

# THE **campus backbone**

CPSU - UNE Branch



Members' bargaining report 10

12 May 2009

## **CONGRATULATIONS** to your new CPSU Branch Committee

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<b>President</b>	<b>Womens' Officer</b>	<b>HERC Reps</b>
Jen Mitchell	Amanda Lang	Rob Webster
<b>Vice President</b>		Marney Tilley
Kylie Day	<b>Indigenous Officer</b>	<b>CPSU EEO Rep</b>
	Jackie Vale	Judy Stott
<b>Secretary</b>		<b>Delegates</b>
Crystal Plowman	<b>OH&amp;S Officer</b>	Marilyn Cosgrove
<b>Assistant Secretary</b>	Rowan Webb	Hans Schaefer
Judy Stott		

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Thank you all members who attended the AGM in support of our **Campus Backbone EB6 campaign**. Thank you for your unanimous endorsement of the work of your CPSU bargaining team and congratulations on endorsing all 16 clauses that had been negotiated by your CPSU bargaining team. The clauses are:- **Accident make up pay, Call back arrangements, Christmas break, Commitments, Documentation, Incremental Progression, Jury & Witness Leave, Meal & Tea breaks, OH&S, Public Holidays, Resignation, Rosters, Ten hour breaks, Termination of employment, Types of employment, University shutdown.**

Further at the last bargaining session your CPSU bargaining team agreed, in principle, to **CLASSIFICATION, PROBATION, MEDICAL RETIREMENT & CONSULTATION** clauses.

For the first time UNE General Staff will have a **comprehensive classification clause** in your agreement. There will also be a commitment to consult with staff and the union and we have agreed to a consultative committee with union representatives on it.

**Please read over for an update on the other clauses we are discussing.**

## WHERE ARE WE UP TO WITH BARGAINING?

What have members endorsed?	Does it meet our claim?	What has been agreed to in principle?	Does it meet our claim?	What hasn't been agreed?	Outstanding issue(s)
Commitments	✓	Classification	✓	Overtime	T.O.I.L
Incremental Progression	✓	Probation	✓	Workloads	Part of overtime/ annual leave package
OH&S	✓	Medical retirement	✓	Annual leave	Part of overtime/ annual leave package
Accident make up pay	✓	Consultation	✓	Family and Community leave	We want removal of "unexpected" requirement
Public Holidays	✓			Indigenous employment	Parties to meet separately
Christmas break	✓			Unsatisfactory performance/misconduct	UNE to provide clause
University shutdown	✓			Workplace Change	Significant differences. UNE to respond to CPSU clause
Documentation	✓			Parental leave	UNE to respond Not significant differences
Rosters	✓			Long Service leave	UNE to consider CPSU claim
Meal & Tea breaks	✓			Sick Leave	CPSU rejects UNE claim to remove uncapped leave
Termination of employment	✓			Performance management	UNE to provide response to CPSU claim for reimbursement of course fees
Resignation	✓			Salary packaging	Should it just reference policy?
Jury & Witness Leave	✓			Dispute resolution	CPSU to respond to UNE clause. Not significant differences
Ten hour breaks	✓			On call allowance	CPSU claim for flat rate
Call back arrangements	✓				
Modes of employment	✓				
Abandonment of employment	✓				

### Recently we have been asked **why the Campus Backbone?**

*The backbone symbolises an interlocking agenda; recognising that General Staff are the axis around which the University functions and recognising the central cohesive source of support and stability that the General Staff Union provides. It's about fortitude and determination and empowering General Staff to stand up for their rights at work and progressive values.*

**Remind a friend they are the backbone of the UNE and ask them to join the CPSU.**