

University of Newcastle bargaining update – Zoom meeting

We now have available a draft of the proposed new Enterprise Agreement (found [HERE](#)) containing the entitlements that have been negotiated at the Table.

We are holding a Zoom meeting to discuss this with you. The Zoom meeting details are:

Time: Nov 7, 2018 12:00 PM Canberra, Melbourne, Sydney

To Join from PC, Mac, Linux, iOS or Android:
<https://uonewcastle.zoom.us/j/392828646>

Or iPhone one-tap:

Australia: +61280152088, 392828646# or
+61871501149, 392828646#

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

Australia: +61 (0) 2 8015 2088 or +61 (0) 8 7150 1149

Meeting ID: 392 828 646

International numbers available:

<https://zoom.us/u/ac1plcBSsX>

Or iPhone one-tap:

Australia: +61240559666,,392828646#

Or from a UoN Cisco Meeting Room:

With a Control Panel – Click on the Zoom icon and enter meeting ID and password shown below.

With a Video Conference Remote Control only – dial Zoom from address book and enter meeting ID and password shown below.

Or manually from a H.323/SIP room system:

Dial: [SIP:392828646@zoom.aarnet.edu.au](tel:SIP:392828646@zoom.aarnet.edu.au)
or H323:392828646@182.255.112.21 (From Cisco)
or H323:182.255.112.21##392828646 (From Huawei, LifeSize, Polycom)
or 202.177.207.158
Meeting ID: 392828646

Or Skype for Business (Lync):

<https://uonewcastle.zoom.us/skype/392828646>

We hope to see you there. Meantime, here is a reminder of what has been agreed in principle:

WE ARE PLEASED TO ADVISE THAT THERE HAS BEEN NO LOSS OF CURRENT CONDITIONS AS A RESULT OF THE BARGAINING PROCESS

- » 10 days' Domestic and Family Violence leave **separate and in addition to personal leave entitlements**
- » **NEW** Internal advertising of new HEW 5 and below professional positions in the first instance
- » **NEW** Increase in super contributions to 17 per cent for all fixed term staff with effect from 30 September 2021
- » **Enhancements** to Aboriginal and Torres Strait Islander Employment provisions including doubling some leave provisions and increases to language allowances
- » **Representation** on Diversity Working Group to address LGBTI+ concerns (does not require finalisation of the agreement)



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- » **Retention** of existing detachment periods with **NEW** enhanced option for detached staff to access a professional external outplacement program
- » **Longer** notice periods for senior staff (HEW 8 and above for Professional staff) to 4 weeks
- » **Minimum two-hour** payment for casual staff for orientation activities – **plus additional payment** for mandatory training as directed.

Enhanced Parental Leave entitlements:

- » **Additional** week of paid leave for partner (two weeks increases to three weeks)
- » **NEW Entitlement** of two weeks' paid leave provision for loss of a baby between 16 and 20 weeks' pregnancy
- » **Additional** 2 weeks' paid leave for loss of a baby from 20 weeks pregnancy (six to eight weeks)
- » **NEW** Entitlement of 12 weeks' surrogacy leave (six weeks pre- and six weeks post-birth) plus receiving parent gets access to adoption leave benefits.
 - **NEW** Use of up to two days of personal leave per annum for volunteering activities
 - Limited **cash-out of annual leave** in specific circumstances
 - **NEW** Post-implementation review of Organisational Change.

Improved pathways for more secure employment:

- » **NEW** Job Security clause

- » **NEW** Specific externally sourced career development and job seeking programs to support all staff seeking to secure fixed term and ongoing roles through competitive recruitment

Pay increase of two per cent per annum over the term of the agreement broken down as:

BACK PAY of one per cent from 1 July 2018 to 30 September 2018

FURTHER one per cent from 30 September 2018

Two per cent on 30 September 2019/20/21

Ask your colleagues to stand with you by [joining](#) CPSU NSW today.

UoN Professional Staff representatives

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Please note:

CPSU NSW members are also members of the Public Service Association of NSW. The PSA is the Associated Body for, and resources and manages, the CPSU NSW.

www.cpsunsw.org.au

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