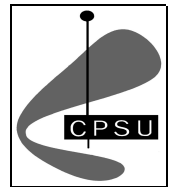




## **PSA/CPSU BRIEF**

## **INFORMATION UPDATE**



**TO ALL CPSU/SA MEMBERS AT THE UNIVERSITY OF ADELAIDE**

### **ENTERPRISE BARGAINING HAS COMMENCED PAYROLL DEDUCTIONS TO BE REMOVED**

Enterprise Bargaining meetings at both Adelaide University and the University of South Australia has commenced. They are being held fortnightly on Monday morning (University of SA) and Tuesday Mornings (Adelaide University). In addition to Senior Industrial Officer Ian Peak, the nominated CPSU Staff Representatives at the University of SA are CPSU Vice President Andrew Beck & CPSU Worksite Representative Avonne Newton. Staff Representatives from Adelaide University are being sought. Please contact Ian Peak if interested.

The PSA submitted its claim on the 6th of June 2008. See CPSU Brief 13/6/2008.

In addition to the claim of 9% per annum, the CPSU also seeks restoration of all Employment Rights lost as a result of the Howard Governments Work Choices & Higher Education WorkPlace Reforms (HEWR's) legislation. This prohibited many clauses being put in Collective Agreements. This included the right to have Union Fees as Payroll Deductions (PRDs).

The Universities have not yet responded with an offer. Both universities state they want "greater flexibility" and to be "responsive to change".

#### **ADELAIDE UNIVERSITY**

Outside of the EB process, the University of Adelaide has unilaterally determined that Payroll Deductions (PRDs) will cease from the 19 June 2009.

In previous EA's (pre-HEWRs) the right of Union members to PRDs was usually one of the clauses.

With HEWRs this became prohibited content so was not included in the last Collective Agreement.

The change to Legislation, removing this prohibited content does not come into effect until 1 July 2009, the pay period after the University of Adelaide ceases Payroll Deductions.

The CPSU has stated our opposition in the strongest terms to this change to the facilities available to our members. The NTEU has also objected.

CPSU will join with NTEU in opposing this anti-union act.

Enclosed are Direct Debit forms to allow your Union membership to continue. The PSA apologises for any inconvenience, but this is beyond our control.

## **THE UNIVERSITY OF SA**

The University of SA has responded to the Unions EB claim with a counter claim. It states "That a new (3 year agreement) should be principle based and matters of detail be contained in relevant policies, procedures & guidelines".

It is of concern that the University wants to have less in the Enterprise Agreement and more in the Policies procedures manual.

They are also challenging automatic & annual incremental progressions stating that:

1. "Progression to the next step occurs on a biennial basis" &
2. "Incremental progression to the next step in a classification be subject to satisfactory performance". CPSU state, that the normal performance assessment process should apply, not an additional hurdle.

These are thresh-hold matters which will be rejected by the unions.

In Enterprise Bargaining, both the union and management sides make various claims and offers, with the aim of negotiating a satisfactory draft Enterprise Agreement which is then voted on by all employees. During the negotiating process these claims can be modified, deleted or added to. The CPSU appreciates any and all suggestions from its members.

*If you have any question or queries regarding this information, please email Ian D Peak, Acting Assistant Chief Industrial Officer on [ian@cpsu.asn.au](mailto:ian@cpsu.asn.au)*

## **PSA WORKING FOR YOU**

25/05/2009

/home2/PSA/industrial/briefs/retain/Ian\_Brief\_Uni\_of\_adel\_EB.odt

**PSA WEBSITE: [www.cpsu.asn.au](http://www.cpsu.asn.au)**

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