

# THE **campus backbone**

CPSU - UNSW Branch



## Members' Bargaining Report #15

**Your CPSU Bargaining Team** and representatives of other Unions, met with the University on Tuesday 29 June to continue negotiating the new General Staff Enterprise Agreement.

**The Bargaining Teams agreed that the University would release a draft General Staff Enterprise Agreement to the Unions and staff for comment and feedback.**

While much of the draft Agreement has been negotiated "in principle" there still remain a number of key outstanding issues yet to be finalised.

Please see below for your CPSU Bargaining Teams' analysis of the University's draft Agreement.

We strongly encourage all General Staff to contact the CPSU Bargaining Team with your comments and feedback as we move to finalise the Agreement, so that we can make sure all our views are represented. Email [unsw@thegeneralstaffunion.org.au](mailto:unsw@thegeneralstaffunion.org.au) with any comments, information, feedback or requests you may have.

The draft Agreement can be found on the HR website at [www.hr.unsw.edu.au/services/indrel/entbarg.html](http://www.hr.unsw.edu.au/services/indrel/entbarg.html)

Key Issue Remaining	CPSU Claim	UNSW Draft Claim
<b>Pay Rises</b>	3.5% every 6 months	2% every 6 months
<b>Annual Leave</b>	Right to accumulate up to 40 days Right to direct to below 40 days once above	Right to accumulate only 30 days Right to direct to 10 days once above
<b>Shutdowns</b>	No ability at all to use our leave for a University Shutdown	No limits on using General Staff Annual Leave for a University Shutdown. UNSW proposing to use any time, as many times, for as long as they want.
<b>Fixed Term Conversion to Ongoing Employment</b>	Comprehensive and automatic conversion with few exclusions such as maternity leave replacement	Discretionary conversion with only right to apply
<b>Domestic Violence Leave</b>	Comprehensive provisions and entitlement to support someone experiencing domestic violence who may need additional support	Mention of support for people experiencing domestic violence, but all entitlements and provisions in policy only
<b>Recognition for Union Reps in supporting &amp; representing colleagues and paid leave for training and skill development</b>	Restore previous provisions and entitlements from the pre-HEWRRs General Staff Agreement	Reduced recognition and limited support for selected Union Delegates

7 July 2010

## WHAT'S NEXT?

Next EB meeting

27 July 2010

To be discussed:  
Provide our response to UNSW Draft Agreement

Please send us your comments so they can be included in our response!

Please email:  
[unsw@thegeneralstaffunion.org.au](mailto:unsw@thegeneralstaffunion.org.au)

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

### Contact

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*The CPSU  
Our own UNSW Staff Association just for General Staff*

*Your Workplace  
Your Union*

# WHERE ARE WE UP TO WITH BARGAINING?

Clause	Progress Status	Clause	Progress Status
Arrangement	AGREED (In Principle)	Management of Unsatisfactory Performance and Misconduct	AGREED (In Principle) <i>(with minor word changes)</i>
Title	<i>Minor amendments required</i>	Probation	AGREED (In Principle)
Interpretations & Definitions	<i>Minor amendments required</i>	Staff Personnel files	AGREED (In Principle)
Duration & Operation of the Agreement	AGREED (In Principle)	University Shutdowns	NOT AGREED
Application	<i>Some minor word changes required</i>	University Holidays - Christmas Shutdown	AGREED (In Principle) <i>(with minor word changes)</i>
Awards & Employment Related Documents	AGREED (In Principle)	General Leave Conditions	AGREED (In Principle)
Employee Representation	AGREED (In Principle)	Annual Leave	NOT AGREED 30 days (& reduce to 10) versus 40 days
University Policies	AGREED (In Principle)	Sick Leave	AGREED (In Principle) <i>(with minor word changes)</i>
Disputes	AGREED (In Principle)	Carer's Leave	AGREED (In Principle)
Indigenous Employment & Equity	AGREED (In Principle) <i>(seeking to move to front)</i>	Bereavement Leave	AGREED (In Principle)
Salaries	NOT AGREED (2% v 3.5%)	Special Leave	AGREED (In Principle)
Allowances	AGREED (In Principle)	Long Service Leave	AGREED (In Principle) <i>(with minor word changes)</i>
HDA	AGREED (In Principle)	Parental Leave	NOT AGREED New clause to be considered
Superannuation	AGREED (In Principle)	Observation of Holy Days and Essential Religious or Cultural Duties	AGREED (In Principle)
Salary Sacrificing Scheme	AGREED (In Principle)	Jury Leave & Witness Leave	AGREED (In Principle)
Equalisation of Salary	AGREED (In Principle)	Defence Forces Leave	AGREED (In Principle)
Types of Employment	NOT AGREED Fixed Term Conversion	Study & Examination Leave	AGREED (In Principle)
Job Evaluation & Broad banded Positions	AGREED (In Principle) <i>(with minor word changes)</i>	Public Holidays	AGREED (In Principle)
Ordinary Hours and Span of Hours	AGREED (In Principle)	Union Rights	NOT AGREED CPSU clause on table.
Changes to the Established Pattern of Hours	AGREED (In Principle)	Individual Flexibility Agreement (IFA)	AGREED (In Principle)
Shift Rosters	AGREED (In Principle)	Managing Change in the Workplace and Redundancy	AGREED (In Principle)
Meal Breaks	AGREED (In Principle)	Professional Development	AGREED (In Principle) <i>(with minor word changes)</i>
Shift Penalties	AGREED (In Principle)	Incremental Progression and Performance Bonus	AGREED (In Principle)
Overtime	AGREED (In Principle)	Workloads	AGREED (In Principle)
Schedules 1,2,3 & 4, Salary Tables & Allowances	AGREED (In Principle) <i>(with minor updates)</i>	Schedules 5 & 6 Hours of Work & Broadbanding	AGREED (In Principle) <i>(minor updates to Hours of Work)</i>
Schedule 7 Shift Penalties	AGREED (In Principle)	Schedule 8 Classification	AGREED (In Principle)

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