

University of Wollongong Enterprise Bargaining update

The CPSU NSW continues to bargain in good faith with the university in an effort to improve conditions and entitlements for professional staff. The bargaining team believes we are making good progress at the table on a range of issues.

After sustained pressure from the CPSU NSW bargaining team, we have successfully secured a **\$1000 cash bonus** to be paid to all permanent, fixed-term, and part-time employees. This payment will be made on 15 November 2018. We continue to bargain with the university for a fair and just pay rise to combat the increasing costs of living.

We have received in principle agreement with the university on the following issues:

- » **Superannuation** – Limited term staff under two years and part time staff working less than 50% FTE will have their superannuation contribution increased from 9.5 per cent to 17 per cent.
- » **Cultural and Ceremonial Leave** – A new form of leave enabling Aboriginal and Torres Strait Islander employees to apply for five days' paid and 10 days' unpaid leave to attend significant cultural events.
- » **Domestic Violence Leave** – Domestic violence leave has been decoupled from Family leave and is now a standalone clause. However, we continue to negotiate around the number of days entitled. The CPSU NSW continues to argue for 20 days' paid DV leave, which has been provided by quite a few other universities already.

It is worth noting that the CPSU NSW was the union who worked with the Domestic Violence Clearing House to undertake the research that informed the development of paid DV Leave, and was the first union in the country to have an employer agree to incorporate DV Leave into their enterprise agreement. We continue to prioritise improving DV

Leave in every Award and Enterprise Agreement we negotiate across our union.

- » Improved ability for staff to apply for **Flexible Working Arrangements**. Flexible working arrangements may include but are not limited to: job sharing, hours of work, working remotely, career breaks, and part-year employment.

We are making substantial progress on the following issues:

- » **Redundancy and redeployment** clauses will remain in the Enterprise Agreement. The University has conceded their previous position to place these into policy. **This is an excellent win due to sustained pressure by CPSU NSW members and delegates.**

We are currently negotiating with the university on fixed term and casual positions and leave provisions. As progress is made we will continue to provide members with regular updates.

If you have any questions or concerns, please contact:

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You can help support your UOW Professional Staff Union by reminding your colleagues that it is through the CPSU NSW's advocacy that we maintain and improve conditions here at the University of Wollongong. Please feel free to forward this email to your colleagues and ask at least one colleague to JOIN the CPSU NSW today.

