are protected and improved, contact your local delegate or CPSU organiser on 02 9220 0976.

Join the CPSU

CPSU members are the backbone of the union, and through the resources and hard work of members and delegates, your union can continue to do the work to protect and improve outcomes for all general staff and support campus life.

JOIN TODAY if you're not a member of the CPSU or Ask A Friend to join if you are!

To join the general staff union, to get more involved or find out more about GLBTI Issues, contact Blake Stephens, CPSU Organiser on 02 9220 0976 or bstephens@psa.asn.au

