



Enterprise Bargaining

What is the CPSU NSW?

The CPSU NSW is the Community & Public Sector Union – the staff union for home care and disability workers. The CPSU NSW branch is the federal arm of the PSA – the Public Service Association of NSW. As NSW Government employees, you were represented by the PSA. Now that you are private sector employees, and come under federal legislation (the Fair Work Act), you are represented by the federal branch of the PSA – the CPSU NSW. If you are a member of the PSA, you are automatically a member of the CPSU NSW. We sometimes refer to members as PSA/CPSU NSW members.

Who can be a member of the CPSU NSW?

The CPSU NSW covers employees in:

- The Benevolent Society
- Australian Unity
- Cerebral Palsy Alliance
- Life Without Barriers
- House with No Steps
- Northcott
- Livebetter Community Services
- Mid North Coast Disability Services
- Hunter Valley Disability Services
- Achieve Australia

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As you know, you have a two-year employment guarantee period which will expire at different times based on your privatisation or transfer date. Your award conditions will be protected for the two years however; it can be protected for 'up to' five years.

Following the two year period, we expect that your employer will contact each of you individually, to inform you that they intend to renegotiate your pay and conditions of employment, via an Enterprise Agreement. When this occurs will depend on the organisation you work with and some may not wish to start bargaining for the full five years.

Whenever we start bargaining, the Enterprise Agreement that is made will replace your current Award/s. This will include the peak Crown Employees Award and all Awards that sit under it like the Community Living Award, Psychologists Award or the Home Care Award.

What is an Enterprise Agreement?

An Enterprise Agreement is an agreement between an employer and their employees, or a particular group of employees, negotiated in good faith, at enterprise bargaining meetings attended by both the employer and the employees, or the employees' representatives.

How is an Enterprise Agreement made?

Management, their employees and their bargaining representatives are involved in the process of bargaining for a proposed enterprise agreement. Your employer must notify their employees of the right to be represented by a bargaining representative during the bargaining of an enterprise agreement as soon as possible, and not later than 14 days after the notification time for the agreement (usually the start of bargaining). The notification should be given to each current employee who will be covered by the enterprise agreement.

Notice of Representational Rights

Each of you will receive a **Notice of Representational Rights** and you will be given the opportunity to nominate a Bargaining Representative. If you are a CPSU NSW member, we advise you to nominate the CPSU NSW as your Bargaining Rep. The CPSU NSW will negotiate everything for you, including all your conditions of employment, entitlements, your pay and your future pay increases.

Why is it better to have the CPSU NSW negotiate for me?

The CPSU NSW has a long history of negotiating Enterprise Agreements that are advantageous for members. We have highly skilled, expert industrial staff team that are trained in the Fair Work System. With the CPSU NSW negotiating for you, you know that the support of all members is behind your negotiators. Negotiating with your employer can be difficult and intimidating. The CPSU NSW negotiators do not rely on the employer for their income and are well placed to fight for your rights.

How long does Enterprise Bargaining take?

Enterprise Bargaining can take a few weeks, or it can take many months. There is no time limit on how long Enterprise Bargaining can take.

What do I do if I want the union to represent me?

If you are a CPSU NSW member, simply nominate the CPSU NSW when asked by your employer. If you are not a member but you would like the union to represent you, please join at www.psa.asn.au and confirm your CPSU NSW/PSA member number with your local union rep or one of the Contacts below.

More Information

If you want more information about Enterprise Bargaining or you want to know more about how the PSA/CPSU NSW is currently supporting members, collectively and individually, please the contact your local union rep or email:

Home Care: AUMembersCPSUNSW@psa.asn.au

Disability: DisabilityCPSUNSW@psa.asn.au

If you would like to have a members' meeting at your workplace to discuss enterprise bargaining, or any other issue, please let us know.

You can download the Fair Work Enterprise Bargaining Fact Sheet here: www.fairwork.gov.au/how-we-will-help/templates-and-guides/fact-sheets/rights-and-obligations/enterprise-bargaining