

THE **campus backbone**

CPSU - UWS Branch



ENTERPRISE AGREEMENT UPDATE

16 December 2009

Dear Colleagues,

I have had many comments and enquiries from General Staff about the ballot on the proposed Agreement to be held on Thursday and Friday, and want to provide you with some information in response.

Q. The \$1000 sign-on bonus is a bribe.

A. The sign-on bonus was integral to the CPSU log of claims. We are proud to have achieved it for our members, especially as a salary payment in this form advantages lower graded staff. Such a bonus has been paid as part of past agreements, and welcomed by staff.

Q. Who will receive the bonus?

A. All ongoing and fixed term staff will receive the bonus. Part-time staff will receive a payment pro rata. Casual staff will receive an increase in their loading (from 23-25%).

Q. I've received contradictory information about the Agreement. What should I believe?

A. When an Agreement goes to ballot, the employer must provide a comparison of current and proposed entitlements. This is on the website. Inform yourself of the facts. In addition an Enterprise Agreement must satisfy Fair Work Australia that employees will be better off overall compared to any applicable award.

Q. I have been told that UWS management are dividing the staff.

A. Both the Academic and General Staff Agreements are now going to ballot. The Agreements' end date will be the same. All eligible staff will receive the sign-on bonus if there is a yes vote. General Staff and Academic Staff have different conditions in their Agreements because they do different work under different circumstances.

General Staff should have the right to determine their own conditions of employment.

The relationship between General and Academic Staff is based on trust and mutual respect and does not depend on the industrial instrument that covers them.

Q. I have been told that the Agreement going to ballot is inferior.

A. Inferior to what? Two Enterprise Agreements have been concluded in NSW this year, at UNE and the University of Sydney. UWS has payrises and conditions that are at least the equivalent of, and in many cases, more than in these Agreements.

Every Agreement has to be considered in its own context.

Q. What will happen if the vote for the Agreement doesn't get up?

A. You will not receive the \$1000 bonus. You will not receive a payrise now, or in the foreseeable future. The offer will possibly be withdrawn. It is unlikely that in these circumstances the conditions or pay increases will be as good. There will be further uncertainties and difficulties and twelve months of dedicated effort will be wasted.

Q. Do all General Staff have to vote?

A. Voting is not compulsory. However, the outcome will be determined by the majority of the staff who vote.

IF YOU WANT A PAYRISE, DON'T LEAVE THE RESULT TO CHANCE. MAKE YOUR VOTE COUNT.

7 VERY GOOD REASONS TO VOTE YES FOR THE GENERAL STAFF AGREEMENT

1. This is a general Staff Agreement, negotiated for the General Staff by General Staff.
2. It maintains conditions that UWS attempted to change e.g. remove disciplinary committees or changes to career development.
3. It provides enhancement to current clauses:eg
 - Career development
 - Redundancy
 - Higher duties
 - Personal leave
4. It includes new or substantially improved clauses: eg
 - Classification
 - Workload
 - Dignity and respect in the workplace
 - Environment and sustainability
5. It restores entitlements lost through HEWRRS:eg
 - Outsourcing and job security
 - Union rights
 - Limitation of fixed term employment
6. And not least of all, it provides:
 - Substantial pay increases (including a 19.23% compounded increase, including the administrative increase)
 - An increase in casual loading from 23-25%
 - A sign-on bonus
7. If this Agreement is not approved, you will not have a generous payrise including a bonus and improved conditions; you will not have any payrise in the foreseeable future and it will be uncertain as to whether and how you will obtain one.

CHECK OUT THE FACTS, CONSIDER THE CONSEQUENCES

Kathy Kyle, Lead Negotiator CPSU Team.

Please do not hesitate to contact any member of the Bargaining Team if you have any issues of concern or that you, as a staff member, see as important. Contact details are below:

Lead Negotiator: Kathy Kyle
Ext. 3530 Email: k.kyle@uws.edu.au

Bargaining Team Co-ordinator: Sean O'Brien
Ext. 2777 Email: s.obrien@uws.edu.au

Communications Officer: Lorraine Fordham
Ext. 2070 Email: l.fordham@uws.edu.au

Industrial Officer: Dorothy Molyneux
Ph: 9220 0900 Email: dmolyneux@psa.asn.au