

THE **campus backbone**

CPSU - UNE Branch



Members' bargaining report 7

17 February 2009

Welcome back

Your CPSU bargaining team met with the University for the eighth two-day meeting on February 9 & 10.

What has the CPSU achieved so far?

Your CPSU bargaining team has been working tirelessly to ensure we maintain the momentum to achieve a positive outcome for general staff in a timely manner.

We have now made good progress in ensuring the parties reach agreement on a number of outstanding issues (see table).

Delay in bargaining

All parties to bargaining originally agreed that it was important to achieve a good outcome for general staff in a timely manner. That is why we agreed to bargain for two days every fortnight.

Your CPSU bargaining team made the commitment to this timetable and planned for it accordingly. Whilst this meant a heavy workload we believe it is justifiable and in the interest of all general staff.

Unfortunately, on the first day of bargaining for the year (9 February), the NTEU informed us that they would not meet more than two days a month for general staff. **This is a 50% cut back to general staff bargaining.**

Your CPSU bargaining team vigorously objected to this. Unfortunately, the NTEU were unable to negotiate as their national secretary has directed them not to meet more than two days a month for general staff and they must follow this directive.

If you believe general staff deserve more than two days a month let us know - email Kylie Day, CPSU Bargaining Co-ordinator, at kday3@une.edu.au

We are not critical of the local academic representatives, as they have supported the CPSU in the improvements we have gained so far. However further improvements for general staff may be thwarted because their local representatives are not free to bargain as they wish nor are they always able to honour the commitments they make at the table.

Now is the time to join a dedicated and professional general staff union (see over page).

CPSU & GENERAL STAFF – STRONGER TOGETHER

What's next?

- Next bargaining meeting on March 9 & 10
- CPSU AGM mid March
- Have you signed the petition in support of general staff independence?
- Get involved and get active

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What have we achieved so far?

What is agreed?	Does it meet CPSU claim?	What isn't agreed?	Outstanding issue(s)
Commitments (clause 9)	Yes	Overtime	T.O.I.L
Incremental Progression	Yes	Workloads	Part of package with overtime and annual leave
Probation	Yes	Annual leave	Part of package with overtime and workloads
OH&S	Yes	Call back arrangements	UNE to clarify. No claim to reduce entitlements
Accident make up pay (clause 20)	Yes	Family and Community leave	UNE to respond to CPSU claim
Public Holidays (clause 22)	Yes	Ten hour breaks	UNE to clarify their issues.
Christmas break (clause 23)	Yes	Classification	UNE to respond to CPSU claim
University shutdown (clause 24)	Yes	Unsatisfactory performance	UNE to explain why it wants to "streamline"/cut back processes & protections
Documentation (clause 43)	Yes	Workplace Change	CPSU to respond to UNE claim
Rosters (clause 49)	Yes	Parental leave	UNE to respond to CPSU claim
Meal and Tea breaks (clause 50)	Yes	Long Service leave	CPSU to respond to UNE claim
Termination of employment (clause 64)	Yes	Sick Leave	CPSU rejects UNE claim to remove uncapped leave
Resignation (clause 63)	Yes	Performance management	UNE to provide response
Jury and Witness Leave (Clause 30)	Yes	Indigenous employment	Parties to meet separately.

The choice is clear

If you are not already a member of *The General Staff Union* there has never been a better time to join.

The CPSU is the specialist general staff union and the largest union in Australia representing general staff.

We are completely dedicated to the best interests of general staff and provide a truly local and democratic voice for you to work together to achieve and maintain a fair and safe workplace, better pay and improved rights at work.

The gains already made in UNE bargaining are the result of the professionalism, dedication and hard work of your CPSU bargaining team.

Contact your local CPSU delegate to join today.

Increase Your Collective Bargaining Power = Better Conditions & Pay Rises

Talk to colleagues & friends at work about our log of claims and get them to join your union
Become a work place contact or join the EB Campaign Team (contact a delegate)