

THE **campus backbone**

CPSU - UTS Branch



Members' bargaining report 5

15 September 2009

PROGRESS AT THE BARGAINING TABLE

Your bargaining team met the University on 3 September and 14 September 2009.

At the meeting on the 3 September we clarified a number of points in our log of claims and went through the current Agreement to identify clauses that all parties agree can be maintained and rolled over. It was agreed to roll over the following clauses:

SUPERANNUATION, INCREMENTAL PROGRESSION, FLEXIBLE SALARY PACKAGING, PUBLIC HOLIDAYS, ANNUAL LEAVE, CHRISTMAS – NEW YEAR LEAVE, LEAVE WITHOUT PAY, ORDINARY HOURS OF WORK, ABSENCE FROM DUTY, OVERTIME, PAYMENT FOR WORK ON PUBLIC HOLIDAYS, ON-CALL, EQUITY, INTELLECTUAL FREEDOM, PROVISION OF PERSONAL INFORMATION, MANAGING UNSATISFACTORY PERFORMANCE, DISCIPLINARY ACTION FOR MISCONDUCT, SEPARATION FROM EMPLOYMENT ON MEDICAL GROUNDS, TERMINATION OF EMPLOYMENT, CLASSIFICATION DESCRIPTORS.

Before the 14 September meeting your Bargaining team tabled clauses on **SICK LEAVE, PERSONAL LEAVE, LONG SERVICE LEAVE & PARENTAL LEAVE**. Our parental leave clause included a provision for paid Grand Parent Leave. If agreed to this would be a groundbreaking provision in the sector.

These draft clauses were compiled from the information provided to us by members in our focus groups. You can read the clauses by clicking on - [Draft CPSU clauses](#)

The clauses were discussed at the meeting on 14 September and the university provided a verbal without prejudice response to the clauses. Any points of difference will be discussed, and hopefully resolved at the next meeting.

The CPSU also requested workforce data related to, phased return to work after maternity leave, leave used for professional development, job sharing and job sharing availability opportunities @ UTS.

The next EB meeting is scheduled for Thursday September 28th 2009.

For this meeting your bargaining team will table draft clauses on **DISPUTES, STAFF AND CAREER DEVELOPMENT, PROBATION AND PERFORMANCE REVIEW AND DEVELOPMENT**.

HAVE YOUR SAY!

Email Rosa Bow at with YOUR ideas for these clauses – rosa.bow@uts.edu.au

CPSU & SUPPORT STAFF – STRONGER TOGETHER

AFTER FOUR MEETINGS WHERE ARE WE UP TO WITH BARGAINING?

In principle agreement on:		What's not agreed?	Why?
Superannuation	✓	Definitions & objectives	Yet to be discussed
Increments	✓	Policies, procedures & guidelines & consultation	Yet to be discussed
Flexible Salary Packaging	✓	AWA's	Yet to be discussed
Public Holidays	✓	Length / application	Yet to be discussed
Annual Leave	✓	Resolving disputes	Yet to be discussed
Christmas/New Year Leave	✓	Salary increases / rates of pay	Yet to be discussed
Leave Without Pay	✓	Annualisation of salary	Yet to be discussed
Ordinary Hours of Work	✓	Classification / Broadbanding	Yet to be discussed
Absence From Duty	✓	Allowances	Yet to be discussed
Overtime	✓	Sick leave	UTS to respond to CPSU clause
Payment on Public Holidays	✓	Personal leave	UTS to respond to CPSU clause
On-Call	✓	Long service leave	UTS to respond to CPSU clause
Equity	✓	Parental Leave	UTS to respond to CPSU clause
Intellectual Freedom	✓	Community Leave	Yet to be discussed
Provision of Personal Information	✓	Managing Change/redundancy	Yet to be discussed
Unsatisfactory Performance	✓	Shiftwork	Yet to be discussed
Misconduct	✓	Flexible Hours Options	Yet to be discussed
Medical Retirement	✓	Modes & categories of Employment	Yet to be discussed
Termination	✓	Contract of Employment	Yet to be discussed
Classification Descriptors	✓	Conversion of Casual Staff	Yet to be discussed
		Staff / career Development	Yet to be discussed
		Probation	Yet to be discussed
		Performance Review / Development	Yet to be discussed
		Indigenous Employment	Yet to be discussed
		Reviewers and Investigators	Yet to be discussed

Increase Your Collective Bargaining Power = Better Conditions & Pay Rises

**Talk to colleagues & friends at work about our log of claims and get them to join your union
Become a work place contact or join the CPSU Campaign Team (contact a delegate)**