

## EA stripped back to the bone

If you thought that this round of bargaining was going to be tough you were right. The Government's bargaining policy continues to make genuine bargaining impossible. Your support and the efforts of other CPSU members in other agencies have applied significant push back against the policy. This hard work has been rewarded with some shift in the policy parameters in relation to superannuation and how productivity is calculated. However, there is still a mountain to be climbed if we are to protect your conditions and rights in your agreement.



So far in bargaining discussions, the management position includes the removal and reduction of a significant number of your entitlements:

### Removal of

- ✗ Personal leave on engagement
- ✗ A paid meals and incidentals allowance for domestic travel (with a travel card to be used instead)
- ✗ An employee being able to refuse to travel
- ✗ References to preventing bullying and harassment
- ✗ The right to Part-time work after Maternity leave
- ✗ Access to the Employee Assistance Scheme
- ✗ The entire Workplace Health section
- ✗ Most of the Managing Performance and Conduct section
- ✗ References to the CPSU from the WRC and the agreement

### Reduction of

- ✗ Sick days requiring a certificate from three to two
- ✗ Instances for the use of personal leave
- ✗ Study assistance entitlements
- ✗ Working arrangements for ELs – these are to be 'determined' by the manager rather than 'agreed with' the manager
- ✗ Workplace Development commitments.

You will see that many important details that add significant value to your work life experience are either diluted or cut out of the agreement. If you want more information on these matters or on bargaining generally, please talk to Helen or Marie or your delegate. Not yet a member? You can help safeguard your conditions by joining the CPSU.

# CPSU membership form 2014/15

I want to join the CPSU *I hereby apply for membership of the Community and Public Sector Union (CPSU) and declare, if admitted, I will abide by the Rules of the Union. To be financial, a member must have paid all subscriptions and all other amounts owed within 30 days of them becoming due. In order to resign from the union, a member must give two weeks notice, in writing, to the Union.*

OR  
 I want to update my membership details

Please complete your personal details...

LAST NAME: \_\_\_\_\_ DEPARTMENT, AGENCY OR COMPANY: \_\_\_\_\_  
 FIRST NAME: \_\_\_\_\_ EMPLOYEE NUMBER: \_\_\_\_\_  
 MIDDLE NAME: \_\_\_\_\_ OCCUPATION: \_\_\_\_\_  
 PREFERRED NAME: \_\_\_\_\_ LEVEL/CLASSIFICATION/BAND: \_\_\_\_\_  
 DATE OF BIRTH: \_\_\_\_/\_\_\_\_/\_\_\_\_  MALE  FEMALE  
 ARE YOU ABORIGINAL OR TORRES STRAIT ISLANDER?  YES  
 HOME ADDRESS: \_\_\_\_\_ PHYSICAL WORK ADDRESS: \_\_\_\_\_  
 POSTCODE: \_\_\_\_\_ POSTCODE: \_\_\_\_\_  
 HOME PHONE: \_\_\_\_\_ WORK PHONE: \_\_\_\_\_  
 PERSONAL MOBILE: \_\_\_\_\_ WORK MOBILE: \_\_\_\_\_  
 WORK EMAIL: \_\_\_\_\_  
 PERSONAL EMAIL: \_\_\_\_\_  
 TO ENSURE YOUR UNION FEES ARE DEDUCTED AT THE CORRECT RATE, PLEASE SPECIFY YOUR ANNUAL SALARY: \$ \_\_\_\_\_  
 DO YOU WORK...?  FULL TIME  PART TIME (IF PART TIME, HOW MANY HOURS PER WEEK?) \_\_\_\_\_  IRREGULAR  
 ARE YOU EMPLOYED AS...?  ONGOING/PERMANENT  NON-ONGOING/TEMPORARY  CASUAL  INDEPENDENT CONTRACTOR  LABOUR HIRE  
 ARE YOU ON...?  ENTERPRISE AGREEMENT  AWARD  INDIVIDUAL CONTRACT  
 SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

## How would you prefer to pay?

**Option 1: Direct Credit Card**  
 Simply complete the details below or call 1300 137 636 to arrange easy regular credit card deductions.  
 CARD HOLDER NAME: \_\_\_\_\_  
 CARD NUMBER: \_\_\_\_\_  
 EXPIRY DATE: \_\_\_\_/\_\_\_\_/\_\_\_\_ CARD TYPE:  MASTERCARD  VISA  AMEX  
 AMOUNT: \$ \_\_\_\_\_  MONTHLY  HALF-YEARLY  QUARTERLY  YEARLY  
 DATE: \_\_\_\_\_  
 SIGNATURE/S: \_\_\_\_\_

**Credit card rates**

TIER	SALARY RANGE	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY
1	\$10,000 – \$24,999	\$20.15	\$58.95	\$114.85	\$217.60
2	\$25,000 – \$39,999	\$37.25	\$109.00	\$212.40	\$402.50
3	\$40,000 – \$59,999	\$51.90	\$151.80	\$295.80	\$560.45
4	\$60,000 – \$79,999	\$59.05	\$172.70	\$336.55	\$637.65
5	\$80,000 – \$99,999	\$64.05	\$187.30	\$364.95	\$691.45
6	\$100,000 +	\$68.90	\$201.55	\$392.75	\$744.10

