

Southern Cross University – Enterprise Agreement negotiations continue

Your CPSU bargaining team has been meeting with the management team over the past month to continue negotiations for your new Enterprise Agreement.

The key issues that your bargaining team have put forward are:

- » 20 days' domestic and family violence leave with a range of mechanisms in place to support and protect staff experiencing domestic and family violence. This is a key claim from the CPSU which has so far been received positively by the university, with discussions still ongoing regarding the number of days and policy detail.
- » Increased conversion rights for casual staff. The proportion of casual professional staff has increased by 22.82 per cent during the three-year life of our current agreement, due in large part to the restrictions placed on the use of fixed term contracts. It is essential we get greater protections for casual staff to provide job security for members. Your bargaining team has raised this issue with the university and will continue to fight to secure more equitable and transparent conversion processes for staff.
- » Rights for members to work to their PDs, get their PDs reviewed and be paid Higher Duties when required to take on extra responsibilities and tasks.
- » Increased flexibility in the use of flexi time, including amending core hours to allow for school pickups and the ability to take up to two flex days per four-week settlement period.
- » The right of staff to be consulted over changes to policies that impact on their rights at work.

In coming weeks we will discuss maintaining and advancing job security, superannuation of 17 per cent for all staff and the pay rise.

The most concerning claim put forward by the university so far has been a proposal to reduce the base redundancy payment from 20 weeks to 12 weeks.

If you would like to organise a workplace meeting for you organiser to update your team or answer questions, please contact apugh@psa.asn.au.

For any further information or feedback, please contact one of your CPSU NSW Bargaining Representatives:

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You can support your Professional Staff Bargaining Team by

- » sharing this update with your colleagues
- » Asking your colleagues to JOIN the CPSU NSW online at <https://membership.psa.asn.au/Register>
- » And provide feedback to your Bargaining Team

Please note:

CPSU NSW members are also members of the Public Service Association of NSW. The PSA is the Associated Body for, and resources and manages, the CPSU NSW.

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