

THE **campus backbone**

CPSU - UNE Branch



Members' bargaining report 13

3 August 2009

WE SAVED OUR SICK LEAVE

Thanks to the great effort of the CPSU bargaining team and all CPSU MEMBERS we have successfully saved **OUR UNCAPPED SICK LEAVE**.

The University listened to our arguments and in the spirit of good faith bargaining that has underpinned the process so far agreed that **there is no reason to cap sick leave**.

What else happened at bargaining?

When we met on Wednesday 29 July 2009 the University also **AGREED** to pretty much all of the **CPSU claim for UNION RIGHTS**. This includes the provision of office facilities, access to staff inductions, **5 DAYS LEAVE each year for TRADE UNION TRAINING, 5 DAYS LEAVE each year to attend UNION CONFERENCES**, and reasonable time for the conduct of union activities.

The University **AGREED** to the CPSU claim to pay **FIXED-TERM** staff on a contract of more than one year or who have been employed for more than 2 years **17% SUPERANNUATION**. UNE will be one of the few Universities in Australia to do this.

The University **AGREED** to the CPSU claim to increase the **SEVERANCE PAYMENT** for **FIXED-TERM** staff. As we said in the last report fixed term general staff lost money going into a single agreement.

The University **AGREED** to the CPSU claim that general staff will be **REIMBURSED FOR EXPENSES** if they change their primary place of employment.

The parties also **AGREED** to: **INDIGENOUS EMPLOYMENT, WORKPLACE CHANGE, REDEPLOYMENT AND REDUNDANCY, CHILDCARE** and a clause **PROHIBITING THE OFFERING OF ITEAs** (which replaced AWAs until the end of the year).

We are now very close to a NEW and IMPROVED AGREEMENT FOR GENERAL STAFF

The main outstanding issues are **Salary increase, Family & Community leave, Misconduct (suspension without pay), Transfer, Conversion for fixed term staff and a Flexibility clause**.

What's next?

The parties will discuss their "final" positions at the next general staff bargaining on Monday 10 August.

The CPSU will soon commence a series of general staff updates to continue to listen to your views about the Agreement

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's not agreed?
Commitments	YES	Consultation Arrangements	YES	Dispute resolution
Types of employment	YES	Requirement to State Terms of Engagement	YES	Salary increase
Accident Make-up Pay	YES	Indigenous Employment	MOST	Family & Community leave
Public Holidays	YES	Flexible and Family Working Arrangements	YES	Unsatisfactory performance
Christmas Break	YES	Superannuation	YES	Misconduct
University Shutdown	YES	Salary Packaging	YES	Parental leave
Jury and Witness Leave	YES	Other Allowances	YES	Conversion for fixed term staff
Incremental Progression	YES	Position Classification	YES	Flexibility clause
Documentation	YES	Annual Leave	YES	
Rosters	YES	Long Service Leave	YES	
Meal and Tea Breaks	YES	Sick Leave	YES	
Ten Hours Breaks	YES	Workplace Change	YES	
Call back Arrangements	YES	Redeployment & redundancy	YES	
Resignation	YES	Performance Management	MOST	
Termination of Employment	YES	Probation	YES	
Abandonment of Employment	YES	Ordinary Hours of Work	YES	
OH&S	YES	Overtime	YES	
Separate Agreement for General Staff	YES	On-Call Provisions	YES	
		Stand-Downs	YES	
		Higher Duties Allowance	MOST	
		Medical Retirement	YES	
		Intellectual Property	YES	
		Trade Union Rights	YES	
		Workloads	YES	
		Childcare Facilities	YES	
		AWA's and ITEA's	YES	
		Casual Conversion	YES	
		Shift Work – General Staff	YES	

Help DEFEND the gains the CPSU has won

- ✓ Talk to colleagues & friends at work about our **ACHIEVEMENTS** in bargaining and get them to join the *General Staff Union*.
- ✓ Become a work place contact or join the **CPSU Campaign Team** (contact Jen Mitchell on 6773 3736 or jen.mitchell@une.edu.au).
- ✓ Would you like your union to hold a meeting in your work area? If so, please contact Jen Mitchell on 6773 3736 or jen.mitchell@une.edu.au.
- ✓ Please print this bulletin and put it up in your tea room.