

## CPSU NSW University of Wollongong End-of-year wrap

This year has been a big one for the Community and Public Sector Union (CPSU) – the Professional Staff Union at UOW. Your Delegates and Industrial Staff have worked together to support and advance members' interests across a broad range of areas. Here is a quick review of the year:

### University Professional Staff Enterprise Agreement

As you are aware, your University of Wollongong Enterprise Agreement Professional Services Employees 2019 was approved by Fair Work Commission (FWC). Your CPSU NSW delegates and industrial staff were at the forefront of ensuring the conditions were maintained and improved based on the feedback we got from our members both at the start and during the negotiation process. Here is a recap of the agreement:

#### Salary increases:

June 2019

\$1,000 uplift to base salary

November 2019

1.3% pay increase

November 2020

2.0% pay increase with further pay increases in 2021 and 2022.

**Casual employment** We strengthened the clause to give better conversion opportunities for casual staff, as well as a clearer definition of casual employment.

**Fixed-term employment** We strengthened this clause by confining fixed-term employment to certain categories

**Purchased leave and recreation Leave at Half Pay** The University has agreed in writing that pilot programs will be discussed and implemented through the JCC (Joint Consultative Committee). This will happen during the term of the new agreement.

The next phase of the agreement is implementation and we will be involved in this space via the Joint Consultative Committee (JCC) and other forums where we represent members' interests.

### Local Professional Staff member issues

During the year your union supported our professional staff colleagues across a range of issues, including the change process and individual industrial issues. These issues are often confidential and the important work that goes into them is not always seen. We have supported members with bullying issues and taking leave entitlements amongst other things.

### Long and proud history

Did you know the CPSU NSW has been representing staff on campus since its origins as a College of the University of NSW as far back as 1962? The key to our longevity at UOW is being a dedicated Professional Staff union with specialist knowledge about your working environment.





10 June 2019

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### What's in store for 2020?

The CPSU NSW is running a **Flex Time is my time** campaign. The initial phase has been about surveying our membership and developing the next phase of the campaign around member's feedback.

### 'Lunch and Learn' in 2020

We will be aiming to run workshops at UOW in 2020 on topics of member's interest. At this early stage, members have asked that we look into the following topics:

- The change process
- Temporary and causal conversion for Professional Staff

If you have other suggestions, please send them through!

We will update members on developments in this space in the new year.

### What can you do?

- Give a copy of this Bulletin to your colleagues.
- Print this Bulletin and put it up on your notice board.
- Ask a colleague to join the CPSU.
- Get involved as your Area Contact.

Not a member? Join online [cpsunsw.org.au/join](https://cpsunsw.org.au/join)

