



# THE **campus backbone**

CPSU - UTS Branch



## CPSU @ UTS, draft log of claims – June 2009

The CPSU serves the following claims on the University in respect of a new union collective agreement for Support Staff.

### To make sure we are listened to, we seek:

1. A three year collective Agreement to cover all Support Staff employed by the University of Technology, Sydney and its wholly or majority owned and controlled entities.
2. An Agreement that recognises the right of Support Staff to join the CPSU, participate in union activities and be represented by the union.
3. An Agreement that recognises the right of the CPSU to represent the industrial interests of Support Staff and restores direct CPSU involvement in all relevant processes under the Agreement.
4. An Agreement that recognises the role of workplace CPSU representatives and provides them with the capacity to undertake this role. This will include: - assistance with an on-campus office, resources for effective representation, the right to access time release to attend to CPSU union duties, access to paid trade union training leave, access for CPSU delegates to staff induction sessions and the right to provide new staff with CPSU information kits.
5. An Agreement containing comprehensive arrangements to guarantee meaningful consultation with staff and the CPSU over change management and a commitment that all change proposals will be provided to all staff for proper consultation not merely for information.
6. An increase in the severance payments to four weeks for every year of service without a cap.
7. The payment of a job search assistance bonus of \$2000 to Support Staff made redundant to assist them with counseling, financial advice, retraining and other job seeking skills.
8. An Agreement that regulates the capacity to outsource the work of UTS Support Staff and subjects any consideration for the outsourcing of work of Support Staff to an agreed process.
9. A commitment to include Support Staff in all relevant aspects of University governance.

## **To protect our terms and conditions, we seek:**

10. To maintain all existing conditions and entitlements for Support Staff except where they are enhanced as a result of negotiations.
11. That the rights and entitlements of Support Staff are comprehensively expressed in the Agreement.
12. A commitment that policies and guidelines that affect the working conditions of Support Staff will only be made or varied after consultation and agreement with the CPSU.
13. The restoration of all Support Staff conditions, entitlements and workplace processes directly or indirectly removed from previous Support Staff Agreements because of the Higher Education Workplace Relations Requirements.
14. Agreed and improved procedures for recruitment and selection.
15. A commitment that continuing employment will be the standard form of employment for Support Staff.
16. Improved job security for all fixed-term and casual employees, and including a process to convert fixed-term employees to ongoing employment.
17. A comprehensive review of work-related travel provisions which guarantees that all Support Staff will have a Primary Place of Work, and that time traveled for work away from the primary place will be treated as worked time for all purposes and that travel compensation will be paid.

## **To improve our pay and superannuation, we seek:**

18. Guaranteed fully funded pay increases of 9% per annum over the life of the Agreement calculated from the nominal expiry date of the 2006 Agreement. Each pay increase will compound onto the previous salary.
19. A sign-on payment of \$2000, for all Support Staff covered by the Agreement, to increase the annual salary rate.
20. That all allowances should be increased from the beginning of the Agreement consistent with the total agreed salary increases over the term of the Agreement.
21. Provisions to ensure that all work will be remunerated at the appropriate rates and improved access to overtime for part time staff.

## To allow us to balance work and life we seek:

22. A commitment to reasonable working hours for Support Staff with no increase to the ordinary hours of work, and that Support Staff are to be paid or otherwise recompensed for all work in accordance with the Agreement.
23. A commitment that working hours and working arrangements will take account of the need to balance personal and work commitments. This will include access to part-time work, job sharing and purchased leave.
24. Flextime provisions in the Agreement that restores fairness, equity and true flexibility in the accrual and taking of flex leave.
25. A commitment that in providing a safe and healthy work environment the University will ensure that workloads of Support Staff are safe, realistic and achievable and a commitment to maintain staffing levels at or above the requirement for safe workloads.
26. Arrangements to monitor and ensure reasonable and manageable workloads, including an independent appeal process to challenge unreasonable workloads.
27. A regular assessment of Support Staff work organisation, work load and work flow, to inform the monitoring of workload allocation and ensure reasonable and manageable workloads. This will include consideration of ability to access accrued leave, including flex leave and a review of the staffing profile where high load is experienced.
28. A commitment that all change management proposals must include an assessment of the workload implications for Support Staff.
29. Qualitative and quantitative improvements to parental leave.
30. A commitment that positions of Support Staff on all forms of leave are adequately backfilled so as to ensure that work continues and does not accumulate for their return.
31. A minimum of two weeks paid grandparent leave and other forms of leave that will facilitate the retention of mature age workers.
32. An increase in the personal leave entitlement to 10 days per year.
33. An improvement to personal leave specifying that there will be three days leave for **each occasion** when a member of the employee's family contracts or develops a personal illness that poses a serious threat to his or her life OR sustains a personal injury that poses a serious threat to his or her life OR dies.
34. The Community Leave provisions to be detailed in the Agreement.

## To ensure we are treated with respect, we seek:

35. Improvements to the job evaluation, classification and broadbanding process that will include the CPSU in the process and allow a right of appeal to evaluation outcomes.
36. The regular review and comparison of all positions for accuracy and consistency in job evaluation, ensuring equity across the institution.
37. An undertaking that the Higher Duties Allowance will be used appropriately and equitably to facilitate Support Staff career development.
38. Improved Career Development provisions, including:
  - Supervisor training in job evaluation and classification to provide for discussion on these issues in the Performance review and Development process,
  - Professional development leave to enable Support Staff to engage in professional development activities outside the University in order to enhance and develop their professional knowledge, skills and abilities,
  - More in-sourced professional training using the educational resources of the institution,
  - Course reimbursement for study that benefits the staff member and the University,
  - Centrally-funded budget for staff development in order to remove local objections on relevance to job,
  - Comprehensive on-the-job training for all Support Staff, with training and retraining treated as a normal part of working life, and
  - Access to study at the University at a discounted rate reflecting the UTS learning ethos.
39. A commitment to the zero tolerance of all forms of discrimination, bullying and harassment and enforceable protections against bullying and harassment.
40. Commitments to legislative requirements relating to Equal Employment Opportunity, Diversity & Anti -Discrimination to include specific measures and targets to improve university diversity.
41. A transport allowance to encourage staff not to travel to work in single occupied cars. This allowance could include payment for buses, trains, and ferries as well as the maintenance and purchase costs of bicycles where this is the regular form of transport taken by an employee from their home to work.

## Other

42. The CPSU reserves the right to raise throughout negotiations other matters that are to the benefit of Support Staff.