

THE **campus backbone**

CPSU - SCU Branch



Members Bargaining Report

20 August 2009

CPSU members vote to continue bargaining in good faith

At a general meeting of CPSU members held on 19th August the following motion was passed unanimously:

“ This meeting of CPSU members endorses the CPSU SCU Bargaining Team’s strategy to continue to work in good faith with all the bargaining partners to defend the gains the CPSU has made and to achieve the best agreement for general staff as quickly as possible”

So it’s business as usual for your CPSU Enterprise Bargaining team.

Your bargaining team met with the University on Thursday 20th August 2009.

The university expressed their concern about the dishonest representation of the progress of Enterprise Bargaining at SCU presented in the academics’ union’s recent claim for a ballot to support industrial action.

In principle agreement was reached on the following issues:

Parental Leave: The university agreed to our claim to raise paid parental leave to 26 weeks, and for this to be available to the primary care giver. This is a big win! The University is to respond to casuals, right to request extended unpaid parental leave and flexible return to work arrangements.

Intellectual Freedom: At the CPSU’s suggestion the title of the clause was changed from Intellectual and Academic Freedom to demonstrate its relevance to all SCU staff.

First Aid Allowance: The University agreed to the CPSU Log of Claim to increase the First Aid Allowance and then incrementally increased proportionate to SCU wage increases decided in this agreement.

Hours of Work: This clause now includes a reference to flexible work to support environmental sustainability.

Terms of Engagement: The CPSU agreed to the university’s undertaking to provide a document to commencing staff, usually a Duty Statement, including details on pay, hours, duration of engagement and duties.

Redundancy; Management of Change; Casual General Staff, which had already been agreed in principle between the CPSU and the university have now been agreed by all parties.

Still Being Negotiated

Agreement is close to being finalised on Overtime, with the university to provide wording to clarify when Overtime is applicable. Negotiations continue on other issues including Indigenous Employment, Dispute Resolution, Probation, Performance Management, Managing Unsatisfactory Performance, Misconduct, Union Rights and General Staff Workloads

What’s Next?

The next EB meeting is scheduled for Thursday 3/09/2009. The CPSU has committed to draft clauses on Increments and OH&S. A light has appeared at the end of the tunnel. The list of agreed in principle items on the next page is now longer than the list of those still to be agreed! To give a better picture of the state of the negotiations we’ve included significant items to be carried over from the previous EBA in the ‘Agreed’ list.

If you have any questions, or to discuss the progress of Enterprise Bargaining, please feel free to contact a delegate from your Bargaining Team.

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Progress with SCU Enterprise Bargaining at 20 August 2009

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

The General Staff Bargaining Team

Lead Negotiator
Toni Ledgerwood 6620 3883
toni.ledgerwood@scu.edu.au

Bargaining Communications
Peter Corr 6626 9352
peter.corr@scu.edu.au

Bargaining Coordinator
Shelley Odewahn 6620 3968
shelley.odewahn@scu.edu.au

CPSU Industrial Officer
Daney Faddoul 02 9220 0944
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