

# THE **campus backbone**

CPSU - UTS Branch



THE **GENERAL STAFF UNION**

Members' bargaining report 2

15 July 2009

## YOUR BARGAINING TEAM SERVES LOG OF CLAIMS ON UTS



Pictured left to right: Rosa Bow (Bargaining Coordinator), Peter Fox (HR), Mark Christopher (CPSU Lead Negotiator), Greg Hampshire (CPSU Communications Officer)

### You spoke and we are listening

Your Support Staff Log of Claims is the result of extensive consultation with CPSU members at the UTS over several months. The process has ensured that the claims are genuinely made by CPSU members at the University and represent the areas of the agreement that CPSU members wish to maintain or improve during this round of bargaining.

What have you told us? Overwhelmingly you have identified the following as key areas for EB6: - work - life balance, protecting & improving current terms and conditions, job security, work overload and maintaining current leave conditions. Your continued support and involvement will be crucial.

**Increase Your Collective Bargaining Power = Better Conditions & Pay Rises**

**Talk to colleagues & friends at work about our log of claims and get them to join the CPSU To become a work place contact or to provide feedback on our log of claims or to join our *Campus Backbone Campaign* contact one of your campaign team.**

### Your CPSU Campaign Team

Mark Christopher (Lead Negotiator)  
9514 3365

Greg Hampshire (Communications Officer)  
9514 3307

Rosa Bow (Bargaining Coordinator)  
9514 9850

Max Callaghan (Campaign Coordinator)  
9514 9928

# YOU HAVE TOLD US YOU WANT:-

KEY FEATURES OF OUR LOG OF CLAIMS	
✓	Maintain support staff independence with a separate support staff Collective Agreement that keeps all existing conditions and entitlements except where they are enhanced as a result of negotiations
✓	Restore all support staff conditions removed from the previous Agreement because of the Higher Education Workplace Relations Requirements (HEWRRs)
✓	Recognise that the CPSU is the legitimate representatives of support staff, restoring a direct CPSU role in all aspects of other Agreement
✓	Comprehensive arrangements to guarantee meaningful consultation
✓	Better job security through increased redundancy, limits on outsourcing, job search assistance and mandatory conversion for long term casuals and fixed term staff
✓	Better procedures for recruitment and selection of staff
✓	A commitment that continuing employment will be the standard form of employment for support staff.
✓	Pay increases that matches your professional skills & that's why you support a 9% per annum pay claim plus a sign-on payment of \$2000
✓	Better travel compensation
✓	All allowances increased consistent with pay rise outcome
✓	A commitment to reasonable working hours for general staff, flexible work provisions in the Agreement and a workload monitoring process.
✓	Improvements to personal leave, parental leave, and the introduction of paid grandparent leave and other forms of leave that will facilitate the retention of mature age workers.
✓	Improvements to the job evaluation and classification process
✓	Improved career development provisions including Professional development leave, HECS reimbursement, and access to study at the UTS at a discounted rate.
✓	A commitment to the zero tolerance of all forms of discrimination, bullying and harassment and enforceable protections against bullying and harassment.

## What's next?

1. The CPSU will be providing the University with a resource claims and timetable for bargaining by the end of the week.
2. Your bargaining team is finalising priority areas for the Agreement.
3. We aim to commence bargaining on 30 July 2009.