

THE **campus backbone**

CPSU - UTS Branch



Members' bargaining report 14

18 August 2010

NEW AND IMPROVED AGREEMENT FOR SUPPORT STAFF

Your CPSU Bargaining Team has reached in principle agreement with the University for a new and improved UTS Support Staff Agreement.

You can read the proposed Agreement at [proposed Support Staff Agreement](#)

We have won significant improvements to the 2006 Agreement (see over page). We won these improvements because of the hard work and dedication of CPSU members and your CPSU Bargaining Team.

Whilst the CPSU believes the final salary increase is in line with outcomes in the sector, (16% plus a \$1000 sign on bonus) our ability to negotiate **even more money** was severely undercut by the academic union, which agreed to the 4% increase the day before we were due to hold our last support staff meeting.

Our outstanding concerns (from early July) regarding union representation, 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 have all been addressed.

Congratulations to your CPSU Bargaining Team, Mark Christopher, Rosa Bow, Greg Hampshire and Andrew Holland who were at all times professional, committed, well prepared, and extremely hard working.

Congratulations also to the hard work of all CPSU delegates and members.

CPSU member meetings to endorse the new and improved UTS Support Staff Agreement

Broadway
Thursday 26 August 2010
Room: CB02.05.39
Time: 12:30pm – 2:00pm

Kuring-gai
Wednesday 25 August 2010
Venue and time TBC

WHAT IS IN YOUR NEW AGREEMENT?

You can thank the CPSU for:

1. **16% salary increase** (non compounded) (2% paid November 2009, 2% paid May 2010)
 2. **\$1000** sign on bonus
 3. regular probation review process
 4. separate agreement for support staff
 5. proof of illness for sick leave only required for **four or more** consecutive days off on sick leave
 6. better return to work after maternity leave provisions
 7. better long service leave provisions
 8. First Aid Officer Allowance increased from \$439 per year to **\$721** per year
 9. Occupational First Aid allowance increased from \$626 per year to **\$1084** per year
 10. the allowances will increase in line with NSW Public Service increases
 11. union delegates get paid time to undertake union duties
 12. **5 days trade union leave** per year for support staff
 13. direct CPSU involvement in dispute resolution and change management
 14. confirmation that all fixed term staff with over 12 months service get the 17 % superannuation
 15. support staff that have to travel offshore for eight hours or more will get 24 consecutive hours off duty either prior to travel or on arrival at the destination, as well as 24 consecutive hours off duty upon their return
 16. paid community leave
 17. the ability to cash out some annual leave
 18. improved flexible hours clause
 19. protections for fixed term employment, including conversion for fixed term staff
 20. **workload** monitoring clause
 21. **25% casual** loading
- We have also maintained all the excellent existing conditions that we have previously won for support staff, including:
- ✓ consultation over changes to policy
 - ✓ the right to accumulate up to 40 days annual leave
 - ✓ fully paid Christmas/New Year leave
 - ✓ one of the best Personal leave provisions in the sector
 - ✓ 26 weeks paid maternity leave
 - ✓ 4 weeks paid partner leave
 - ✓ no suspension without pay (unlike academics).

Help DEFEND the gains the CPSU has won

- ✓ Talk to friends at work about the CPSU achievements in bargaining and get them to join the CPSU
- ✓ Would you like the CPSU to hold a meeting in your work area? Contact Vivette Horrex on 92200976 or vhorrex@psa.asn.au
- ✓ Please print this bulletin and put it up in your tea room