

## University of New England presses its agenda in divisive bargaining round

UNE has proposed a raft of major changes to existing conditions, including misconduct, unsatisfactory performance, workplace change and grievance resolution in an effort to enhance managerial discretion and reduce accountability.

Under UNE's proposals, staff stand to lose the current misconduct investigation committee, unsatisfactory performance review panel, grievance resolution panel in an effort to reduce employee representation rights and make it easier to deliver outcomes more favourable to management.

Also on the university's wish list are major changes to consultation during workplace change, including the content and quality of information provided to staff.

In what is shaping as the university's most divisive bargaining round yet, UNE has also sought cuts to long service leave and changes to employment categories to make it easier to employ fixed-term staff to replace ongoing positions.

Despite an ambitious program of cuts to conditions and reduced job security, UNE has given no indication it intends to offer any genuine financial incentives to staff as a trade-off for the changes it wants.

Given the many months of fruitless bargaining and distance between UNE and the unions, the CPSU NSW bargaining team believes UNE may take a second package directly to a staff ballot in an effort to by-pass the unions.

We are inviting all CPSU NSW members to attend an urgent bargaining update with our Senior Industrial Officer, Thane Pearce, on **Monday, 14 May 2018 Oorala Lecture Theatre (E022) 12:30-1:30.**

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