



# YEAR IN REVIEW

## JANUARY 2005

### TSUNAMI WRECKS SOUTH-EAST ASIA

CPSU with the Australian trade union movement, through our overseas aid arm, Union Aid Abroad – APHEDA, called on members to donate to the union appeal for the victims of the Tsunami in Southern Asia. CPSU State Government Branches nationally combine to contribute \$50,000 to APHEDA; while Victoria also donates directly to Medecins Sans Frontier.

### YOUNG UNIONISTS NETWORK

The Victorian Trades Hall Council Young Unionist Network (YUN) organises a three-week internship program called Union Summer and CPSU supports the Union Summer project by taking on a young unionist to work on projects over the three-week placement (from Monday 7th February 2005 until Friday 25th February 2005).

### NEW LEGAL OFFICER CAREER STRUCTURE

CPSU negotiates a specific Career [classification] Structure for all Legal Officers across the VPS who satisfy the definition: "Legal Category Definition". The Legal Officer adaptive Career Structure provides for additional work value descriptors describing the specific type of work legal officers perform. All legal officers across every Department ought to have been advised of their translation into the new Career Structure and have been notified of the Over-Grade and Work Value processes.

### AMES RESTRUCTURE

CPSU negotiates a compromise with AMES on behalf of the members; while preferring that an Employment Unit Manager (EUM) be placed at all sites, CPSU agrees to an alternative Senior Consultant option which will see a Senior Consultant appointed to not just the 6 sites named, but others if it is in the best interest of the site.

### CPSU WINS 2 YEAR TENIX BATTLE

After 2 years of negotiations with TENIX, the AIRC determines that CPSU does have the right to cover workers contracted out to Tenix at the time the Operations were outsourced in 1998 winning the right to represent all traffic law enforcement employees whose jobs were outsourced by the Kennett Government. The ASU and the CPSU enter into



a cooperative memorandum of understanding [MoU] determining what areas and which groups of employees each Union would seek to represent ensuring fairer conditions taking into account weekend penalty rates, the scope of ordinary hours, ensuring overtime is being paid and OHS issues are being adhered to.

### WORKCOVER TO COMMENCE DHS INSPECTION

VWA commence an inspection/intervention of DHS Child Protection looking at the manner in which supervision is dealt with, being aware of CPSU issues with the new Supervision Standard.

## FEBRUARY 2005

### SSO ENTERPRISE BARGAINING AGREEMENT VOTE

The Schools Enterprise Bargaining Agreement is ready for the official vote; with the ballot to be conducted by 28th February 2005 and CPSU holds numerous briefing meetings for SSO's.

### AIRC CERTIFIES STL AGREEMENT

The AIRC certifies the State Trustees Limited Agreement which includes many improved conditions and pay outcomes negotiated by our delegates and CPSU.





## DE&T - CASES21 FINANCE PROGRAM DEFERRED

Following numerous complaints from CPSU members, the rollout of DE&T's implementation program Cases21 Finance is deferred, pending the resolution of problems with the package, and in particular, issues of SSO workload.

## NEW CAREER STRUCTURES

The AIRC hands down its arbitrated decision on the four outstanding occupational Career Structures involving Fishery Officers, Clerks of Court, Community Corrections Officers & Sheriffs Officer's with Cmr Smith directing CPSU and the Government to negotiate on 'translation' arrangements, with the Union pursuing increases for all members through this process.

## MARCH 2005

### VICPOL RECLASSIFICATION SHORTFALL

CPSU is advised that only approximately 19% of the 545 applications for reclassification were deemed successful by VicPol therefore organising dissatisfied members to appeal these decisions.

### TERTIARY SCHOLARSHIP PROGRAM SEEKS APPLICATIONS

CPSU in conjunction with SGE Credit Union continues its tertiary scholarship program to award \$750 per year to support those members and their families attempting a suitable tertiary course with a demonstrated need.

### PARKS VICTORIA STAFF WAGE INCREASES

Parks Victoria staff receive pay increases arising from the Parks Victoria Agreement negotiated by CPSU in 2004.

### VICTORIAN GOVERNMENT SCHOOLS - SSO AGREEMENT 2004 BALLOT OUTCOME

A total of 12,430 non teaching school based staff participate in the EBA vote with 97.2% voting to approve the agreement.

