

THE **campus backbone**

CPSU - UTS Branch



Members' bargaining report 11

Welcome to 2010. We hope you all had a relaxing break and are ready to get back into the swing of your **Campus Backbone EB6 campaign**.

Our last member report was on 17 November 2009 and since then we have had three bargaining meetings: - 9 December 2009 and 4th and 11th February 2010.

What has your CPSU Bargaining Team been doing?

We have been hard at work and have developed & tabled the following clauses:

CHANGE MANAGEMENT, LENGTH OF THE AGREEMENT, WORKLOADS, FIRST AID ALLOWANCE, PRINCIPLES OF CONSULTATION AT UTS, HUMAN RESOURCES, POLICIES, PROCEDURES & GUIDELINES, UNION RIGHTS, AWA'S AND ITEA'S, CONTRACT OF EMPLOYMENT, REVIEWERS AND INVESTIGATORS, INDIVIDUAL FLEXIBILITY ARRANGEMENTS and GRANDPARENT LEAVE.

Copies of these documents can be found at [our website](#).

We have been successful with a number of our claims including the reinsertion of community leave provisions, more beneficial long service leave provisions and the strengthening of the reviewers and investigators clause. Unfortunately there are still a number of claims the University has not agreed with. For example we have tabled a SENSIBLE & REASONABLE Grandparent Leave clause. There is strong support from members about this and we will continue to push hard to get this ground breaking clause up.

What has the University claimed?

- A more simplified Change Management clause. Unfortunately more simplified often means reduced protections for staff. We will be analysing this clause carefully and will soon provide a considered response.
- The ability to direct staff to take Annual Leave if the University decides to shut down all or some of its facilities. This is a major new claim from the University and should be RESISTED strenuously.
- The ability to cash out Annual Leave and Long Service Leave.

Let us know what you think. Give your feedback to Rosa Bow at Rosa.Bow@uts.edu.au

The University makes a salary offer

The University has made a salary offer of four per cent per annum consisting of two payments of two per cent each year to 1 November 2012. **What do you think about the pay offer?**

We remind members that you have endorsed a pay increase of 9% per annum for a three year agreement as well as a sign-on payment of \$2000.

18 February 2010

WHAT'S NEXT?

1. Members' meeting

24 February 2010 in
CB02.04.11, 1-2 pm.

YOUR chance to vote on the clauses that have been agreed to in principle.

2. Next EB meetings:

25 February
11 March
25 March
8 April

3. What CLAUSES will we be tabling next?

- ✓ Broad banding
- ✓ Travel allowances & reimbursement
- ✓ Performance Review & Development/Staff/Career Development
- ✓ Flexible Hours Options
- ✓ Categories of Employment

WE WANT YOU FEEDBACK

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

Email Rosa Bow with **YOUR** ideas at rosa.bow@uts.edu.au

WHERE ARE WE UP TO WITH BARGAINING?

In principle agreement on:	What's not agreed?	Why?
Increments	Definitions	To be discussed at end
Flexible Salary Packaging	Policies, procedures & guidelines	CPSU wants the policy committee to be composed of elected union representatives.
Public Holidays	Length	CPSU is claiming a three year agreement. Hopefully not contentious.
Christmas/New Year Leave	Resolving disputes	Very close to agreement
Leave Without Pay	Salary increases / rates of pay	UTS is offering 4% per annum. We want 9% per annum
Ordinary Hours of Work	Annualisation of salary	UTS will table a new clause
Absence From Duty	Classification	CPSU clause still on the table
Overtime	Broadbanding	CPSU to table clause
Payment on Public Holidays	Allowances	Yet to be discussed
On-Call	Personal leave	Still under discussion
Equity	Long service leave	Close to agreement
Intellectual Freedom	Parental Leave	Close to agreement if UTS agrees to Grandparent leave
Provision of Personal Information	Consultation/Managing Change/redundancy	Still under discussion
Unsatisfactory Performance	Flexible Hours Options	Yet to be discussed
Misconduct	Categories of Employment	Yet to be discussed
Medical Retirement	Contract of Employment	UTS to respond to CPSU clause
Termination	Staff / career Development	Yet to be discussed
Classification Descriptors	Performance Review / Development	Yet to be discussed
Objectives	Indigenous Employment	Yet to be discussed
AWA's	Reviewers and Investigators	Yet to be discussed
Sick leave	Workloads	CPSU clause under discussion
Community Leave	Union Rights	CPSU clause under discussion
Shiftwork	<p>Increase Your Collective Bargaining Power = Better Conditions & Pay Rises</p> <p>Talk to colleagues & friends at work about our EB campaign and get them to join your union</p> <p>Become a work place contact or join the EB Campaign Team (contact a delegate)</p>	
Modes of employment		
Conversion of Casual Staff		
Probation		

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