

THE **campus backbone**

CPSU - UTS Branch



THE **GENERAL STAFF UNION**

Members' bargaining report 13

1 July 2010

We are close to a NEW and IMPROVED AGREEMENT FOR SUPPORT STAFF

Your CPSU Bargaining Team met with the University on Thursday 24 June 2010. This was the first meeting since 14 April 2010 and the first meeting since the University tabled a draft consolidated agreement with the union on 27 May 2010.

Your Bargaining Team provided a written response to the UTS draft agreement on 11 June 2010. Our response identified the outstanding issues that need to be resolved before in principle agreement could be reached.

These issues are union representation, salary, position classification and evaluation, broad banding, travel allowances and reimbursement, annual leave, parental leave, flexible hours options, categories of appointment, performance review and career development and workload.

The University addressed our concerns about parental leave and broad banding at the meeting. However, as we ran out of time, they will address our other issues in writing by 2 July 2010.

A significant issue for the bargaining team, and members, is the salary offer. There has been no change in their offer. That would mean a pay increase of 4% a year or 14% between May 2010 and May 2013.

Our next EB6 meeting is scheduled for Monday 12th July 2010.

Have your say about the pay offer

Members are reminded to fill in the survey that we are currently running to get your feedback about this pay offer.

If you haven't already done so please go to the link below to fill in a survey regarding this offer. It should only take a few minutes and will provide us with valuable information about how to move forward.

[CPSU UTS PAY SURVEY](#)

The next CPSU members' meeting

Members are also advised there will be a CPSU Members' meeting for either Thursday 15 or 22 July 2010 from 1:00 pm – 2:00 pm. Details are to be confirmed. This meeting is being organised to inform the membership on the latest information re EB6 Bargaining for Support Staff @ UTS.

What's next?

The parties will meet again on 12 July to discuss the outstanding issues.

A CPSU members' meeting will be held on either 15 or 22 July to discuss the outcomes of the meeting with the University and to decide how to move forward.

WHERE ARE WE UP TO WITH BARGAINING?

| What have members endorsed? | What has been agreed to in principle? | What is not agreed? | Outstanding issues |
|-----------------------------------|---------------------------------------|---|--|
| Increments | Objectives | Salary increases | CPSU seeks more than 4% a year. We are currently surveying all UTS members on this. |
| Flexible Salary Packaging | AWAs | Classification | CPSU seeks a commitment that all staff will be provided with the reason why their position is not regraded and allow them to challenge this. |
| Public Holidays | Sick leave | Flexible Hours Options | CPSU seeks a better process of consultation. |
| Christmas / New Year Leave | Community Leave | Categories of Employment | CPSU seeks a process for the conversion of certain fixed term positions. |
| Leave Without Pay | Shiftwork | Performance Review & Career Development | Wording around broad banding. |
| Ordinary Hours of Work | Modes of employment | Workloads | CPSU seeks recognition that excessive workloads are an OH&S issue and that concerns can be raised through the performance review process. |
| Absence From Duty | Conversion of Casual Staff | Union Rights | CPSU seeks clearer commitment to providing delegates with time release to undertake this role. |
| Overtime | Probation | Travel Allowances And Reimbursement | CPSU wants the right for a staff member required to travel for eight hours or more to work offshore to have 24 consecutive hours off duty prior to travel and upon return. |
| Payment on Public Holidays | Long service leave | Annual Leave | One outstanding issue regarding when a staff member that is directed to take annual leave will take the leave. |
| On-Call | Reviewers and Investigators | | |
| Equity | Policies, procedures & guidelines | | |
| Intellectual Freedom | Length | | |
| Provision of Personal Information | Disputes | | |
| Unsatisfactory Performance | Annualisation of salary | | |
| Misconduct | Personal leave | | |
| Medical Retirement | Managing Change | | |
| Termination | Contract of Employment | | |
| Classification Descriptors | Indigenous Employment | | |
| | Definitions | | |
| | Broadbanding | | |
| | Allowances | | |
| | Parental Leave | | |

The choice is clear

If you are not already a member of the CPSU there has never been a better time to join.

- We are the specialist union for support staff at UTS
- We are the largest union in Australia representing support staff
- We are completely dedicated to the best interests of support staff
- We provide a truly local and democratic voice for you to work together to achieve and maintain a fair and safe workplace, better pay and improved rights at work
- As a member of the CPSU, you will decide what terms and conditions are agreed to for support staff