

THE **campus backbone**

CPSU - UNE Branch



Members' bargaining report 3

16 October 2008

Your CPSU Bargaining Team update 13/10/08 & 14/10/08

Discussions initially centred on the CPSU clauses that we tabled last meeting.

What the University said?

Annual Leave

1. The University was happy with the majority of our clause but disagree that overtime should accrue additional annual leave.
2. There is to be further discussion on our claim to remove the restriction on taking annual leave just before retirement or resignation.

General Staff Workloads

1. The University said that they agree with the principle to allow general staff to raise issues about workload and then have an avenue to have them resolved.
2. The University does not support the CPSU claim for a committee to examine workload issues.

Overtime

1. The University accepts UNE is the only University in NSW that does not apply overtime rates to time off in lieu of overtime (TOIL), but they have not yet agreed to our claim.
2. There has been no agreement regarding our claims for improving the overtime rate for part time staff and removing the Overtime Cap on level 8 and above.

Family & Community Leave (FAC)

1. The University has not agreed to our claim for:
 - Broadening & clarifying the entitlement for taking FAC leave,
 - Increasing the entitlement to 15 days cumulative per year,
 - Broadening the definition of family.
3. The University was not against raising the total amount of FAC leave available.
4. The University will re-draft the clause to send to us.

Indigenous Employment

1. The University had already made decision to create a Senior Indigenous Officer position,
2. The University does not support the idea of specific employment targets,
3. The University will provide a re-drafted clause.

The University tabled draft clauses on Performance Management; Professional & Career Development; Incremental Progression and Probation.

We will forward these drafts to all members for comment. Please send your feedback to Kylie Day, CPSU Bargaining Co-ordinator, at kday3@une.edu.au

We tabled:

1. A draft Classification clause addressing the main points in our log of claims including:-
 - ✓ ensuring general staff classification is in the agreement,
 - ✓ a committee process to deal with job evaluation and appeals,
 - ✓ a provision for the regular review of positions, and
 - ✓ job evaluation at the initiative of the employee.
2. Our response to the University's workplace change clause. This also picked up the main points in our log of claims including:-
 - ✓ A commitment to comprehensive & meaningful consultation with staff and the CPSU,
 - ✓ redeployment as the principal means of managing displaced staff,
 - ✓ an increase to the base retrenchment pay,
 - ✓ paying General Staff reasonable costs and charges associated for retraining & other measures to mitigate the effects of being made redundant and
 - ✓ a job search assistance allowance for employees made redundant

The Unions are also seeking to reinstate the OH&S Clause that was in the previous General Staff agreement. The only change the CPSU seeks is to increase the first aid allowance in line with the pay increases under the agreement. It appears there is in principle agreement on this clause bar a few minor tweaks in wording.

What's next?

The parties will meet again for general staff bargaining on 27 and 28 October.

There is a fair amount of work that needs to be done by your bargaining team in preparing for this. This includes developing clauses for parental leave, leave without pay and flexible and family working arrangements.

If you have any ideas that you would like include in these provisions please contact Kylie Day, CPSU Bargaining Co-ordinator, at kday3@une.edu.au

CPSU members meeting

The following motion was passed unanimously at a general meeting of CPSU members on Tuesday 14 October 2008.

This meeting of CPSU members endorses the making of separate General and Academic Staff Enterprise Agreements as a means to ensure that General Staff maintain the right to self determine conditions of employment and to achieve better industrial relations outcomes. In support of this, this meeting of CPSU members encourages all staff to sign the petition for separate General and Academic staff Enterprise Agreements.

General Staff working together = Better Conditions & Pay Rises

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