

# THE **campus backbone**

CPSU - UTS Branch



Members' bargaining report 12

12 March 2010

Since our last report there have been two enterprise bargaining meetings: 25 February and 11 March 2010. As a result of our persistence and the collective backing of CPSU members we have had some significant wins.

**Success with our first aid claim** - The University has agreed to our claim to increase the First Aid Allowance. The First Aid Officer Allowance will **increase from \$439 per annum to \$721 per year** and the Occupational First Aid allowance will **increase from \$626 per annum to \$1084 per year**. Over the life of the Agreement the allowances will increase in line with NSW Public Service increases. This is an excellent outcome as the First Aid allowance has not increased over the life of the current Agreement.

**Members reject forced clause down clause** - At the CPSU meeting held on 24 February 2010 members unanimously rejected the University's claim to introduce a forced close down provision in the annual leave clause. Members said:

*That this meeting of CPSU members rejects the shut down requirement suggested by UTS Management that will require staff to use their Annual Leave.*

The University withdrew this claim yesterday. **This is a great success for CPSU members and a sign that collective power can achieve positive outcomes.** It is also a sign that the University is taking a sensible approach to bargaining and is listening to the collective voice of CPSU members.

## Pay offer update

The University's current pay offer is 4 % per year for the life of the Agreement. Our current claim is 9% per year for the life of the Agreement. Pay was discussed for the first time at the meeting of 11 March with some vigorous debate over the various factors that should influence a pay offer. For example we know that in the current round of bargaining pay outcomes have ranged between 4% to 6% per year. **Your Bargaining Team believes that you deserve more than 4% per year** and it was heartening to hear the University say that there was scope for negotiation over the quantum of the pay offer. The final pay outcome will be assessed in the context of the whole Enterprise Agreement.

## Important meeting to discuss the pay offer

We want to discuss the University's pay offer with YOU, so we have organised a meeting for:

**Monday 22 March 2010**  
**1pm – 2pm**  
**In CB02.05.33**

Members and potential members are invited to attend. Only CPSU members will get to vote on any actions arising from the meeting. If you know any potential members who want to have a say on what pay increase they will get sign them up to the CPSU today. Membership forms will also be available at the meeting.

## Other successes

We have been successful with a number of other 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.

# WHERE ARE WE UP TO WITH BARGAINING?

## Members' endorse EB progress

At the CPSU member meeting held on 24 February 2010 the clauses in the pink column were endorsed.

What have members endorsed?	What has been agreed to in principle?	What's not agreed?	WHY?
Increments	Objectives	Definitions	to be discussed at the end
Flexible Salary Packaging	AWAs	Policies, procedures & guidelines	<b>CPSU wants union elected reps on committee</b>
Public Holidays	Sick leave	Length	CPSU wants a three years agreement
Christmas/New Year Leave	Shiftwork	Resolving Disputes	Very close to resolution
Leave Without Pay	Modes of employment	Salary increase	UTS has offered 4% per annum. Our claim is 9% per annum.
Ordinary Hours of Work	Conversion of Casual Staff	Annualisation of salary	No substantive change to clause proposed.
Absence From Duty	Long service leave	Classification	CPSU clause is on table for discussion
Overtime	Reviewers and Investigators	Broadbanding	CPSU to table clause
Payment on Public Holidays		Allowances	CPSU claim on table
On-Call		Personal leave	CPSU has claim for grandparent leave
Equity		Parental Leave	CPSU has claim for grandparent leave
Intellectual Freedom		Consultation/Managing Change/redundancy	Under discussion
Provision of Personal Information		Flexible Hours Options	CPSU clause on table
Unsatisfactory Performance		Categories of Employment	Under discussion
Misconduct		Contract of Employment	Under discussion
Medical Retirement		Staff & career Development	CPSU clause on table
Termination		Superannuation	Under discussion
Classification Descriptors		Indigenous Employment	Under discussion
Probation		Workloads	Under discussion
Community Leave		Union Rights	Close to agreement

**Increase Your Collective Bargaining Power = Better Conditions & Pay Rises**

**Talk to colleagues & friends at work about our EB campaign & get them to join your UNION – the CPSU**

**Become a work place contact or join the EB Campaign Team (contact a delegate)**