

THE **campus backbone**

CPSU - UNE Branch



Members' bargaining report 9

14 April 2009

Your CPSU Bargaining Team Update

Your bargaining team met the university on the 6 & 7 April. Two clauses, **CALL BACK ARRANGEMENTS** and **TYPES OF EMPLOYMENT** were agreed.

In types of employment we **regained** a significant entitlement that was lost in the last agreement because of the Howard Government's attack on workers' rights.

In call back arrangements we have been able to guarantee that if a staff member is called back multiple times to work for different issues then they will get the minimum three hours overtime for each call back.

We also discussed **PERFORMANCE MANAGEMENT** where agreement has been reached on most of our claim. The University will reconsider our claim for the **reimbursement of course fees** if the study will provide a benefit to the staff member and the university.

For the first time at UNE there will be a comprehensive **CLASSIFICATION clause**. The only outstanding issue now relates to how a staff member can dispute the outcome of a reclassification process.

We have a claim in for pro rata **LONG SERVICE LEAVE** after seven years. The university has rejected our claim. **What do you think?** Please contact Kylie Day your Bargaining Team Co-coordinator to let us know if you believe we should pursue this claim.

Progress has been made on **PARENTAL LEAVE** with the university agreeing to our claim that the 26 weeks paid leave should be available to the primary care giver and not just the birth mother.

However there is still some way to go on: - **FACS LEAVE, UNSATISFACTORY PERFORMANCE, ABANDONMENT OF EMPLOYMENT, SICK LEAVE, AND MANAGING CHANGE.**

ELC

It was agreed at the meeting that **all** English Language Centre staff will now be part of the General Staff Enterprise Agreement. Congratulations and welcome to all English Language Centre staff.

What's next?

- ✓ Next bargaining meeting on 4/5 May
- ✓ The CPSU AGM is on 6 May 2009
- ✓ Have you signed the petition in support of general staff independence?
- ✓ Help us **SAVE OUR SICK LEAVE** by contacting one of **YOUR General Staff Union reps:**

Marney Tilley
Lead Negotiator
6773 4427

Kylie Day
Bargaining Team
Co-ordinator
6773 4502

Jen Mitchell
Communication Officer
6773 2551

Barbara Avis
Campaign Team
Co-ordinator
6773 2030

CPSU & GENERAL STAFF – STRONGER TOGETHER

What have we achieved so far?

What has been agreed?	Does it meet our claim?	What hasn't been agreed?	Outstanding issue(s)
Commitments	✓	Overtime	T.O.I.L
Incremental Progression	✓	Workloads	Part of package with overtime and annual leave
OH&S	✓	Annual leave	Part of package with overtime and workloads
Accident make up pay	✓	Family and Community leave	UNE to respond to CPSU claim
Public Holidays	✓	Classification	Parties very close to agreement
Christmas break	✓	Unsatisfactory performance	UNE to explain why it wants to cut back processes & protections
University shutdown	✓	Workplace Change	Significant differences. UNE to respond to CPSU clause
Documentation	✓	Parental leave	Parties close to agreement
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	✓	Indigenous employment	Parties to meet separately.
Jury & Witness Leave	✓	Probation	UNE to reconsider position that existing employees must serve another probation period if they are employed in a new job.
Ten hour breaks	✓	Abandonment of employment	What process should UNE go through to contact an employee not at work?
Call back arrangements	✓		
Modes of employment	✓		

Stop Press

CPSU members in the Colleges Household Staff have recently had a great win. Through our EB6 Focus Groups we found an anomaly in the way staff were employed. Some were employed at HEO 1 and others were employed at HEO 2 **even though they did the same work**. The CPSU campaigned hard to fix this and the University recently agreed to employ all staff at HEO 2. A great victory and yet another reason to join the CPSU.

There is no better time to ask a non member to join the **General Staff Union**. Over the next few weeks our campaign team will be targeting certain areas of the university to ask non members to join the **CPSU**. **Would you like to help?** If you do contact Kylie Day your Bargaining Team Co-ordinator.

Why the General Staff Union?

- ✓ **Completely dedicated to the best interests of general staff.**
- ✓ **The largest union in Australia representing general staff.**
- ✓ **Truly local and democratic voice that fights hard for you to achieve and maintain a fair and safe workplace, better pay and improved rights at work.**

CPSU UNE Branch AGM & EB update

When: Wednesday 6 May 2009

Where: Oorala Lecture Theatre

Time: 12:30pm Wednesday 6 May