

CPSU/SPSF – SA Branch  
GPO BOX 2170  
ADELAIDE SA 5001

## **LOG OF CLAIMS**

The Union seeks a new agreement with the University to be known as the **Flinders University Collective Workplace Agreement 2006 - 2008**, and:

### **1. Salary Increases**

That the salary rates for all staff employed by the University be increased by 9% over the life of the Agreement.

### **2. Expiry Dates and Three-Year Framework**

That the parties agree on an overall 3-year framework for salaries and employment conditions, comprising:

- a) a comprehensive Union Collective Agreement operating from the date of lodgement until 31 December 2009 which fully settles all matters other than the following reserved items:
  - matters that are currently constrained by WorkChoices and associated regulations but will no longer be so constrained after 31 December 2009;
  - further salary increases until June 2011; and
  - unexpected developments that materially affect the industrial relationship between the parties.
- b) A replacement Union Collective Agreement for the period December 2009 – June 2011 incorporating the 2009 Union Collective Agreement and settlement reserved items.

### **3. Restoration of Employment Rights lost due to HEWRRs and WorkChoices**

That rights lost or moved to policy, in the negotiation of HEWRR-complaint Agreements, whether individual or collective, substantive or procedural, be restored in full, including but not limited to Termination of Employment, Job Security, Discipline Procedures, and Types of Employment.

That the limitations imposed by the HECE Award on the use of fixed term employment (as amended to 2006) be restored.

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That in relation to enhanced severance for fixed term contract employees, rights to conversion, or rights to further employment, and like matters, the Agreement provide for retention of these provisions to the extent that they are relevant following the reinstatement of limitations on the use of fixed-term employment.

#### **4. Casual Employment**

That, in relation to casual employees, the Agreement provide for:

##### **a) Monetary Issues**

- A significant improvement in casual academic pay, including pay for all duties performed and hours worked
- Improved definition of duties and roles for the full range of casual academic employees
- An increase in preparation time for casual lectures
- Improved superannuation
- Incremental Progression

##### **b) Career Paths and Job Security:**

- A limitation on the extent of casual employment
- Arrangements allowing designated casuals access to more secure forms of employment and career development opportunities

##### **c) Resources and Collegiality:**

- Improved facilities and, where appropriate, necessary allowances.
- Inclusion of casual academic staff in the collegiate activities and life of the relevant academic work unit.

#### **5. Grant Funded Research Staff**

That the Agreement provide more secure forms of employment, and Improved employment conditions for fixed term staff funded by special grants and other forms of “soft money.”

#### **6. Parental Leave**

That the Agreement provide for improved parental leave, including more flexible;e return to work arrangements.

#### **7. Superannuation**

That the Agreement protect existing superannuation contribution levels and arrangements and improve superannuation payments for fixed-term ad casual staff not receiving full entitlements.

#### **8. Carers' Leave**

That the Agreement provide for improved carers' leave, including more flexible working arrangements in relation to caring responsibilities.

#### **9. Professional Staff Classification**

That the Agreement prescribe clear, comprehensive and objective procedures for classifying professional staff, which include agreed position description, joint classification processes and determinative appeal rights and a provision whereby the staff member is reclassified by default of the reclassification application is not dealt with within a time frame to be prescribed in the Agreement.

## **10. Intellectual Freedom**

That the Agreement include procedures and policies which protect and promote the rights and freedoms of staff members to comment and engage in public debate, including a debate on the operation and governance of the University.

## **11. Indigenous Employment**

That the Agreement include an Aboriginal and Torres Straight Islander employment strategy, developed in conjunction with the Unions, and recognising that a supportive working environment for Aboriginal & Torres Straight Islanders requires the redress of racism, social injustice, exploitation and employment inequity.

Reflecting the parties' commitment to the principles of Aboriginal and Torres Straight Islander self-determination, social and restorative justice, and cultural affirmation, the Aboriginal & Torres Straight Islander employment strategy will seek to:

- a) maximise staff development along with the transfer of job skills and information in order to increase Indigenous knowledge, independence, remuneration, job security and self sufficiency;
- b) increase, encourage and foster Indigenous employment and participation at all levels of work activity;
- c) facilitate and encourage the direct involvement of indigenous employees in determining their own career strategies, goals and objectives;
- d) establish clear and enforceable targets for Indigenous employment, together with an Indigenous Employee Development and monitoring Committee to oversee fulfilment of these targets;
- e) establish a senior Indigenous position within the University with responsibility for Indigenous matters.

## **12. Workloads and Staffing Levels**

That the Agreement provide for substantive and clear regulation of workloads of academic and professional staff.

## **13. Coverage**

That the Agreement apply to all employees of the University provided that the terms of the Agreement shall apply according to the relevant legislation after the nominal expiry date of any extant Agreements covering Senior, Security/Grounds and Document Services staff.

## **14. Dispute Setting Procedures**

That the Agreement (or other appropriate instrument or arrangement where the appropriate or necessary due to any legal limitations) provide for fair, effective and timely arbitration of disputes at the request of either party to the Agreement, and Union involvement in all dispute settlement leading to arbitration.

## **15. Job Security**

That the Agreements provide for improved job security for all staff.

**16. Workers Compensation**

That the Agreement provide for making good to the extent possible procedural and substantive staff entitlements lost as a result of any changes to South Australian workers compensation laws passed in 2008.

**17. Policy development and Review**

That the Agreement provide for formal involvement of the Unions in development and review of all University policies pertaining to any matters that affect staff.