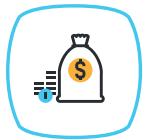




YOUR UNION AGREEMENT

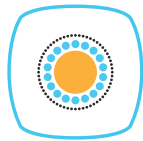


A CLAIM FOR A STRONGER PUBLIC SECTOR



NO PRIVATISATION

Introduce a clause to confirm that jobs, roles or activities undertaken by employees covered by the Agreement will not be privatised or outsourced during the term of the Agreement.



CULTURAL & CEREMONIAL LEAVE

5 days dedicated paid leave (non-cumulative) for legitimate ceremonial and cultural purposes to meet the employee's customs, traditional law and participation in ceremonial activities.



BEREAVEMENT LEAVE

Extend to 5 days paid leave per incidence; Expand circumstances in which an employee may access this entitlement to better reflect modern families Facilitate the reasonable use of other forms of paid and unpaid leave as necessary following the utilisation of bereavement leave.



FIXED-TERM CONTRACTS

Limit the inappropriate use of fixed-term contracts and improve the capacity of FTC employees to be converted to permanency.



RECLASSIFICATION

Joint review of public sector reclassification process and assessment tools to be commenced during the life of the agreement.



JOINT CONSULTATIVE COMMITTEES

Clearly define what constitutes 'consultation' and when an employer is required to consult with the Union and employees.



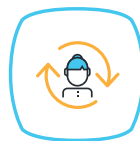
FAMILY & DOMESTIC VIOLENCE LEAVE

20 Days dedicated paid leave (non-cumulative); Measures to protect the confidentiality of employee details; Workplace safety planning strategies to ensure the protection of employees; Referral of employees to appropriate domestic violence support services; Appropriate training and paid time off work for agreed roles for nominated contact persons; Access to flexible work arrangements; Protection against adverse action or discrimination on the basis of disclosure of, experience of, or perceived experience of, family and domestic violence.



WORKLOAD MANAGEMENT

Employer requirements to monitor, measure and report on workload indicators; Review and refine existing list of indicators; Dispute mechanism.



LABOUR HIRE

Amended to specify circumstances in which labour hire employee can be engaged to work within public sector; Specify what the compliance review must entail; Change compliance review frequency to annual.



SUPERANNUATION

Increase from 9.5% to 10.5% with secondary options for employer to match employee superannuation contributions up to a pre-determined amount and for super to be paid during unpaid maternity leave.



FLEXIBLE WORKING ARRANGEMENTS

Strengthen clauses by placing onus on the employer to provide evidence when rejecting requests for flexible arrangements.

AUTHORISED BY TONI WALKINGTON, CPSU/CSA, PERTH



Your Union Agreement in action - key dates. Bookmark cpsucsa.org/union-agreement for key campaign dates.



NEGOTIATIONS BEGIN
December 13, 2016



STATE ELECTION
March 11, 2017



GA6 EXPIRES
June 13, 2017