

THE **campus backbone**

CPSU - UNE Branch



Members' bargaining report 11

15 June 2009

MORE SUCCESS AT THE BARGAINING TABLE

Your CPSU Bargaining Team has achieved more positive outcomes for general staff.

When we last met the university on 1 & 2 June 2009 another five clauses were agreed to.

The major **VICTORY** involved negotiating that all time off in lieu of overtime (TOIL) **will be paid at overtime rates**. This was one of the top five issues raised by members at our Focus Group discussions prior to the commencement of bargaining.

We have successfully **retained five weeks annual leave** (six weeks for shift workers) for general staff. We have also successfully removed the prohibition on taking leave prior to retirement or resignation

We have also been able to get back entitlements that were lost when general staff went into a single agreement with academics. This includes a provision that supervisors must ensure employees can take their annual leave.

Thanks to the CPSU, for the first time ever general staff at UNE will have a clause that regulates workload. This includes the ability to dispute excessive workloads and a clear commitment that **"workloads will be manageable and without risk to health and safety"**.

Course fee reimbursement.

As we have reported we have a claim in that would allow the University to reimburse course fees to general staff for study undertaken where both the University and the employee derive a benefit.

The University has responded that they are not opposed to this principle but would prefer to see it in policy and not in the agreement. The University has asked the CPSU for ideas about what could go into such a policy.

Where are the sticking points?

The following key clauses all remain unresolved: - Dispute resolution, Salary increase
Family and Community leave, unsatisfactory performance & misconduct, Workplace Change, Parental leave and Sick Leave.

STRENGTH IN THE CPSU

The good work of CPSU members and activists is paying off. For the third month in a row we have seen a significant increase in membership. General staff understand the benefits of joining the CPSU. The CPSU listens to members and we pursue the issues that really matter to general staff at UNE.

WHERE ARE WE UP TO WITH BARGAINING?

Agreed clauses	Does it meet our claim?	What's not agreed?	What's Outstanding
Commitments	✓	Superannuation	CPSU claim to increase payment for fixed term employee
Increments	✓	Dispute resolution	UNE to respond to CPSU clause
OH&S	✓	Salary increase	HOW MUCH DO YOU DESERVE?
Accident make up pay	✓	Family & Community leave	UNE to respond to CPSU claim
Public Holidays	✓	Indigenous employment	Almost resolved
Christmas break	✓	Unsatisfactory performance	UNE to draft a new clause
University shutdown	✓	Misconduct	UNE to draft a new clause
Documentation	✓	Parental leave	Parties close to agreement
Rosters	✓	Conversion for fixed term staff	UNE to respond to CPSU clause
Meal & Tea breaks	✓	Sick Leave	CPSU REJECTS UNE CLAIM TO REMOVE UNCAPPED LEAVE
Termination	✓	Reimbursement of course fees	UNE want in policy. CPSU to consider
Resignation	✓	On call allowance	CPSU to pursue
Jury/Witness Leave	✓	Higher duties allowance	UNE to respond to CPSU clause
Ten hour breaks	✓	Workplace Change	UNE now seeking a clause that is almost status quo. CPSU tom respond
Call back	✓		
Modes of employment	✓		
Classification	✓		
Probation	✓		
Abandonment of employment	✓		
Medical retirement	✓		
Overtime	✓		
Workloads	✓		
Annual leave	✓		
Long Service leave	✓		
Terms of engagement	✓		
Medical retirement	✓		
Salary packaging	✓		
Hours of work	✓		

What's next?

The next EB meeting is scheduled for Monday 6 and Tuesday 7 July 2009.

Your bargaining team is drafting clauses on contracting out, union rights, flexible work practices, severance pay for fixed term employees, and equity. We will also be responding to management's latest workplace change clause. If you have any ideas that you would like to share please contact Jen Mitchell at jmitch24@une.edu.au