### CLERK OF COURTS - CAREER STRUCTURE & TRANSLATION UPDATE

CPSU reps meet with the Department of Justice to discuss their translation proposal to the new Career Structure with DOJ to submit a new translation proposal for consideration.

## APRIL 2005

### FULHAM CORRECTIONAL CENTRE - CLAIMS LODGED WITH AIRC

CPSU formally lodges a Notice of Initiation of a Bargaining Period [IBP] with the AIRC following a series of staff meetings within the Fulham Correctional Centre and the development of a log of claims addressing the future employment conditions for correctional officers.



### OVER-GRADE LETTERS FROM DE&T

CPSU writes to DE&T seeking the pro forma letters many SSSO's have received, (which appear to be in lieu of proper notification of an Over-Grade Review), be withdrawn as the form letter is nebulous and seriously misleading; with members advised to contact relevant CPSU Industrial Officers.

### IN PRINCIPLE AGREEMENT REACHED - CHILD PROTECTION (CP) & JUVENILE JUSTICE (JJ)

The CAFW Career Structure combining both child protection and juvenile justice was implemented in 1996 however in these negotiations it is agreed by CPSU and DHS to split the structure and create a specific Career [classification] stream for custodial Juvenile Justice staff.

### SSO AGREEMENT UP AND RUNNING

The SSO Agreement is certified and now is officially in operation; with DE&T indicating that pay rises from the new Agreement will be paid on Thursday 12 May.

### CIB TELECONFERENCE

An urgent teleconference for all CIB representatives [ALL Prisons] discussing the use of firearms by members is convened, given the news that the DPP will directly present CPSU member Fab Federico to the Supreme Court to face a trial on murder charges.

## COMMUNITY CORRECTIONAL SERVICES CAREER STRUCTURE

CPSU presents its case on translation arrangements for Community Corrections members to the AIRC.

### VICTORIA LEGAL AID - RECREATION LEAVE

CPSU is advised that VLA's MD has sent an all-staff email regarding Recreation Leave entitlements informing staff that leave not taken by a certain date will be forfeited however CPSU views this as contradicting the Award and recommends members attempt to reach an agreement with their management, and if this action fails, contact the Union.

## MAY 2005

### NEW HIGHER EDUCATION IR REQUIREMENTS (HEWRRs)

The Federal government announces that it will link university funding to IR change giving universities whose Certified Agreements expire on or before 30 September 2005 until 31 August to comply with the new rules in order to eligible for linked funding in 2006 (5% of \$404m); to access funding in 2007 (worth 7.5% of \$404m)

### OVER-GRADE LETTERS FROM DE&T

DE&T, after discussions with CPSU, send a subsequent letter to employees that while reflecting some CPSU concerns, still requests employees to "...to inform management of responsibilities that may not form part of your existing job description." This does not, in the view of CPSU, conform to the agreed process and the Union advises members not to attend the requested appointment.

### STATE GOVERNMENT BUDGET - \$532M IN ADMINISTRATIVE CUTS OVER 4 YEARS

The Treasure announces the State Government "has identified savings across government departments totalling \$532 million over the next four years" with no further details included and consultancies not even mentioned, leaving just the usually insulting administrative efficiencies which in every budget has meant job cuts.

### JSD MAKES OFFER - MOSPS BARGAINING

The Joint Services Department [JSD] of Parliament makes CPSU an offer to settle the current enterprise bargaining impasse on the outstanding items from our Claims for the MOSPS Agreement 2005 that incorporates all the changes sought by MOSPS members to finalise the outstanding bargaining issues.

### CAREER STRUCTURE(S) NEWS & AIRC TRANSLATION

The AIRC hands down its arbitrated decision on the translation issues that were sent back for further clarification on the four outstanding occupational specific Career Structures involving Fishery Officers, Clerks of Court, Community Corrections Officers & Sheriffs Officers.

### SES

Legislation is presented to Parliament that will establish SES as an Authority with its own act of Parliament.

### OH&S PRISON OFFICERS

CPSU Prison Officer OH&S Reps meet to discuss the Governments proposed Legislation that will exempt them from being able to work in an environment free from environmental tobacco smoke and determine to issue cessation of work notices that can be used state-wide in the event that the Government does not remove the exemption.



