

# THE **campus backbone**

CPSU - SCU Branch



Members Bargaining Report

6 August 2009

## **Notice of CPSU Members Meeting**

You may have heard about the ballot currently being conducted by the union that represents academics, the NTEU. One of the possible outcomes of this ballot is industrial action. Your CPSU Bargaining Team is calling an urgent members meeting next Wednesday 19/8/09 to discuss with you the progress being made at the bargaining table and seek instructions from members. We strongly urge all members to attend this meeting **(this is an approved paid work time meeting)**.

**When: Wednesday 19 August 2009**

**Time: 2-3pm**

**Lismore: Lecture Theatre R106**

**Tweed and Coffs: Video Conferencing Venues TBA**

Your bargaining team met with the University on Thursday 6 August 2009.

### **Redundancy**

An in principle agreement was reached on the Redundancy clause for the next Agreement with the following significant improvements:

1. Staff that elect redeployment to lower level positions will now commence from the top increment of the lower level on expiry of the salary maintenance period;
2. A mutually agreed trial placement for up to 6 months for redeployed staff to test new positions;
3. Priority access to career development options for staff facing redundancy;
4. Access to job placement services; and
5. A clear statement for redundancy to be used as a last resort.

### **Casual General Staff**

Your CPSU Bargaining Team negotiated with management an increase to the casual loading rate from 23% to 25%.

### **Still Being Negotiated**

Agreement is close to being finalised on First Aid Allowance, with management bringing proposed wording back to the next meeting. The CPSU tabled clauses on Overtime, Hours of Work and Dispute Settlement with management to respond to these clauses.

### **What's Next?**

The next EB meeting is scheduled for Thursday 20/8/09. The CPSU has committed to draft clauses on Probation, Performance Management, Unsatisfactory Performance and Misconduct. Management advised that they will be tabling response clauses on Intellectual Freedom and Parental Leave. Please see table overleaf for a complete summary on the current progress with bargaining.

If you have any questions please feel free to contact a delegate from your Bargaining Team or to have a chat about how enterprise bargaining is going for general staff.

# THE **campus backbone**

CPSU - SCU Branch



## Progress with SCU Enterprise Bargaining at 6 August 2009

What has been agreed?	CPSU claim met	What has not been agreed?	Current progress
4 weeks notice to terminate	✓	Parental Leave	Management to respond to CPSU clause
Long Service Leave	✓	Workloads	CPSU to draft revised clause
Joint Consultative Forum	✓	Indigenous Employment	Unions to respond to management clause
4 weeks notice of non-renewal of fixed term contract	✓	First Aid Allowance	Close to agreement
Facilitation of Change and Labour Flexibility	✓	Personal Leave	Unions to respond to management clause
Variable hours	✓	Relationships to Awards and Policies	Close to agreement
Sick leave	✓	Disputes	Management to respond
Travel	✓	Intellectual Freedom	Management to respond
Annual Leave	✓	Superannuation	Still to be negotiated
Community Service Leave	✓	Performance Management & Review	Still to be negotiated
Salary Packaging	✓	Misconduct	Still to be negotiated
Fixed Term Employment (between CPSU and SCU)	✓	Probation	Still to be negotiated
Classification (between CPSU and SCU)	✓	Incremental Progression	Still to be negotiated
General Staff Career Development	✓	Occupational Health and Safety	Still to be negotiated
Family/Carers Leave	✓	Unsatisfactory Performance	Still to be negotiated
Environmental Sustainability	✓	Abandonment of Employment	Still to be negotiated
Redundancy (between CPSU and SCU)	✓	Salaries	Still to be negotiated
Casual General Staff (between CPSU and SCU)	✓	Hours of Work	Close to agreement
		Overtime	Management to respond
		Union Rights	Management to respond to CPSU clause

### The General Staff Bargaining Team

#### Lead Negotiator

Toni Ledgerwood  
6620 3883  
[toni.ledgerwood@scu.edu.au](mailto:toni.ledgerwood@scu.edu.au)

#### Bargaining Communications

Peter Corr  
6626 9352  
[peter.corr@scu.edu.au](mailto:peter.corr@scu.edu.au)

#### Bargaining Coordinator

Shelley Odewahn  
6620 3968  
[shelley.odewahn@scu.edu.au](mailto:shelley.odewahn@scu.edu.au)

#### CPSU Industrial Officer

Daney Faddoul  
02 9220 0944  
[dfaddoul@psa.asn.au](mailto:dfaddoul@psa.asn.au)

**Increase Your Collective Bargaining Power = Better Conditions & Pay Rises**

Talk to colleagues & friends at work about our log of claims and get them to join your union  
Become a work place contact or join the CPSU Campaign Team (contact a delegate)

**Join the CPSU @ [www.thegeneralstaffunion.org.au](http://www.thegeneralstaffunion.org.au)**