



THE **campus** **backbone**



AH:fs HE07/0475/D

20 July 2009

Mr Peter Fox
Manager
Workplace Relations and Policy
University of Technology Sydney
PO Box 123
BROADWAY NSW 2007

Dear Peter

I refer to your letter of 13 July 2009 regarding the resourcing of enterprise bargaining and respond on behalf of the CPSU Bargaining Team.

The CPSU Bargaining Team consists of three CPSU delegates and one union employee. Mark Christopher and Andrew Holland will lead the negotiations. Rosa Bow is the CPSU's bargaining team coordinator and Greg Hampshire is our communications officer.

It appears that your proposal addresses a fundamental principle of the CPSU that no CPSU delegate will be disadvantaged as a result of his/her participation in enterprise bargaining. However I would like to clarify several elements of your letter.

1. You state that

“Resourcing will be available to cover staff attending formal bargaining meetings (to a maximum of three representatives for any one meeting) on the basis of time in attendance (whole hours) plus an equivalent period of preparation time calculated on the basis of the salary rate of the person/s concerned”.

This appears to reflect a commitment that the University will reasonably resource the effective and informed participation of CPSU delegates in enterprise bargaining. However we believe that the best way to guarantee this is by providing union bargaining delegates with the ability to bank preparation time. Therefore we seek a commitment from the University to allow CPSU delegates on the bargaining team to bank hours that are not used in the week/fortnight they accrue.

2. Your commitment to “provide support to managers of work units whose staff are participating as union representatives in the bargaining teams” is supported by the CPSU.

3. Your proposal that "Resource funding will be provided to cover expenditure actually and directly incurred in backfilling or related responses to the absence" may not adequately address the CPSU claim that compensatory funding should be made available to a CPSU delegate's work unit for time spent on bargaining activities and where necessary a CPSU delegate will be entitled to be replaced, or be paid overtime, to make up for time spent in bargaining activities.

We have a shared interest to ensure that the bargaining process is as efficient and effective as possible. In order to facilitate effective and efficient bargaining there needs to be a commitment from the University that CPSU bargaining delegates will not encounter difficulties in relation to their work on bargaining matters. CPSU delegates do most of their bargaining work on their own time, unlike union and university industrial staff.

Can you guarantee that your proposal in (3) above will ensure that our bargaining delegates will not have their (non bargaining) workloads increased as a result of their participation in bargaining or alternatively that they will be able to access overtime if this is required?

Further the CPSU proposes that:

- a Support staff bargaining commence on Thursday 30 July 2009 and after that date bargaining meetings will take place on a Thursday every fortnight.
- b Each bargaining meeting will commence at 11:00am and finish no later than 4:00pm.
- c The CPSU will caucus from 10:00am to 11:00am and debrief for half an hour at the end of each bargaining meeting.
- d The total daily face to face bargaining time will be no more than 4 hours.
- e Lunch will be for 45 minutes and the University will provide lunch.
- f The parties agree to exchange draft clauses/proposals no later than 5pm the Monday before bargaining.
- g The first meeting (30 July 2009) will be used to finalise resourcing arrangements and to allow the parties to talk to their respective log of claims.
- h The parties will go through the current agreement and allocate a rating to each clause as follows:
 - 1 - no change (roll over) or minor wording changes but no change to intent/substance
 - 2 - relatively minor changes or agreed changes. May change substance and/or may involve re-crafting the words
 - 3 - Core claims/new items
- i In addition to meetings in their lunch break, staff will be able to attend up to two meetings in paid work time for this bargaining period. With the mutual agreement of the parties, additional paid work time meetings may be agreed

to during work time.

- j The University will promptly provide information on financial matters, staffing matters, overall trends regarding matters relevant to enterprise bargaining, staff and student numbers and detailed statistics when requested by union representatives. The University will ensure that all information provided to union representatives complies with the University's privacy policies and guidelines.
- k CPSU representatives will be entitled to reasonable paid trade union training leave for enterprise bargaining.

I look forward to your considered response.

Yours sincerely

ANDREW HOLLAND
For **JOHN CAHILL**
STATE BRANCH SECRETARY

