

THE **campus backbone**

CPSU - SCU Branch



CPSU BARGAINING REPORT

30 June 2010

UNION AGREEMENT DELIVERS 16% OVER 3 YEARS

Southern Cross University have offered staff a competitive 16% pay rise over three years as part of a comprehensive union negotiated agreement that delivers better pay and conditions.

Here's how the pay offer works:

- 4% from 1 October 2010
- 4% from 1 October 2011
- 4% from 30 June 2012
- 4% from 30 June 2013

The new pay deal follows a 4% administrative increase in October 2009, bringing the total package to 20% over 4 years from 2009 -2012.

26 Weeks PAID Parental Leave

In addition to the 4% annual increase in salaries the CPSU were successful in negotiating 26 weeks paid parental leave (up from 14 weeks).

CPSU Branch President, Toni Ledgerwood, said "this is definitely an agreement for staff starting a family."

"The new parental leave entitlements will provide families with far greater income security than in the past. It means that new families will have more time together during the critical bonding period after birth."

"This is a really positive and progressive step for SCU as an employer, and I'm enormously proud that we've been able to build these conditions into the new agreement" Toni added.

Environmental Sustainability

The new agreement will also introduce a ground breaking environmental sustainability clause. The CPSU clause, the first of its kind negotiated in the sector, will enshrine environmental best practice as a condition of employment.

CPSU negotiator, Peter Corr, observed "through our focus groups in the lead-up to bargaining we identified sustainable work practices as an important issue for SCU staff."

"To their credit, SCU adopted our proposal for a new environmental sustainability clause as part of our industrial agreement. Other universities across the country are now following suit."

On top of these gains the unions have delivered improvements for general staff in other significant areas including casual rates, workloads, job evaluation and classification, limited conversion rights for fixed term staff and new trade union rights.

CPSU ENDORSES 'YES' VOTE – IT'S A GOOD DEAL!

SCU BRANCH OF THE CPSU – PROUD TO BE UNION

The General Staff Bargaining Team:

Lead Negotiator

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Negotiated Clauses	Agreement Status	Negotiated Clauses	Agreement Status
4 weeks notice to terminate	✓	Overtime	✓
Long Service Leave	✓	Incremental Progression	✓
Joint Consultative Forum	✓	Intellectual Freedom	✓
4 weeks notice of non-renewal of fixed term contract	✓	Probation	✓
Facilitation of Change and Labour Flexibility	✓	Terms of Engagement	✓
Variable hours	✓	Occupational Health and Safety	✓
Sick leave	✓	Abandonment of Employment	✓
Travel	✓	Application of Agreement	✓
Annual Leave	✓	Workloads	✓
Community Service Leave	✓	Indigenous Employment	✓
Salary Packaging	✓	Disputes	✓
Relationship to Policy & Awards	✓	Union Rights	✓
Classification	✓	Individual Flexibility	✓
General Staff Career Development	✓	Contract of Employment	✓
Family / Carers Leave	✓	Superannuation	✓
Environmental Sustainability	✓	Misconduct	✓
Redundancy	✓	Unsatisfactory Performance	✓
Casual General Staff	✓	Salaries	✓
Hours of Work Principles	✓	Duration of Agreement	✓
Military Leave	✓		
First Aid Allowance	✓		
Leave Loading	✓		
Public Holidays	✓		
Shift Penalties and Allowances	✓		
Travel for Work	✓		
Personal Leave	✓		
Performance Management & Review	✓		

For more information on the new SCU Agreement or for information on how to join the CPSU – the General Staff Union, contact our Organiser, Bart McKenzie on 0439 606 169 or a member of our bargaining team.

NOT YET A MEMBER? JOIN THE GENERAL STAFF UNION TODAY!

www.thegeneralstaffunion.org.au

CPSU – THE GENERAL STAFF UNION