

THE **campus backbone**

CPSU - UNSW Branch



Members' Bargaining report 3

20 August 2009

Enterprise Bargaining Meeting 18 August 2009

Bargaining between the UNSW and the CPSU continued on Tuesday 18 August. The following clauses were discussed:

Overtime

The University **agreed to the CPSU claim** allowing staff the right to refuse to do overtime. There are still two outstanding issues: overtime payments for part time workers and the 10 hour break after overtime.

Workload

The University **agreed in principle to the CPSU workloads clause** which contains a mechanism for putting control in the hands of the workers to discuss workload issues at the local level, with appropriate support from the Union where required. The CPSU approach to the workloads clause has been to find practical solutions that work in resolving workload issues as quickly as possible.

How are we going against your CPSU log of Claims?

- ✓ *A commitment to reasonable working hours and no increase to the ordinary hours of work & that General Staff are paid or otherwise recompensed for all work.*
- ✓ *A commitment that General Staff are not required to work excessive or unreasonable amounts of overtime and General Staff can refuse to work overtime.*
- ✓ *A commitment the University will provide a safe & healthy work environment and will ensure workloads of General Staff are safe, realistic and achievable. The new overtime clause provides the right to refuse overtime. This is also implied in the new workloads clause.*
- ✓ *A provision for the monitoring of workload allocation, to ensure reasonable and manageable workload provisions. This will include consideration of access to accrued flex. This claim has partially been achieved. We are yet to discuss flex provisions for the new agreement.*
- ✓ *The re-introduction of the General Staff workloads appeals committee. The protections that a workloads appeal committee provide are contained within the new clause. The provisions provide for an employee or employees to initiate a discussion with representation present, regarding workload at the local level with recourse to senior managers for further consideration if required.*
- ✓ *A commitment that all change management proposals must include an assessment of the workload implications for General Staff. Change management is still under discussion and we have this claim in discussions with the University.*

What's next?

The next bargaining meeting is on **1 September** to discuss:

Overtime - part timers and breaks after over time

Managing change - the university tabled a substantially different managing change clause regarding the process for managing workers whose positions have been made redundant.

Disputes Resolution - the University tabled a clause & discussions have begun regarding intent and operation.

**To join the
CPSU LOVE
OUR LEAVE
CAMPAIGN
please contact**

**Adrienne Harris
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WHAT HAVE WE ACHIEVED SO FAR?

What has been agreed to?	Does it meet our claim?
Apprentices (add trainees)	✓
Types of Employment (a) & (b)	✓
Continuing Employment	✓
Broadband Positions – subject to 17.2	✓
Changes to pattern of hours	✓
Shift Rosters	✓
Meal breaks	✓
Overtime (.5-.8 inclusive)	✓
Special Leave	✓
Holy Days & Essential Religious or Cultural Duties	✓
Jury and witness leave	✓
Schedule 5 Hours of Work (with previously agreed addition, AV Technicians)	✓
Schedule 6 Collapsed Incremental Steps for Broad banded Positions	✓
Schedule 8 Descriptors	✓

Love Our Leave Campaign

Focus Groups with CPSU members earlier this year showed that improved leave entitlements were a high priority for staff at UNSW. THE UNSW CPSU Branch has developed a survey to find out more about why leave is important to you and any ideas you have.

Have you filled in the Leave survey yet?

http://www.surveymonkey.com/s.aspx?sm=7Z5syFesyZEfGfjEtj3y_2bQ_3d_3d

Have you contributed to the Video Petition?

General staff are contributing to a Video Petition telling the University of NSW why we **Love Our Leave!**

Send us a short video telling us;

- Why you **Love Your Leave**
- What you love to use your leave for
- What you love most about General Staff Leave at UNSW

Send your video to unsw@thegeneralstaffunion.org.au to be added to the Petition

View your video & others at www.thegeneralstaffunion.org.au & go to the drop-down option and select our university.

We are also holding Love Booths across Campus, where you can visit & record your own Video Petition. There will also be CPSU delegates & staff to answer questions about your EB negotiations and leave in general.

The dates and locations are:

Wednesday 26 August 1 – 2pm **Quadrangle Collonade, Kensington Campus**

Friday 28 August 1 – 2pm **Library Walkway**

Tuesday 1 September 1 – 2pm **Library Walkway**

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Members Update Meeting

There will be a general members meeting on Friday 4 September from 1 – 2pm to update all members in detail about enterprise bargaining so far and into the future. Please come along to hear the latest bargaining news.