

THE campus backbone

CPSU - UNE Branch



Members' bargaining report 2

3 October 2008

What happened this week in General Staff bargaining?

We tabled and addressed four draft clauses (Annual Leave, Family & Community Leave, Overtime & Managing Staff Workload). Based on your feedback our main claims are:

Annual leave

✓	Accrual of additional leave if you work regular & significant amounts of overtime
✓	Regaining mutual agreement in taking annual leave
✓	Remove the provision for annual leave not to be taken prior to retirement or resignation

Workload

✓	We want workload protections for General Staff
✓	Identify excessive workload as an OH&S issue
✓	Proposing that workloads be clearly aligned to your position description and your ordinary hours of work
✓	A structure to allow staff to have their workloads reviewed

Overtime

✓	Right to reasonably refuse to work overtime without prejudice or disadvantage
✓	Remove the ban on paid overtime for HEO 8 and above
✓	Improved arrangements for overtime loading for part-time staff
✓	Removed 10 hour restriction on Casuals before they get paid overtime
✓	TOIL accrued at overtime rates

Family & Community leave

✓	Broadened & clarify the entitlement for taking leave so that it's not limited to "unexpected family/carer responsibilities"
✓	Captured our claim for grandparent leave
✓	Sought to pool all forms of FACS leave into the one provision at a rate of 15 days cumulative per year
✓	Broadened the definition of family.

We also discussed Indigenous Employment (where we believe UNE should recruit 50 Indigenous Australian trainees over five years and promote at least 10 Indigenous Australian General Staff on merit to management positions by December 2012), Modes of Employment and Workplace Change (including Voluntary Separation, Transfer, Redeployment, and Redundancy).

CPSU – STRONGER TOGETHER

What does UNE want to do with Workplace Change?

- ✗ Reduce retrenchment pay for General Staff
- ✗ Reduce the period of redeployment for General Staff
- ✗ Reduce the consultation period for Workplace Change

What did you say you want in Workplace Change?

- ✓ Comprehensive & meaningful consultative arrangements with the full CPSU involvement
- ✓ Redeployment as the principal means of managing displaced employees
- ✓ Trial placements by mutual agreement
- ✓ A base retrenchment payment of four weeks for every year of service without cap
- ✓ A base retrenchment payment of six weeks for every year of service without cap where an employee is made redundant because of outsourcing
- ✓ Pay General Staff reasonable costs and charges associated for retraining & other measures to mitigate the effects of being made redundant
- ✓ A job search assistance allowance of up to \$5000 for employees made redundant
- ✓ A prohibition on employees undertaking the work of a 'redundant' position.

Future General Staff bargaining meetings:

- Oct 13 & 14
- Oct 27 & 28
- Nov 4
- Nov 25 & 26
- Dec 1 & 2
- Dec 15 & 16

CPSU MEMBERS' MEETING

- When?** Tuesday 14 October 2008 @ 1pm.
- Where?** Room B259, Booth Block.
- Why?** To update you on bargaining & other issues.

Increased Collective Bargaining Power = Better Conditions & Pay

Talk to colleagues & friends at work about our log of claims and get them to join the *General Staff Union*.

Become a work place contact or join the CPSU Campaign Team (contact a delegate).

Would you like your union to hold a meeting in your work area? If so, please contact Barbara Avis, CPSU Campaign Team Coordinator on 6773 2030.

Please print this bulletin and put it up in your tea room.