

Vote YES to the NEW ACU Enterprise Agreement

On 11 July, your bargaining team asked you for your feedback on the final draft of the new ACU Enterprise Agreement. We are pleased to say the majority of CPSU NSW members have voted to endorse the new document, which will see a number of fantastic improvements to your working conditions.

Tomorrow the university will open the all-staff ballot to approve the new Agreement. Please make sure that you read the instructions carefully, and that you remember to vote.

For the most part, there will be a rollover of existing conditions, with only minor amendments.

A **YES** vote in the all-staff ballot will secure the following improvements to your existing entitlements:

- » Two per cent per annum pay rise (nominal expiry 30 June 2021)
- » 17 per cent super for all fixed-term and ongoing staff from January 2021
- » Increase to 18 months' salary maintenance for staff HEW 6 and below who are redeployed into a lower-level position
- » 10 days' paid Domestic Violence Leave
- » Staff up to HEW 10 will now be covered by the EA, and HEW 10 has been added to the Position Descriptors
- » Evidence for Sick Leave will now be accepted from a broader range of healthcare providers, including pharmacists

- » Maternity Leave becomes Primary Carer Leave, and can be accessed by the non-birth parent
- » 20 working days to escalate a Dispute if unresolved at the local level
- » Unions have 15 days to give feedback on draft policies.

The significant changes requested by the university and agreed to by the unions are:

- » Review by an independent person (chosen by the unions and university) for Medical Retirement, rather than a panel
- » Classifications Reviews to be conducted by trained HR staff in the first instance, while retaining the current panel mechanism for appeals
- » A revised Discipline process, based upon a similar clause in the Deakin University Enterprise Agreement.

Your CPSU NSW bargaining team has worked hard over many months to secure what we believe is a good outcome for members and Professional Staff. We therefore encourage you to **VOTE YES for the new ACU Enterprise Agreement.**

If you have any questions, please contact your CPSU NSW Industrial Officer, Jen Mitchell at jmitchell@psa.asn.au.

