

# THE **campus backbone**

CPSU - UNSW Branch



THE **GENERAL STAFF UNION**

LOG OF CLAIMS

JUNE 2009

The University of New South Wales Branch of the CPSU serves the following claims on the University of New South Wales in respect of a new union collective Agreement for General (technical and professional) Staff.

## **Making sure we will be listened to**

We seek:

1. A three year union collective Agreement to cover all General Staff employed by the University of New South Wales and its wholly or majority owned and controlled entities.
2. An Agreement that recognises the right of General Staff to join the union, participate in union activities and be represented by the union.
3. An Agreement that recognises the right of the CPSU to represent the industrial interests of General Staff and restores direct CPSU involvement in all relevant processes under the Agreement.
4. An Agreement that recognises the role of workplace union representatives and provides them with the capacity to undertake this role. This will include the right of union delegates to access time release to attend to union duties, and for delegates to access trade union training leave.
5. An Agreement containing comprehensive arrangements to guarantee meaningful consultation with staff and the CPSU over change management.
6. An Agreement that regulates the capacity to outsource the work of UNSW General Staff.
7. An Agreement that ensures where a staff member is redeployed into a suitable alternative position the University will provide relevant training.
8. An increase in the redundancy payments to four weeks for every year of service without a cap.
9. The payment of a job search assistance bonus of \$2000 to General Staff made redundant to assist them in any necessary retraining to find another job.

## Protecting our terms and conditions

We seek:

10. To maintain all existing conditions and entitlements for General Staff except where conditions and entitlements are enhanced as a result of negotiations.
11. That the rights and entitlements of General Staff are comprehensively expressed in the Agreement and that all relevant Award provisions, as they currently exist and that have not already been replicated in the Agreement, are to be incorporated in the Agreement.
12. A commitment that policies and guidelines that affect the working conditions of General Staff will only be made or varied after consultation and agreement with the CPSU.
13. The restoration of all General Staff conditions, entitlements and workplace processes directly or indirectly removed from the previous General Staff Agreement because of the Higher Education Workplace Relations Requirements.
14. A commitment that continuing employment will be the standard form of employment for General Staff.
15. Improved job security for all fixed-term general staff including a process to convert fixed-term employees to ongoing employment.
16. A commitment that the University will secure ongoing employment for staff in research centres where there is a history and expectation of continued funding. This may be contingent on negotiations with the funding bodies.

## Improved pay and superannuation

We seek:

17. Guaranteed fully funded pay increases of seven per cent per annum over the life of the Agreement calculated from the nominal expiry date of the current Agreement. Each pay increase will compound onto the previous salary.
18. A sign-on payment of \$2000, for all General Staff covered by the Agreement, to increase the annual salary rate.
19. All allowances should be increased from the beginning of the Agreement consistent with the total agreed salary increases over the term of the Agreement.
20. A commitment that the University will provide work-based child care for General Staff that is either free of charge or at a reduced rate.
21. An increase in the employer superannuation contributions for fixed term and casual staff.
22. Better access to overtime for casual and part time staff.

## Ensuring we are treated with respect

We seek:

23. Improvements to the job evaluation process that will allow appeals against decisions and will include the CPSU in the process.
24. The regular review and comparison of all positions for accuracy and ensuring consistency in grading and remuneration.
25. Improved Career development provisions, including: -
  - (i) An commitment the PDS will only be used formatively and not punitively,
  - (ii) Professional development leave that would enable General Staff to engage in professional development activities outside the University to enhance and develop their professional knowledge, skills and abilities,
  - (iii) Comprehensive on the job training for all General Staff, and
  - (iv) Access to study at the UNSW at a discounted rate.
26. A fair and transparent process for medical retirement.
27. Greater recognition of the importance of OH&S, Emergency Management & other volunteers by introducing allowances & other benefits for these roles.
28. A commitment to the zero tolerance of all forms of discrimination, bullying and harassment and enforceable protections against bullying and harassment.
29. Improvements to the management of unsatisfactory performance and misconduct.
30. References to legislative requirements relating to Equal Employment Opportunity, Diversity & Anti Discrimination with specific measures and targets to improve university diversity.

## Allowing us to balance work and life

### Working Hours

We seek:

31. The incorporation of the agreement between the University and CPSU regarding Audio Visual Technicians as outlined in correspondence dated 6 May 2008.
32. A commitment to: - reasonable working hours for General Staff; no increase to the ordinary hours of work and that General Staff are paid or otherwise recompensed for all work.
33. A commitment that working hours and working arrangements will take account of the need to balance personal and work commitments. This will include access to part-time work, job sharing and purchased leave.
34. A commitment that General Staff are not required to work excessive or unreasonable amounts of overtime and that General Staff can refuse to work overtime.
35. Flexi time provisions in the Agreement that ensures equitable access to the taking of flex leave.

## Workload

We seek:

36. A commitment the University will provide a safe and healthy work environment and will ensure that workloads of General Staff are safe, realistic and achievable.
37. A provision for the monitoring of workload allocation to ensure reasonable and manageable workloads and this will include consideration of access to accrued flex leave.
38. The re-introduction the General Staff workload appeals committee.
39. A commitment that all change management proposals must include an assessment of the workload implications for General Staff.

## Leave

We seek:

40. Qualitative and quantitative improvements to parental leave, including an increase to paid partner (non-primary care giver) leave to four weeks.
41. A commitment that General Staff on parental leave are backfilled.
42. Improvements to Long Service Leave, including the payment of Long Service Leave after five years of service.
43. Ensure there are limitations on the ability of the University to direct General Staff to take leave.
44. A minimum of two weeks paid grandparent leave and other forms of leave that will facilitate the retention of mature age workers.
45. A broader definition of immediate family.
46. Improved Bereavement leave provisions providing three days leave for each occasion when a member of the employee's immediate family, or a member of the employee's household: - contracts or develops a personal illness that poses a serious threat to his or her life; or sustains a personal injury that poses a serious threat to his or her life; or dies.
47. Improvements to Defence Force Leave in line with current reserve requirements, with additional leave contingent on qualification for Employer Support payments.

## Environmental sustainability and productivity

We seek:

48. A commitment to practical measures to generate productivity through a sustainable environment and meeting the challenges of global warming. This can include: -
  - (i) The establishment of a Sustainable Campus Committee to reduce the carbon footprint of the University. All cost savings found and implemented by this committee will be used to directly fund pay increases for General Staff.
  - (ii) A transport allowance to encourage staff not to travel to work in single occupied cars. This allowance could include payment for buses, trains, and ferries as well as the maintenance and purchase costs of bicycles where this is the regular form of transport taken by an employee from their home to work.
  - (iii) Discounted parking rates for staff agreeing to car pool.
  - (iv) Voluntary flexible working arrangements that could reduce the number of attendance days at the University without loss of pay or other entitlements. This could include provisions for working from home.

## Other

49. The CPSU reserves the right to raise other matters throughout negotiations that are to the benefit of General Staff.

