



THE campus backbone

CPSU - SCU Branch



URGENT UPDATE

ACADEMIC STRIKE Wednesday, 16 September 2009

Members of the academics' union, the NTEU, are taking industrial action on Wednesday 16 September 2009.

CPSU members have voted not to take industrial action but instead to continue to work in good faith with all the bargaining parties to achieve the best agreement for general staff as quickly as possible. This is what your CPSU bargaining team will do and we will continue to regularly report back to members on the progress of bargaining.

Whilst CPSU members respect the right of unionists to take industrial action, CPSU members are not on strike and unless you are on approved leave you are required to report to work on Wednesday 16 September.

This is because 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 were sent a ballot paper for industrial action are entitled to take protected industrial action for that day. This means all other staff, including CPSU members, are required to either report for work or to have reasonable grounds for not attending work that day.

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**

As the CPSU always advises members, you should work as outlined under your position description and within your regular hours of work, and not allow the possibility of accumulated work in light of one-off events such as industrial action to motivate you to work beyond that.

Three Reasons why the CPSU is not taking Industrial Action now

1. CPSU members are committed to our Log of Claims.

The CPSU conducted extensive consultation through focus groups with members to develop a Log of Claims that details general staff priorities for SCU. This has led our bargaining strategy and the CPSU remains committed to it.

2. Negotiations are progressing

CPSU Members have decided that whilst negotiations are progressing the CPSU will continue to negotiate in good faith with all parties and see no point in taking industrial action. The following motion was endorsed: *This meeting of CPSU members endorses the CPSU SCU Bargaining Team's strategy to continue to work in good faith with all the bargaining parties to defend the gains the CPSU has made and to achieve the best agreement for general staff as quickly as possible.*

3. Unprotected Industrial Action is illegal

CPSU members, along with the entire trade union movement, successfully campaigned against WorkChoices because it threatened our rights at work. Unfortunately the WorkChoices era industrial action laws are retained in the Fair Work Act. This means that unless you received a ballot to vote on protected industrial action then you are not protected in taking industrial action, meaning that the full weight of industrial relations law and University disciplinary action can be used against you.

Support the CPSU Enterprise bargaining campaign

Contact your CPSU Bargaining Team:

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CPSU & General Staff are stronger together