### CASES 21 FINANCE - SSOs

As DE&T attempts to continue the rollout of CASES21 Finance, CPSU advises members not to participate.

## JUNE 2005

### ENTERPRISE BARGAINING - NEGOTIATIONS @ TAC UNDERWAY

Claims are served on TAC along with an "initiation of bargaining period" to commence a new round of bargaining.

### DIIRD PROPOSES CHANGES - \$13.5M BUDGET CUTS

CPSU is advised that the Department of Innovation, Industry and Regional Development proposes to make significant changes to most program areas following a \$13.5M budget cut as DIIRD advises that in response it is reviewing all programs and services; some Divisions will restructure while other Divisions will cut jobs.

### FISHERIES OFFICERS CLASSIFICATION REVIEW

The AIRC finalises the Fisheries Officers classification review as the Career [classification] Structure is substantially improved on the old arrangements delivering a big win for CPSU members.

### CCs CLASSIFICATION REVIEW

The AIRC finalises the Community Corrections







classification review however CPSU members do not achieve everything the union sought in this case, but the new arrangements are a very significant improvement on existing practice, and will give real benefits for many Community Corrections Officers.

#### CLERK OF COURTS CLASSIFICATION REVIEW

The AIRC finalises the Clerks of Courts classification review after CPSU members had earlier voted down a recommendation with final arrangements delivering a significant improvement on that earlier recommendation and this outcome vindicates that decision of CPSU members.

#### SHERIFFS OFFICERS CLASSIFICATION REVIEW

The AIRC finalises the Sheriffs Officers classification review however unfortunately declines to grant CPSU members any further benefits from translation to the new Sheriffs Career Structure. CPSU consider its options on this issue, including a possible referral to the Auditor General to establish whether the Department is actually operating according to the terms of the Financial Management Act.

#### VICTORIA LEGAL AID ENTERPRISE BARGAINING - NEGOTIATIONS TO COMMENCE

Claims are served on VLA along with a "notice of initiation of bargaining period" to commence a new round of bargaining.

#### CPSU CELEBRATES 120 YEAR ANNIVERSARY

From VPSA in 1885 to CPSU in 2005 – our organisation celebrates its 120 year anniversary with the first ever meeting taking place on 17 June in 1885 and ever since CPSU members have worked towards improving the terms and conditions of employment of all Victorian Government employees.

#### \$3M BUDGET CUTS TO INDUSTRIAL RELATIONS

CPSU is that the Department of Innovation, Industry and Regional Development [DIIRD] proposes to make changes to Industrial Relations Victoria [IRV] following a \$13.5M budget cut to the Department with the Department's proposal for IRV involving cutting \$3M over two years including 6 jobs and funding to the Union Education Foundation, the Workplace Excellence Awards, and the Partners at Work Program.

#### DENTAL THERAPIST CERTIFIED AGREEMENT NEGOTIATIONS

CPSU and DHSV reach an 'in principle' negotiated outcome regarding a Dental Therapist Certified Agreement with its terms to be incorporated into a certified agreement for all Dental Therapists to vote on.

#### DEWR ANTI AWA RALLY IN TREASURY GARDENS

CPSU members employed in the Melbourne Office of the federal government's Department of Employment and Workplace Relations [DEWR] rally at lunchtime in the Treasury Gardens opposite the Commonwealth Parliamentary building at 4 Treasury Place opposed to individual contracts [AWAs] and ACTU Secretary Greg

Combet and CPSU State Secretary Karen Batt address the members.

#### CAS RESTRUCTURES & REDUNDANCIES

CPSU formally notifies a dispute to the AIRC regarding the CAS announcements of a restructure and redundancies made without consulting CPSU or affected staff.

#### 'FAIR FOR ALL' RALLY

A massive Rally to oppose the Howard Government's IR legislation is held on 30 June 2005 with one hundred thousand plus workers gathering outside Trades Hall in Carlton.

## JULY 2005

#### NEW OHS ACT

The State's new Occupational Health and Safety Act 2004 comes into effect on 1 July 2005 whilst the general framework has remained there are a number of additional requirements and clarifications on the previous Act. There are also significantly improved consultation requirements that take effect on 1 January 2006 and stronger duties on designers of buildings and structures that take effect on 1 July 2007.

