



## Engineering Flex Policy - An attack on YOUR Rights

As you would know, the Faculty of Engineering decided it would impose a new Faculty Flex Time Policy on staff and did so *without any real or meaningful consultation* with either staff or the **UNSW CPSU - The Professional Staff Union**.

The **UNSW CPSU** has received complaints from both managers and staff alike. Staff have reported they feel the process has been poorly managed and the way the matter has been handled shows an underlying lack of respect.

From the viewpoint of the **UNSW CPSU** the policy is a deliberate restriction and attack on the workplace rights of professional staff and what one staff member has describe as a "*slap in our face*".

The policy also undermines any pretensions that UNSW is a family friendly employer. On the one hand UNSW trumpets itself as having a number [family friendly work practices](#) in place to assist staff. This should be done for the benefit of **both the employee and the work unit**. This policy only takes into account the work unit's need to allow them to approve additional hours for you to work, at half the cost of overtime.

**Flexitime should be about you choosing** to do extra hours.

**If the Faculty wants to decide when you do extra work, they should pay for the privilege. This is called overtime!**

If the Faculty wants you to do an extra 2 hours of work, then you deserve 3 hours off or 3 hours pay. **Flexitime is meant to be a benefit for you, not a cost saving for the Faculty.**

The union has written to the university complaining about the lack process and requesting the university immediately withdraw the policy and commit to a process of consultation with staff and the union. We expect to meet with management shortly and will keep all staff posted on our discussions.

### What you can do

- Join the Union - being a member of the **UNSW CPSU - The Professional Staff Union** means not just having the union on "your side" but having the union working to achieve the best outcomes for you and colleagues.
- Encourage your colleagues to join the union - the stronger **UNSW CPSU - The Professional Staff Union** the stronger the voice of UNSW Professional Staff have at the negotiation table.
- Get active in the union by attending your CPSU Branch, Faculty and School union meetings.

Email us on [ilisser@psa.asn.au](mailto:ilisser@psa.asn.au) or [cpsu@psa.asn.au](mailto:cpsu@psa.asn.au)

## Your CPSU Contacts

### Local Contacts

Adrienne Harris  
a.harris@unsw.edu.au  
02 9385 3426

Alister Wareing  
a.wareing@unsw.edu.au  
02 9385 2103

### UNSW CPSU ORGANISER

Ian Lisser  
ilisser@psa.asn.au  
0408 213 339

## Your checklist

- Ask for Overtime to do any extra hours
- distribute this update to others
- Only use flex time, when you want to!
- Let the CPSU know what's going on
- ask workmates to join CPSU.



# Application for PSA & CPSU Membership

Public Service Association of NSW, Reg. Office: 160 Clarence Street, Sydney, ABN 83 717 214 309 Tel: 02 9220 0900 Fax: 02 9262 1623  
Community & Public Sector Union (SPSF Group NSW Branch), Reg. Office: 160 Clarence Street, Sydney, ABN 11681 811 732



## 1 COMPLETE YOUR DETAILS

**Title:**      **Surname:**      **Given Names:**      **DOB**    /    /

**HOME ADDRESS:**      **Postcode:**

**POSTAL ADDRESS:**      **Postcode:**

**EMAIL:** Work:      Home:

**PHONE:** Work:      Home:      Mobile:      Fax:

**EMPLOYER:**      **Payroll Serial No.**

**WORKSITE ADDRESS:**      **Postcode**

**JOB TITLE:**      **Grade:** (eg 3/4, HEW7 etc)

**EMPLOYMENT TYPE:**     Permanent     Contract     Temporary     Casual    **EMPLOYMENT STATUS:**     Full-time     Part-time

Male     Female    Appointment To Public Service, University, etc    /    /    **Are you an Australian Aboriginal or Torres Strait Islander:**

**I would like to be involved in:**     My local union group     Being a delegate     Distributing union information     Union training

Office use only:

## 2 SIGN YOUR APPLICATION

I, the undersigned, hereby apply to be enrolled as a Member of the Public Service Association of New South Wales and the Community & Public Sector Union (SPSF Group NSW Branch) in accordance with the Constitution and Rules of both bodies, by which I agree to be bound, and I appoint the PSA & CPSU as my bargaining agent.

I agree that a copy of this form (whether copied by photocopy, microfilm, facsimile or otherwise) may be used or dealt with as if it were the original.

I have read and understood the information relating to financial obligations and the circumstances and manner in which I may resign my membership detailed overleaf.

**Applicant's Signature:**

**Date:**    /    /

## 3 NOMINATE YOUR SALARY RANGE

GROSS ANNUAL SALARY	FEES (incl GST) From August 2012			
	Fortnightly (Direct Debit only)	4-weekly (Direct Debit only)	Monthly (Credit Card only)	Annual
<input type="checkbox"/> More than \$51,460	\$25.80	\$51.60	\$55.95	\$671.20
<input type="checkbox"/> \$36,230 - \$51,460	\$19.90	\$39.80	\$43.05	\$516.15
<input type="checkbox"/> \$ 9,057 - \$36,229	\$12.35	\$24.70	\$26.80	\$321.25
<input type="checkbox"/> Less than \$9,057	\$6.40	\$12.80	\$13.85	\$166.30

Members proceeding on Leave Without Pay in excess of three months need to advise the Association so as to maintain their financial membership of the Association and the Provident Fund at a special rate of \$31.00 pa. Members on Leave Without Pay for a lesser period than three months pay the usual rate

## 4 CHOOSE YOUR PAYMENT OPTION

### Option A - Direct Debit Request

Complete this form to arrange deductions from your bank/credit union. More info call 1800 808 290. Please note that Direct Debit is not available on a full range of accounts. If in doubt contact your financial institution

**Name on Account:**

**Financial Institution:**

**Branch Address:**

**BSB No:**    \_\_\_\_\_    **Account No:**    \_\_\_\_\_

**Frequency of Debit:**     Fortnightly     4 weekly

I here by request the deduction from my account of my subscription to the Public Service Association of NSW (here after PSA) (User ID 040 172)

I authorise the following:

The PSA to verify the details of the above mentioned account with my Financial Institution if required.

The Financial Institution to release information allowing the PSA to verify the above mentioned account details.

My employer to release my bank account details to the PSA for the purpose of enabling me to establish a direct debit facility for the payment of my subscription.

I have read the Automatic Payment Service Agreement overleaf and agree with its terms and conditions.

**Account Holder's Signature:**      **Date:**    /    /

### Option B - Credit Card Auto Payment

Standing authority for recurrent periodic payment by credit card

**Card type:**     Visa     Mastercard

**Name on Credit Card:**

**Card Number:**      **Expiry Date:**

\_\_\_\_\_ / \_\_\_\_\_

**Description of Goods:** PSA Union Dues (PSA dues processed on the 7th each month). I hereby authorise the PSA of NSW to debit my Card Account with the amount and at the intervals specified in the Salary and Fees Table detailed on this form, and in the event of any change in the charges for these subscriptions to alter the amount from the appropriate date in accordance with such change. This authority will stand, in respect of the above specified Card and in respect of any Card issued to me in renewal or replacement thereof, until I notify the PSA in writing of its cancellation.

**Cardholder's Signature:**      **Date:**    /    /

## 5 RETURN THIS FORM :

See address overleaf.

**MEMBER RECRUITER Name:**      **Membership No:**