

THE campus backbone

CPSU - UNSW Branch



Members' Bargaining Report #16

As CPSU members are aware the University released a consolidated draft general staff agreement on 2 July 2010.

Since that time your CPSU Bargaining Team has been working hard to ensure that all the positive outcomes achieved so far are confirmed in the agreement and that we continue to push for all of our outstanding claims.

We believe that there are only a few key outstanding issues remaining for general staff.

What is happening with annual leave?

A key issue for all general staff has been annual leave. The CPSU has so far negotiated some positive changes to annual leave but the main outstanding issue relates to your right to take annual leave when you want to.

Our claim is to allow general staff to accumulate up to 40 days annual leave before the University can direct the leave to be taken.

The University's counter claim is to allow general staff to accumulate up to 30 days annual leave before they can direct the taking of leave.

Unfortunately the University has re-structured each budget unit to penalise the unit if staff do not take all their annual leave. Most staff have been informed they need to take 20 days of annual leave each year and further that they will need to set aside three days of annual leave for an end of year shutdown.

We believe the CPSU claim is the most responsible and effective way for the University and staff to manage their annual leave.

We acknowledge that there may be a problem for the University with excess annual leave accrual **BUT THIS IS PREDOMINANTLY AN ACADEMIC ISSUE.** The most recent Auditor-General's Report to Parliament 2010 shows an increasing number of academics with excess annual leave yet a decreasing number of general staff;

Number of staff with more than 40 days of Annual Leave

	Academic Members			General Staff		
	2009	2008	2007	2009	2008	2007
UNSW	507	414	281	254	317	374

Currently the University cannot force all general staff to take annual leave for a defined shutdown period.

The CPSU opposes any attempt by the University to force general staff to take annual leave to cover a University shutdown. This is why your bargaining team will continue to reject the insertion of a shutdown clause in the new agreement.

What do you want in the annual leave clause?

Please let us know what you would be prepared to accept, and what you want to do next in your negotiations with the University. Go to <http://www.surveymonkey.com/s/unswcpsu> to respond and have your say about our future Annual Leave conditions.

As requested, improvements made so far in the proposed Agreement are on the next page.

21 July 2010

WHAT'S NEXT?

Next EB meeting

27 July 2010

To be discussed:
Your response to the UNSW Draft Agreement & remaining Claims

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

Please email:
unsw@thegeneralstaffunion.org.au

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

Contact

Adrienne Harris
9385 3426
a.harris@unsw.edu.au

OR

Deborah Encel
9385 3576
d.encel@unsw.edu.au

The CPSU
Our own UNSW Staff Association just for General Staff

Your Workplace
Your Union

Improvements that have been achieved so far in your Enterprise Agreement

Clause	Improvements for General Staff
Employee Representation	The right for the CPSU to represent members in all processes under the Agreement
University Policies	Consultation with staff and CPSU on new policies and changes to existing policies.
Disputes	A new and improved process to resolve disputes with:- <ul style="list-style-type: none"> •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, •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.
Allowances Schedule 4	Most allowances to be increased in line with the pay rises to maintain real value.
Superannuation	Increased superannuation for fixed term staff (on a contract of over 2 years, or successive contracts over 2+ years) to 17%. For casual staff a guaranteed 9%.
Continuing (contingent funded research) Employment (Claim by UNSW)	A new category of ongoing employment where funding is provided from external sources (such as recurrent research funding) to enable improved job security. This means staff can be employed ongoing rather than on recurring contracts. Severance pay is available depending on length of service, if funding ceases or is reduced.
AV Technicians	As agreed during the life of the previous agreement, AV Technicians will be included. The exchange of letters provides for a 38 hour week, 7.6 hours per day, 7am-8pm Monday to Friday.
Overtime	Part-time staff that are required to work more than their ordinary weekly hours but less than the ordinary full time hours will be paid a loading of 8.33%.
Managing Change	Improved opportunities for redeployment and retention of staff through a new Change Management process. Consultation is maintained with the Union having the right to represent members and participate fully in consultations.
Workloads	A suitable workloads clause enabling staff (or a group of staff) to request an assessment of workloads to be made. The CPSU has the right to support members through this process and provide an independent assessment.
Long Service Leave	Recognition of pro-rata accrual of Long Service Leave, and no loss of Long Service Leave entitlements if weekly hours are reduced.
Carers Leave	12 days of Carer's Leave, now to be available from the second year of service for staff who care for people not normally defined by "immediate family member", but where there is a significant and close cultural or family relationship, they can apply for this to be recognised for the purposes of Carer's Leave.
Bereavement Leave	Renamed Compassionate Leave to reflect the National Employment Standards 3 days leave available on each occasion for an immediate family member, or a household member, or someone who is related by blood / marriage or strong affinity by tradition or ceremonial affiliation when that person:- <ul style="list-style-type: none"> • contracts/develops a personal illness that poses a serious threat to life; or • sustains a personal injury that poses a serious threat to life; or • dies.
Grandparent Leave	The first employee in the country to pay two weeks grandparent leave to provide care / support when a new grandchild is born, with conditions requiring demonstrable need (final details evidence / circumstance to be negotiated).
Defence Force Leave	An additional amount of paid and uncapped Defence Leave is available to be applied for, subject to the Defence Employer Support Payment Scheme covering the cost of the employee on leave.
Study Leave	Flex time will be available to be negotiated on an individual basis to accommodate arrangements for study, including lectures & exams – which fall within a work units core hours.
Maternity Leave	Not yet finalised but the University has offered to increase maternity leave to 36 weeks for employees with 5 or more years of service.

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.