



Public Service Association

Community & Public Sector Union
State Public Services Federation (SA Branch)



News Flash



ENTERPRISE BARGAINING UPDATE

No. 7

Flinders University and University of Adelaide

As reported earlier the Fair Work Act has clearly defined processes for the taking of action when negotiations are not meeting expectations. The first step in this process is to apply for the option to have a ballot to take protected industrial action should an impasse be reached.

General Staff have different issues in regard to taking industrial action with less flexibility in working hours. It is important that CPSU members inform CPSU of your wishes in regard to taking industrial action.

It should be noted that negotiations at Flinders University and the University of Adelaide have been constructive and positive. However, there are a few sticking points in reaching agreements in the negotiations. It would be very much appreciated if you could fill in the questionnaire below and return to CPSU as soon as possible. mw@cpsu.asn.au

1. Salary Offer

3/01/2009	2.10%
On signing	1.40%
30/06/2010	3.25%
30/06/2011	3.50%
30/06/2012	4.00% = Cumulative 14.25%

Do you feel CPSU should continue to negotiate for an improved wages outcome.

Strongly agree Agree Not support Strongly Oppose

2. Conditions of Employment

How important is it that the pre HEWRRs conditions are reinstated

Very Important Less Important Don't know

3. Workload Regulation

That the Agreement provide for substantive and clear regulation of workload for general staff and that there is consultation and procedures to ensure that work is not excessive, and that there be appropriate planning for taking leave, backfilling of staff on leave and other approved absences and appropriate terms of reference for an appeals committee.

How important is this to you?

Very important Important Less important Not important

4. Casualisation of General Staff

How important is it that there are limitations on the escalating casual staff numbers

Very important Important Less important Not important

5. Job Security and Managing Change

That job security for employees be enhanced by measures including maintaining the size of the workforce, limiting casual employment and contracting out. That Managing Change clauses in the Agreement be enhanced so that staff have job security and fair processes.

Very important Important Less important Not important

6. General Staff Classification

That the Agreement prescribe clear, comprehensive and objective procedures for classifying general staff, which include agreed position description, joint classification processes and determinative appeal rights.

Very important Important Less important Not important

7. Union Rights and Resources

That the Agreement provide for facilities, resources, time release, encouragement of union membership and other benefits for the union as contained in the pre HEWRRs Agreement.

Very important Important Less important Not important

8. If CPSU put in for a ballot would you vote to take protected industrial action should the negotiations reach an impasse. Yes/No

9. Other Issues

Please comment on any other issues you consider important.

Would you be prepared to

Be a contact for your work area

Attend lunch time meetings

Distribute CPSU Enterprise Bargaining material

Ask co-workers to join CPSU

Become a CPSU Worksite Representative

Please do not hesitate to contact Margaret Warner on (08) 8205 3209 or mw@cpsu.asn.au for clarification on any issue.

CPSU/PSA Working for General Staff in Universities

14 August 2009