#### CAS MEMBERS - UPDATE ON LANDSCAPE PROTECTION RESTRUCTURE

CPSU takes DPI to the AIRC over our dispute about proper consultation regarding the proposed restructure of CAS Landscape Protection and the Union is successful in requiring DPI to put a new proposal and negotiate timeframes for consultation.

#### CASES21 FINANCE - A WAY FORWARD

CPSU, along with the Association of Business Manager in Victorian State Schools; the Australian Principals Federation; the Victorian Primary Principals Association and the Victorian Association of Victorian Association of Secondary School Principals, are able to convince DE&T to agree to a number of conditions that provide a way forward in the ongoing dispute about Cases 21 Finance paving the way as CPSU can now agree to the training, rollout and implementation of Cases 21 Finance.

## AUGUST 2005

#### SSO NATIONAL RECOGNITION WEEK

National Recognition Week is celebrated in every school across Australia by the more than 45,000 school support staff within the union's coverage.

#### RALLIES AGAINST IR LEGISLATION IN REGIONAL AREAS

CPSU members and friends rally in Warrnambool and Albury/Wodonga against the Federal Government's plans to change Australia's industrial relations system and the way wages and conditions are set.

#### FULHAM CORRECTIONAL CENTRE - MEMBERS REJECT GEO OFFER

CPSU members meet at the Fulham Correctional Centre to consider GEO's pay offer in the current Enterprise Bargaining Agreement negotiations and recognise that the offer is inferior to the outcomes achieved from the Agreement in 2001 and reject the GEO offer in its entirety and agree to pursue industrial action in support of their claims.

#### VICFORESTS ENTERPRISE BARGAINING

CPSU is concerned about the motivation for a new Agreement as VicForests considers breaking away from the Victorian Public Service Agreement 2004 entitlements and negotiate a specific Enterprise Bargaining Agreement (EBA) just covering VicForests employees.



#### SSO RECLASSIFICATION

CPSU receives reports that some School Principals have been unreasonably delaying consideration of reclassification applications from SSO's despite requirements that all applications must be considered in a timely manner. Some Principals have also been caught out telling their SSO staff not to bother applying for reclassification because there is no money – a tactic to avoid having to make the hard decisions and the Union advises members not to be persuaded by this bogus argument.

#### VLA STAFF TO STRIKE

For the first time in Victoria Legal Aid's history, CPSU members vote to hold a one-day strike as demands for more resources and improved services to clients fall again on management's deaf ears.

#### KAREN BATT ILL AND IN HOSPITAL

CPSU State Secretary Karen Batt suffers a mild stroke and is treated in the Alfred Hospital however recovers remarkably well and doctors expect her to make a full recovery.

#### NATIONAL GALLERY - CONVERSION WIN FROM FIXED TERM TO ONGOING

After many months, meetings and discussions between CPSU and NGV, the Gallery agrees to convert the 'vast majority' of fixed term contract employees to ongoing employees.

## SEPTEMBER 2005

#### KAREN BATT RECOVERING WELL AT HOME

CPSU State Secretary Karen Batt is given the all clear from the Alfred Hospital to spend a few weeks at home for some r&r.

#### FULHAM CORRECTIONAL CENTRE - MEMBERS MOVE TO ESCALATE BANS

Following months of prolonged negotiations, union members move one step closer to reaching an agreement about employment conditions at the Fulham Correctional Centre and vote to escalate their industrial action:







## 24 HOUR STRIKE – VICTORIAN WORKCOVER AUTHORITY

CPSU members stop work at 10:00am, out the front at 222 Exhibition Street, Melbourne to hear from delegates about the VWA response to CPSU demands for fair and equitable treatment with performance pay. Members march to the offices of the Minister responsible for the WorkCover Authority, the Hon John Lenders MLC and return their PMA folders en masse.

## VLA INDUSTRIAL ACTION CONTINUES

VLA members vote unanimously to take further industrial action in pursuit of a better pay outcome including a 24 hr strike.

## SLV BALLOT – PROPOSED EBA

Following a positive negotiating process between CPSU and SLV, CPSU recommends a YES vote to the proposed SLV Certified Agreement as ballot papers are issued to staff.

