

29 November 2017

Members – vote today to tell your union to support or reject the proposed enterprise agreement

As a democratic organisation, the CPSU NSW is required to ask the members affected whether they support or reject proposed changes to pay and conditions affecting their employment.

This is a key part of the enterprise bargaining process and is an important feature of your union membership.

The CPSU NSW has serious concerns regarding the proposed offer, however, a significant number of members will have some excellent pay rises, while another significant number of members will have their pay cut in real terms as well as an increase in weekly hours for no compensation.

Have your say today – vote [HERE](#).

The collective decision of the union's membership will determine what the CPSU NSW campaigns for.

By members sticking together, and supporting each other, we can achieve outcomes for all members that benefit everyone.

But this decision is yours to make so **please vote today** on whether your union supports or rejects the changes to your pay and conditions.

Some key things to remember:

- » 15 days sick leave to become 20 days per year
- » Maternity leave to be available for the Primary Carer, regardless of gender.

As well as:

- » Move from 35 to 36 hours a week without any compensation;

- » A cut in wages in real terms when compared to CPI for those 170+ employees in Above Grade
- » Loss of 12 months retention period when declared excess, down to 3 months
- » Redundancy references the Managing Excess Employees Policy, which the NSW Government can change at any time
- » No more guaranteed RDOs, which will become flextime and subject to manager's approval
- » Basic pay rises of 2% (or 1%) per year depending on performance
- » Progression through Zones depending on performance
- » Bonus Payments depending on performance, and subject to management's creative designs
- » Reimbursement of expenses moved into policy
- » Job evaluation performed without union involvement
- » For former DPI Water employees, loss of Fair Work Commission pay rises, which was (and should be following the CPSU NSW Commission application) 3.3% for 2017

If you have any questions or comments, you can provide feedback to your CPSU NSW Bargaining Team by emailing watereb@psa.asn.au.

For further analysis and reports from the CPSU NSW about bargaining, see the Water NSW page at <http://psa.asn.au/state-owned-corps-water-nsw/>.

