



31 January 2018

## University of Wollongong – Enterprise bargaining to commence soon

Negotiations for the next Enterprise Agreement for University of Wollongong Professional Staff will commence shortly. CPSU NSW, the Professional Staff union, will be tabling many suggested improvements for the new Enterprise Agreement, including but not limited to:

- » the continued separation of professional and academic staff agreements.
  - This is vital to ensure that Professional Staff conditions remain contained within their own agreement and that only Professional Staff can vote on their conditions.
- » a prohibition on forced retrenchment and a commitment from the university that overall Professional Staff numbers will not be reduced.
- » classifications being consistent with the duties that Professional Staff perform and in accordance with the classification descriptors within the agreement.
- » measures to ensure objectivity during performance development and effective appeal mechanisms.

- » improved management of workloads and an appeal process for unreasonable workloads.
- » improvements to the current flexible working hours scheme to allow for greater Professional Staff access and other improvements.
- » improved Family, Bereavement, Partner, and Sick Leave provisions.
- » the introduction of Domestic Violence Leave, separating this from Family Leave.
- » improved casual conditions, such as casual employment counting as service upon gaining permanent ongoing work.

This is by no means an exhaustive list, and other issues may arise as the bargaining continues.

It is vital throughout this period that Professional Staff join the CPSU NSW to ensure their voice is heard and to increase the bargaining power of Professional Staff.

**Because united we bargain, divided we beg.**