## ENTERPRISE BARGAINING WITH LA TROBE UNIVERSITY

The Joint Unions, staff representatives and the University's reach an "in principle" agreement for a new EBA.

## DEPARTMENT OF SUSTAINABILITY & ENVIRONMENT – LSB JOB LOSSES

CPSU is advised that the Department of Sustainability and Environment (DSE) is undertaking consultation with staff about a project that will have significant impacts on the operation of the Land Stewardship and Biodiversity Group (LSB) in Melbourne.



## OCTOBER 2005

### SES WORK VALUE REVIEW & CLASSIFICATIONS HEARINGS

The first day of hearings by the AIRC about the work value cases for some of the classifications at SES commences with final submissions to be presented in late October.

### GAYLE SMITH AWARD

CPSU calls for nominations for this year's Gayle Smith Award for excellence in Health and Safety and worker representation.

### MORE VPS PAY RISES

Most Departments and Agencies adjust salaries to reflect the due 3% salary increase resulting from the Victorian Public Service Agreement 2004, negotiated by CPSU.

### VWA ENTERPRISE BARGAINING TALKS START

Negotiations begin between CPSU, FSU and VWA over the next Enterprise Bargaining Agreement.

### ENTERPRISE BARGAINING – LA TROBE UNIVERSITY

After many months of negotiations and several weeks of intense meetings the unions and management reach agreement on an Enterprise Bargaining outcome [Certified Agreement] that meets the criteria set by the Federal Government (HEWRRs).

## NOVEMBER 2005

### FEDERAL GOVERNMENT WORKCHOICES LEGISLATION

New workplace legislation introduced into Federal Parliament confirms the Government's intention to strip

away one hundred years of respect for workers' rights, remove legal protection for many employment conditions, and will set a new low for all future workplace conditions of Australian workers.

### UNIONS' FAMILY RACE DAY

CPSU participates in the Trade Union Family Race Day at Cranbourne Race Course by sponsoring a race.

### ALLIED HEALTH CAREER STRUCTURE

CPSU meet with DET to discuss the information coming from members about being asked/told to attend a meeting in front of a "panel" to discuss their application for Work Value Review.

### ACTU NATIONAL DAY OF COMMUNITY PROTEST

ACTU holds a National Day of Community Protest and the turnout is overwhelming, especially in Melbourne where more than 200,000 people gather in and around Federation Square to hear a live Sky Channel TV Hook Up simulcast across the nation protesting the Federal Government's changes to our industrial relations system.

### VWA – 2005 ENTERPRISE BARGAINING AGREEMENT

CPSU's Victorian Branch Executive resolve to give in-principle support to a draft new Enterprise Bargaining Agreement [EBA] with VWA subject to its endorsement by members.



### MOSPS AGREEMENT EMERGES FOR CONSIDERATION

MOSPS CPSU members receive hard copies of the proposed EBA (agreed to in April) and an explanation from the Parliament in relation to the changes with a ballot to vote on the Agreement to remain open until December.

### PROPOSED RELOCATION OF TAC STAFF

The State Government announces a "Feasibility Study" [sic] to investigate the possible relocation of TAC headquarters to Geelong as CPSU mounts a cohesive, sustained and effective campaign in opposition to this proposal because of its impacts on 700 employees.

### CV RECONFIGURATION TALKS LIKE 'NEGOTIATING WITH A MOVING TRAM'

Meetings are held between DoJ/CV and CPSU to try and resolve the many issues that face Corrections members as CPSU is presented with the prisoner numbers at each prison at present and the numbers they hope to get to by 1 July 2006. DoJ also provided the total staff numbers for each prison but do not provide the projected totals for 1 July 2006 leaving massive questions about job security as reconfiguration occurs.

## DECEMBER 2005

### AUSTRALIAN UNIONS COMMIT TO LONG-TERM CAMPAIGN OVER IR CHANGES

Unions commit to a long-term campaign to overturn the destructive new WorkChoices IR laws and unseat the Howard Government at the next federal election as the legislation is rammed through Parliament commencing the most far-reaching and destructive changes to workplace laws in Australia's history.

### CPSU LODGES CLASSIFICATION APPEALS FOR SCHOOL EMPLOYEES

CPSU lodges a dispute in the AIRC for three members who have had their re-classification appeals denied by the Department of Education and Training's Merit Protection Board.

