

# THE **campus backbone**

CPSU - UNSW Branch



## Members' bargaining report 13

10 May 2010

## WHAT'S NEXT?

Your **CPSU Bargaining Team** and representatives of other unions, met with the university on Thursday 22 April and Tuesday 4<sup>th</sup> May to continue negotiating the new General Staff Enterprise Agreement.

The **Dispute Resolution clause** was finally agreed to by the CPSU\* and the University.

The CPSU successfully negotiated for;

- The capacity to settle any dispute arising about the Agreement and the National Employment Standards,
- The ability for the CPSU to lodge a dispute on behalf of members under the agreement,
- The ability for Fair Work to arbitrate a dispute,
- That parties will implement any decision of FWA, and
- The right to appeal against a decision.

\*Subject to members' final approval.

The **Change Management Clause** was discussed, and there is still a large gap between each party and what the final clause should look like. The university argues that the clause has worked well for them and they do not want to change the clause very much. The CPSU is seeking to protect people who are forcibly transferred to another position through a trial period and training support. The university is yet to agree to these protections for forcibly transferred staff.

A draft model **Domestic Violence Leave Clause** was launched on campus recently by the Hon Tanya Plibersek and Elizabeth Broderick, the Federal Sex Discrimination Commissioner. The draft clause was welcomed by the University and will be discussed in upcoming General Staff bargaining sessions. The Launch was jointly held by the CPSU and the UNSW Domestic Violence Clearing House and attended by over 120 staff and visitors. This model clause has been distributed to unions Australia wide.

### Outcome of CPSU Annual General Meetings

The CPSU Annual General Meeting was held on Wednesday 7 April, with the following Branch Committee Positions being filled:

#### UNSW Branch

President: Deborah Encel  
Vice President: Adrienne Harris  
Secretary: Kevin McDonald  
Assistant Secretary: Alister Wareing  
Women's Officer: Michelle Price  
Delegates: Jennifer Till  
Katie Callanan  
Megan Biok

#### Library Sub Branch

Deborah Encel  
Alister Wareing  
Sally Norrish  
Nicole Milgate

#### COFA Sub Branch

Judy Haywood  
Joe Holloway

#### ADFA Sub Branch

Lyn Christie

### Next EB meetings

To be discussed:  
Change Management  
Domestic Violence

### WE WANT YOUR FEEDBACK

Your continued support is important to ensure **YOU GET THE VERY BEST Agreement possible.**

### Contact

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## WHERE ARE WE UP TO WITH BARGAINING?

Clause	Progress Status	Clause	Progress Status
Arrangement	Not discussed. Not contentious.	Management of Unsatisfactory Performance and Misconduct	Not discussed
Title	Not discussed. Not contentious.	Probation	Not discussed
Interpretations & Definitions	Not discussed.	Staff Personnel files	Not discussed
Duration & Operation of the Agreement	Not discussed. Not contentious	University Shutdowns	New CPSU clause. NOT AGREED
Application	Not Discussed	University Holidays - Christmas Shutdown	New CPSU clause. NOT AGREED
Awards & Employment Related Documents	Not Discussed	General Leave Conditions	CPSU clause on table. No agreement yet
Implementation	Not Discussed	Annual Leave	CPSU clause on table. No agreement yet
University Policies	Not Discussed	Sick Leave	CPSU clause on table. No agreement yet
Disputes	AGREED (In Principle)	Carer's Leave	CPSU clause on table. No agreement yet
Indigenous Employment & Equity	Not discussed	Bereavement Leave	CPSU clause on table. No agreement yet
Salaries	Not discussed. CPSU claim is 7% per annum	Special Leave	Close to agreement
Allowances	Not discussed	Long Service Leave	CPSU clause on table. No agreement yet
H DA	Not discussed	Parental Leave	CPSU clause on table. No agreement yet
Superannuation	CPSU has sought clarification on way current clause is used.	Observation of Holy Days and Essential Religious or Cultural Duties	AGREED (In Principle)
Salary Sacrificing Scheme	Not discussed	Jury Leave & Witness Leave	AGREED (In Principle)
Equalisation of Salary	Not discussed	Defence Forces Leave	AGREED (In Principle)
Types of Employment	Not discussed	Study & Examination Leave	Not discussed
Job Evaluation & Broad banded Positions	Not discussed	Public Holidays	AGREED (In Principle)
Ordinary Hours and Span of Hours	Not discussed	Union Rights	CPSU clause on table. No agreement yet
Changes to the Established Pattern of Hours	AGREED (In Principle)	IFA	Not discussed
Shift Rosters	AGREED (In Principle)	Managing Change in the Workplace and Redundancy	NOT AGREED
Meal Breaks	AGREED (In Principle)	Professional Development	Not discussed
Shift Penalties	AGREED (In Principle)	Incremental Progression and Performance Bonus	Not discussed
Overtime	AGREED (In Principle)	Workloads	AGREED (In Principle)

*To help achieve **BENCHMARK** conditions at the UNSW talk to your colleagues at work about our log of claims and get them to join the CPSU.*