

# THE **campus backbone**

CPSU - UTS Branch



Members' bargaining report 6

2 October 2009

## Your CPSU Bargaining Team Update

Your CPSU Bargaining Team met the University on Monday 28 August 2009.

At this meeting, we discussed our claims for Sick Leave, Personal Leave, Long Service Leave, and Parental Leave. During the meeting, your CPSU Bargaining Team and UTS Management discussed the following.

### SICK LEAVE

Our claim is to make clear in the Agreement that a statutory declaration can be used instead of a medical certificate. The University said this is already allowed for in University policy.

Our claim is also to clarify that a medical certificate is only necessary when four or more **consecutive days** of sick leave is taken. The university is to further consider this claim.

### PERSONAL LEAVE

The University accepts our claim that will allow personal leave to be taken to provide care or support to relatives or members of their household who are ill or **injured**.

The University has rejected our claim to increase personal leave from 7 days per year to 10 days per year. **WE WANT TO KNOW WHAT YOU THINK – SHOULD PERSONAL LEAVE BE INCREASED TO 10 DAYS PER YEAR?**

Email Rosa Bow at [rosa.bow@uts.edu.au](mailto:rosa.bow@uts.edu.au)

### LONG SERVICE LEAVE

Our claim provides clarity regarding the supervisor's discretion to allow staff to take leave if a request is made with less than 6 months notice. The University will consider the claim and possibly reword.

### PARENTAL LEAVE

The main components of the claim are: - Access to all parental leave if an employee is the primary carer (i.e. irrespective of sex); 26 weeks plus 30 days phased return to work; Grandparent leave and right to return to part time work. The UTS is to cost the claim.

REMEMBER ALL OF OUR CLAIMS CAN BE READ AT: [Draft CPSU clauses](#)

## What's next?

Future bargaining meetings:

20 October 2pm

28 October 11am

12 November 2pm

25 November 2pm

9 December 2pm

What **CLAUSES** will we be tabling next?

- ✓ Disputes
- ✓ Probation
- ✓ Classification
- ✓ Higher Duties
- ✓ Community Leave

**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](mailto:rosa.bow@uts.edu.au)

# CPSU delivers benchmark Agreement at UNE

An overwhelming majority (83%) of General Staff have voted YES to endorse the making of the new *UNE General Staff & ELC Teachers Collective Agreement 2009-2012*.

This is despite a fervent AND NEGATIVE CAMPAIGN AGAINST the Agreement.

Jen Mitchell, UNE CPSU President said "The outstanding vote is a vindication of the CPSU strategy of listening to and campaigning around the needs and wants of members at UNE. Every step of the way the CPSU was guided by our members and every action we took was sanctioned by our members."

The UNE Agreement delivers what are arguably the **BEST CONDITIONS FOR GENERAL STAFF IN THE SECTOR**. They include:

- ✓ 17% PAY INCREASE COMPOUNDED OVER THE LIFE OF THE AGREEMENT (2% backdated to April 1, 2% backdated to September 1, 2009)
- ✓ TIME OFF IN LIEU AT OVERTIME RATES (*UNE previously paid TOIL at single rates*)
- ✓ A GENERAL STAFF WORKLOAD CLAUSE (*for the first time at UNE*)
- ✓ VASTLY IMPROVED CLASSIFICATION CLAUSE
- ✓ 17% SUPERANNUATION FOR FIXED TERM EMPLOYEES EMPLOYED FOR MORE THAN 12 MONTHS (*up from 9%*)
- ✓ INCREASED SEVERANCE PAY FOR FIXED TERM EMPLOYEES
- ✓ LIMITS ON THE USE OF FIXED TERM CONTRACTS (*the HECE Award provisions that were removed due to HEWRRs*)
- ✓ LONG SERVICE LEAVE FOR CASUALS (*for the first time*)
- ✓ COMPREHENSIVE UNION RIGHTS (*the first university to reintroduce full union rights*)
- ✓ UNCAPPED SICK LEAVE (*best in the sector*)
- ✓ 5 WEEKS ANNUAL LEAVE (*best in the sector*)
- ✓ 26 WEEKS PAID PARENTAL LEAVE
- ✓ 2 WEEKS PAID PARTNER LEAVE (*plus 6 weeks unpaid*)
- ✓ FULLY PAID SHUTDOWN PROVISIONS (*the best in the sector*)
- ✓ 30% ON-CALL ALLOWANCE (*best in the sector*)
- ✓ The ability to buy up to four weeks extra annual leave
- ✓ 25% casual loading (*up from 23%*)

***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***