

CPSU NSW – *Log of Claims* – New South Wales Aboriginal Land

Council Enterprise Agreement 2025

The CPSU NSW serves the following claims on New South Wales Aboriginal Land Council (NSWALC) for an Enterprise Agreement for CPSU NSW (the union) members and eligible members.

That the *NSWALC Enterprise Agreement 2025* shall provide for:

1. The maintenance or improvement in all existing conditions of employment, unless otherwise improved or amended to comply with the Fair Work Act or resulting from negotiations with the CPSU NSW.
2. To help minimise disputation and disagreement, the Agreement should be written in plain English to ensure that it is understood by both employees and management. Ambiguity of any entitlement and the application of provisions under the NSWALC Enterprise Agreement 2025 will be minimised where possible.

Consultation

3. NSWALC will maintain a Joint Consultative Committee (JCC) with CPSU representation for consultation on matters affecting employees covered by the Agreement, with an agreed terms of reference.
4. Where policies, procedures, guidelines, and other employment instruments affect CPSU NSW members, these instruments are only to be made or varied after negotiation with the Union.

Remuneration and Related Matters

5. Negotiated Salary (and allowance) increases guaranteed over the life of the Agreement, with no link to the Australian General Market Survey.
6. Negotiation on the existing classification and salary bands to increase and update them to ensure they remain competitive in the market
7. An increase in the Employer Superannuation contribution in recognition of the increase in the Superannuation Guarantee since the making of the current Agreement
8. The inclusion of Annual Leave Loading in the Agreement
9. Fair and reasonable recognition of office business travel time required outside the employees roster hours by payment, or TOIL accumulating, at relevant overtime rates.

Flexibility:

10. Provisions are to be implemented for flexible working arrangements in accordance with the Fair Work Act and are expressed in clear and non-ambiguous language.
11. Flexible working arrangements include the right to work from home, explicitly addressed in the Agreement

Leave:

12. **Domestic Violence leave** – access to 20 days leave specifically for the purpose of attending medical appointments, legal proceedings, re-housing and other activities related to escaping a domestic violence situation.

13. **Additional Leave Bank** – stronger provision in the existing clause recognising this leave as an entitlement and not discretionary
14. **Fertility Leave** – The inclusion of paid special fertility treatment leave to assist employees undergoing assisted reproductive treatments in the Agreement.
15. **Reproductive Leave** – The inclusion of reproductive leave in the agreement to cover the management of conditions related to menstruation, peri menopause, menopause, poly-cystic ovarian syndrome, endometriosis, and other forms of assisted reproductive health services such as vasectomy, hysterectomy and terminations.

General Conditions:

16. **Dealing with discrimination, bullying and harassment** – The NSWALC Enterprise Agreement 2025 will explicitly provide for a:
 - a. zero tolerance of all forms of discrimination, bullying and harassment;
 - b. specific framework for dealing with allegations of discrimination, bullying and harassment.
 - c. CPSU NSW seeks a commitment from the NSWALC to review any existing policy in consultation with CPSU NSW.
17. **Policy development** – the NSWALC Enterprise Agreement 2025 will commit to ongoing development of new, and structured periodic review, of existing workplace policies with the CPSU NSW.
18. **Bargaining for the next NSWALC Enterprise Agreement** – The NSWALC Enterprise Agreement 2025 will require parties to commence bargaining for a new agreement at least six months prior to the nominal expiry date of this Agreement.
19. **Nominal period of the NSWALC Enterprise Agreement 2025** – subject to the outcome of negotiations, CPSU NSW seeks a 3-year agreement.
20. **The CPSU NSW Log of Claims** – CPSU NSW provides this Log of Claims on a **without prejudice** basis.
 - a. CPSU NSW reserves the right to raise, withdraw, modify, adjust, or amend existing or additional bargaining items as they may arise during bargaining negotiations and consultation with our Delegates and membership.