

THE campus backbone

CPSU - UNE Branch



THE GENERAL STAFF UNION

Psssssssst!
Have you heard the latest?

THE RUMOUR MILL

Rumours are abounding at UNE. Are they fact or fiction?

Rumour

There is a freeze on hiring staff at UNE.

Fact

There has been no official notification of a staff freeze at UNE.

If positions are not being filled in your work area and your workload has increased there is a new clause in your General Staff Agreement to protect you. Read clause 66 of your Agreement General Staff Workloads. *Contact the CPSU if your workplace is not complying with the Agreement.*

Rumour

There is a ban on overtime.

Fact

There is no ban on overtime. If your workplace will not pay for overtime or for time off in lieu at overtime rates. **DON'T WORK OVERTIME.** If you continue to work unpaid overtime, you will never get the staffing you need in your workplace. Read clause 48 of your Workplace Agreement about overtime. *Contact the CPSU if your workplace is not complying with the Agreement.*

Rumour

There is a freeze on Higher Duties Allowances.

Fact

If you are performing duties at a higher level that comply with clause 52 of your Workplace Agreement you are entitled to be paid at the appropriate rate of pay. *Contact the CPSU if your workplace is not complying with the Agreement.*

Rumour

You can be directed to take time off in lieu of payment for overtime.

Fact

An employee may *choose* to take time off in lieu (TOIL) of payment for overtime with the consent of the employer. Read clause 48.11 of your Workplace Agreement. *Contact the CPSU if your workplace is not complying with the Agreement.*

Rumour

TOIL accrues at single time rates.

Fact

In your new Workplace Agreement it was agreed that TOIL accrues at the same rate as an overtime payment. Read clause 48.12 of your Workplace Agreement. *Contact the CPSU if your workplace is not complying with the Agreement.*

Rumour

There is a freeze on positions being regraded.

Fact

In accordance with your Workplace Agreement Clause 21 Position Classification an employee may apply to have their position statement reviewed and a supervisor may not unreasonably prevent the request from proceeding. Read the clause, specifically Clause 21.4. *Contact the CPSU if your workplace is not complying with the Agreement.*

Your rights

The CPSU is very concerned that general staff at UNE are being subjected to unreasonable constraints on their pay and conditions based on rumour not fact. Rumours are being used to avoid payment of overtime, filling vacant positions, paying higher duties allowances and regrading of positions.

Last year the CPSU negotiated a new workplace Agreement for General Staff that was agreed by both the University and the Unions as the industrial instrument that governs your pay and conditions. Your agreement must be adhered to. Please contact the CPSU if you are being obstructed in attaining your rights at work by these, or other rumours.

Join the CPSU, know your facts and ensure your rights.

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