



THE **campus** **backbone**

CPSU - UNE Branch



URGENT UPDATE

ACADEMIC STRIKE Wednesday, 9 September 2009

Members of the academics' union, the NTEU, are taking industrial action on Wednesday 9 September 2009.

CPSU members (and staff who are not members of a union) are not protected to take industrial action under the Fair Work Act. Only those members of staff who were sent a ballot paper for industrial action are entitled to take protected industrial action for that day. This means all other staff, including CPSU members, are required to either report for work or to have reasonable grounds for not attending work that day.

CPSU members have met and, whilst respecting the right of unionists to take industrial action, decided to not proceed to a ballot for protected industrial action. Your CPSU bargaining team will continue to negotiate in good faith with all parties and will report back to members on the progress of bargaining.

Under the Fair Work Act, failing to report for work may result in:

- **Mandatory minimum loss of 4 hours salary**
- **Individual fines of up to \$6,600**
- **Union fines of up to \$33,000 and**
- **Disciplinary action from the University**

The CPSU advises the following:

Whilst CPSU members respect the right of unionists to take industrial action, CPSU members are not on strike and are to report to work on Wednesday 9 September

As the CPSU always advises members, you should work as outlined under your position description and within your regular hours of work, and not allow the possibility of accumulated work in light of one-off events such as industrial action to motivate you to work beyond that.

For more information please contact your local CPSU delegate or CPSU organiser.

Why is the CPSU not taking Industrial Action?

Because negotiations for your new General Staff Agreement have successfully concluded

The CPSU conducted extensive consultation through focus groups with members to develop the Log of Claims that details general staff priorities for the bargaining process and has lead our bargaining strategy.

The CPSU Bargaining Team has reached in principle agreement with the UNE on a new and improved General Staff Agreement. **After eight months of negotiations the CPSU has delivered major improvements for UNE General Staff, including a 17% compounded pay increase, TOIL at overtime rates, workload protections, an improved classification clause, and the reinsertion of all the main provisions of the pre-HEWRRs Agreement. There is NO NEED to take industrial action as we have won the vast majority of claims that CPSU members have asked for.**

Unprotected Industrial Action is illegal

CPSU members, along with the entire trade union movement, successfully campaigned against WorkChoices because it threatened our rights at work. Unfortunately the WorkChoices era industrial action laws are retained in the Fair Work Act. This means that unless you received a ballot to vote on protected industrial action then you are not protected in taking industrial action, meaning that the full weight of industrial relations law and University disciplinary action can be used against you.

Support the CPSU Enterprise Bargaining campaign

Contact your CPSU Bargaining Team:

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CPSU & General Staff are stronger together