

# THE **campus backbone**

CPSU - UNSW Branch



## Members' bargaining report 12

11 March 2010

Your bargaining team has met the University twice this year 23 February and 9 March.

The parties reviewed the status of bargaining by going through the clauses that have been tabled and discussed; assessing the clauses that still require discussion and negotiation. Please see our comprehensive table on page 2.

**Dispute resolution was discussed in detail on Tuesday.** The key principles we are pursuing in dispute resolution are:

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

The main points that are still not agreed to are:

- Whether the clause has a provision relating to either party "exacerbating the dispute", and
- If and how the CPSU can lodge a dispute in our own right

The CPSU has agreed to craft words for the clause that we hope will address the University concern regarding how the union is authorised by members to lodge a dispute.

At the next Bargaining Meeting on 23 March, the Managing Change clause will be discussed again. Your Bargaining Team are negotiating hard to ensure that the change management clause entrenches the key principles endorsed in the CPSU log of claims. They are:

*Comprehensive arrangements to guarantee meaningful consultation with staff and the CPSU over change management.*

*An Agreement that ensures where a staff member is redeployed into a suitable alternative position the University will provide relevant training.*

### What else is your CPSU Bargaining Team doing?

We are also working hard to ensure you get the best leave clauses. We tabled a comprehensive leave section in December last year. There is still some way to go but the University has already shown a willingness to agree to some of the CPSU proposals including the introduction of paid grandparents' leave. If we achieve this it will mean that the UNSW will be the first employer in the country to provide for paid grandparent leave.

### Industrial action protocols

The unions have discussed an industrial action protocol developed by the CPSU. The aim of the protocol is to ensure that members of a union engaged in legitimate industrial action will respect the right of members of other unions not taking industrial action AND that members of a union not participating in industrial action will respect the right of other unionists to engage in legitimate industrial action.

For a further update on bargaining and what industrial action means for YOU we have called a special Meeting for Tuesday 16th March, at 1-2 p.m. In CLB2. Come along and find out more, or express your own view on bargaining progress.

## WHAT'S NEXT?

### 1. Members' meeting

Tuesday 16 March  
1-2 pm in CLB2.

### 2. Members' AGM

7 April 2010 - stay  
tuned for the details

### 3. Next EB meetings

23 March  
6 April  
20 April  
4 May

**WE WANT  
YOUR FEEDBACK**

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

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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	Not agreed. CPSU must be allowed to lodge dispute on behalf of members	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.