



# Email News



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**TO ALL PSA/CPSU MEMBERS AT THE UNIVERSITY OF SOUTH AUSTRALIA  
AND THE UNIVERSITY OF ADELAIDE**

3 July 2009

## **ENTERPRISE BARGAINING REPORT NO.4**

### **THE UNIVERSITY OF ADELAIDE**

The University of Adelaide has accelerated the EB process and has scheduled extra meetings starting from next week with the intent of finalising the process by the end of July.

The financial situation of the university was presented by university management detailing factors that affect the University of Adelaide budget. This included such factors as inflation rates, the global economic crisis, incomes sources for the university that are affected by the economic crisis, federal funding etc. The presentation will be available shortly and any member wishing to receive a copy should contact me (contact details below). The university is proposing to put an offer on the table next week following discussions with the Vice Chancellor and the assessment of negotiations that have cost implications. Negotiations that have cost implications will be dealt with first as this impacts on the offer.

Drafting meetings are being held regarding issues that need further work to enable the university and the unions to reach agreement which is as close together as possible.

### **UNIVERSITY OF SOUTH AUSTRALIA**

*Note: Since the email below was drafted the University of South Australia has put out the email with the offer of 2% outside of the EB process. This may have been in response to the report of the intransigence at the meetings thus far lack of progress and that the unions were to hold a meeting to discuss industrial action. No one likes to take industrial action so despite how this was arrived at, a 2% increase is welcome. Hopefully this gesture sets the scene for a different style of negotiating in the future.*

Enterprise Bargaining negotiation meetings are held every fortnight. To date very little progress has been made.

Unions have asked for an Executive Officer to take minutes of the Enterprise Bargaining

negotiations. Management do not see this as necessary and have refused. Unions were advised that despite the lack of minutes anything can be discussed with members.

Unions requested some idea of when a salary offer might be presented given that university of Adelaide will present their offer next week. The university management declined but noted our request.

### **FIXED TERM EMPLOYMENT.**

*Unions are seeking to reinstate the HECE conditions.*

Unions asked that the differences in the union position and management position and any differences between the current conditions be highlighted in drafting documents. This would make sure that nothing is missed from the current conditions, changes that the unions would like and changes that the university management would like and would make drafting easier so as not a lot of time is spent looking at the various documents and trying to work out the differences. Management position is different from the unions and progress is limited.

### **CASUAL EMPLOYMENT**

Management declared that casual employment has decreased in the university. Anecdotal evidence from management was said to confirm this and anecdotal evidence from the unions seemed that this was not the reality. No data to support this was deemed appropriate or necessary by Management. Some agreement was made on types of employment but there are issues we still have to work around.

The NTEU had a members met on 28 May 2009 which resolved to meet again on 27 July to consider industrial action. If so CPSU will need to determine if this is to be joint union action.

The university has asked for incremental progression every 2 years instead of annually and for such progression to be subject to performance appraisal. CPSU members, in the questionnaire, have rejected this proposal.

Next meeting will be held on Monday 13 July.

*Please do not hesitate to contact CPSU Industrial Officer, Margaret Warner  
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**AUTHORISED BY JAN MCMAHON, GENERAL SECRETARY**