

# THE **campus backbone**

CPSU - UTS Branch



Members' bargaining report 8

21 October 2009

## Your bargaining team met with the University on Tuesday 20 October 2009

### What your Bargaining Team did

We tabled, and spoke to, five new clauses.

### **DISPUTES, HIGHER DUTIES ALLOWANCE, PROBATION, CLASSIFICATION & COMMUNITY LEAVE.**

We also sought clarification on the University's response to the following claims:

**Sick Leave** - We want to ensure that a medical certificate or a statutory declaration is only required for absences of four or more consecutive days.

**Parental Leave** - We want to increase the base rate of paid leave to 26 weeks and allow this to be taken by the primary carer. We want grandparent leave that would allow grandparents 20 days leave to assist them care for grandchildren. We want the right for an employee to work part time for a fixed period after returning to work from parental leave.

**Long Service Leave** - We want an employee that gives less than six month's written notice to take LSL to be granted the leave unless there are compelling operational reasons not to grant the leave.

**Personal Leave** - We want an increase to 10 days per year and to allow an employee to take the leave to provide care or support to relatives or members of their household who are ill or injured. Currently this is limited to caring for a person who is ill.

### What the University said

In response to our claims the University said:

- They will give further consideration to our sick leave and long service leave claims.
- They will give further consideration to our parental leave claims, including costing the claim to increase the amount of parental leave and extending it to the primary carer.
- They said no to our claim for increased personal leave.
- They are reluctant to reconstitute a job evaluation committee on the basis that they believe the current process works well for support staff.
- They expressed in principle support for our community leave clause and probation clause.
- They rejected our higher duties clause to convert an employee where they have been acting in a position for more than 12 months.

The University tabled a Disputes resolution clause and an Objectives clause.

### Outcomes

Your bargaining team will continue to receive member feedback on our clauses and amend the clauses where necessary.

To assist the parties keep track of the progress of bargaining the University will keep a table of completed and non-agreed clauses discussed to date.

### What's next?

The next EB6 meeting on Tuesday 28<sup>th</sup> October 2009.

# WHERE ARE WE UP TO WITH BARGAINING?

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

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