



THE campus backbone

CPSU - UTS Branch



September 2010

UTS Support Staff Agreement 2010 – 2013

The CPSU UTS Bargaining Team, CPSU UTS Branch Delegates and a meeting of all CPSU UTS Support Staff members have all endorsed the new 2010 – 2013 Support Staff Agreement - and recommend that you

VOTE YES!

Because:

1. **Significant improvements** have been won *across the board* for all **Support Staff**
2. It's the **best agreement** that could be obtained
3. The **CPSU Negotiating Team** – who represent solely the interests of support staff and who **led the negotiations** from the beginning, support the gains won.

It is important to remember the gains that the **CPSU Bargaining Team** and **CPSU** members have achieved in this agreement are **on top** of the improvements already won by the **CPSU** over the many years.

Conditions such as:

- Fully paid Christmas/New Year Leave (*unlike academics*)
- No suspension without pay (*unlike academics*)
- One of the best Personal Leave provisions in the University sector.

Along with:

- Improvements in **maternity leave**
- Improvements in **long service leave**
- Paid **community leave**.

Support the **17.2%** (compounded) salary increase and **\$1000** sign on bonus,

VOTE YES.

If you want to achieve even better salaries and conditions in the future the single most effective thing you can do to ensure this is to become a **CPSU** member. Only the **CPSU** is **dedicated exclusively** to representing the **needs of Support Staff**. It's your union so **join today!** Contact Greg.Hampshire@uts.edu.au or 9514-3307.

30 good reasons to VOTE YES

30 good Reasons to join the CPSU

1. 16% salary increase (17.2% compounded) over life of agreement (including 2% admin pay rises November 2009, May 2010)
2. \$1000 sign on bonus
3. increase in first aid allowance from \$439 per year to **\$721**
4. increase occupational first aid allowance from \$626 per year to **\$1084**
5. the allowances will increase in line with NSW Public Service increases
6. the ability to cash out 10 days or more long service leave
7. improved flexible hours clause
8. protections for fixed term employment, including conversion for fixed term staff
9. **workload** monitoring clause
10. casual loading increased to **25%**
11. separate agreement for support staff
12. regular probation review process
13. proof of illness for sick leave only required for four or more consecutive days on sick leave
14. improved return to work after maternity leave
15. improved long service leave provisions
16. union delegates get paid time to undertake union duties
17. **5 days trade union leave** per year for support staff
18. direct CPSU involvement in dispute resolution and change management
19. confirm that fixed term staff with over 12 months service get 17 % superannuation
20. support staff travelling 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
21. paid community leave
22. the ability to cash out an amount of annual leave
23. improved flexible hours clause
24. protections for fixed term employment, including conversion for fixed term staff
25. the ability to purchase extra four weeks annual leave
26. consultation over changes to policy
27. the right to accumulate up to 40 days annual leave
28. fully paid Christmas/New Year leave
29. 4 weeks paid partner leave
30. no suspension without pay.

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 9220-0976 or vhorrex@psa.asn.au
- ✓ Please print this bulletin and put it up in your tea room.