*Rates include GST, current from 1 July 2014*

**Option 2: Direct Debit**  
 Fill in and return the following details to arrange regular deductions from your bank or credit union.  
*We request the Community and Public Sector Union (user ID 2619) to arrange for funds to be debited from my/our account at the financial institution shown below according to the schedule shown below.*  
 ACCOUNT NAME/S: \_\_\_\_\_  
 NAME OF YOUR FINANCIAL INSTITUTION: \_\_\_\_\_  
 BSB NUMBER: \_\_\_\_\_ ACCOUNT NUMBER: \_\_\_\_\_  
 AMOUNT: \$ \_\_\_\_\_ DATE: \_\_\_\_\_  
 SIGNATURE/S: \_\_\_\_\_

**Direct debit rates**

TIER	SALARY RANGE	DIRECT DEBIT PER FORTNIGHT
1	\$10,000 – \$24,999	\$9.30
2	\$25,000 – \$39,999	\$17.20
3	\$40,000 – \$59,999	\$23.95
4	\$60,000 – \$79,999	\$27.25
5	\$80,000 – \$99,999	\$29.55
6	\$100,000 +	\$31.80

*Rates include GST, current from 1 July 2014*

**Join online**  
[web.cpsu.org.au/join](http://web.cpsu.org.au/join)

Return this form...

Post **CPSU**  
**Level 6**  
**191 Thomas Street**  
**Haymarket NSW 2000**  
 Fax **1300 137 646**

**Privacy Information**  
 The CPSU collects members' personal information for:  
 • campaigning and representation  
 • provision of membership benefits and services  
 • membership administration.  
 Signing the membership form indicates your consent to the above.  
 The CPSU's full privacy policy, including information on use, disclosure, security, access and correction and complaints, is available on our website at [www.cpsu.org.au](http://www.cpsu.org.au) or by calling us on 1300 137 636.

### About direct debit

**CUSTOMER DIRECT DEBIT REQUEST SERVICE AGREEMENT**  
 This document outlines our service commitment to you, in respect of the Direct Debit Request (DDR) arrangements made between CPSU - PSU Group (User ID 002619) and you. It sets out your rights, our commitment to you and your responsibilities to us together with where you should go for assistance.  
**INITIAL TERMS OF THE ARRANGEMENT**  
 In terms of the Direct Debit Request arrangements made between us and signed by you, we undertake to periodically debit your nominated account for the agreed amount for membership subscriptions/contributions.  
**DRAWING ARRANGEMENTS**  
 • The first drawing under this Direct Debit arrangement will occur within 14 days.  
 • If any drawing falls due on a non-business day, it will be debited to your account on the previous business day preceding the scheduled drawing date.  
 • We will give you at least 14 days notice by way of email correspondence and as published in the CPSU The Works magazine when changes to the initial terms of the arrangement are made. This notice will state the new amount and any other changes to the initial terms.  
 • If you wish to discuss any changes to the initial terms, please contact the Members Service Centre team by phone on 1300 137 636 or by email via [members@cpsu.org.au](mailto:members@cpsu.org.au)

**YOUR COMMITMENT TO US**  
 It is your responsibility to ensure:  
 • that your nominated account can accept direct debits (your financial institution can confirm this); and  
 • that on the drawing date there is sufficient cleared funds in the nominated account; and  
 • that you advise us if the nominated account is transferred or closed.  
 If your drawing is returned or dishonoured by your financial institution, we will attempt to re-draw the funds in the following fortnightly Direct Debit run (in addition to the normal subscriptions due in that fortnight). Should there be a second rejection we will contact you. Any transaction fees payable by us in respect of the above will be added to your total outstanding dues.

**YOUR RIGHTS**  
**Changes to the arrangement**  
 If you want to make changes to the drawing arrangements, contact the Members Service Centre team by phone on 1300 137 636 or by email via [members@cpsu.org.au](mailto:members@cpsu.org.au)

These changes may include:  
 • deferring the drawing; or  
 • stopping an individual debit; or  
 • suspending the DDR; or  
 • cancelling the DDR completely.  
**Enquiries**  
 Direct all enquiries to us, rather than to your financial institution, and these should be made at least 5 working days prior to the next scheduled drawing date. All communication addressed to us should include your full name, membership number and contact phone number.  
 All personal information held by us will be kept confidential except that information provided to our financial institution to initiate the drawing to your nominated account.  
**Dispute**  
 If you believe that a drawing has been initiated incorrectly, we encourage you to take the matter up directly with us by contacting the Members Service Centre team by phone on 1300 137 636 (8am to 8pm Monday to Friday) or by email via [members@cpsu.org.au](mailto:members@cpsu.org.au)  
 • If you do not receive a satisfactory response from us to your dispute, contact your financial institution who will respond to you with an answer to your claim  
 • within 5 business days (for claims lodged within 12 months of the disputed drawing); or  
 • within 30 business days (for claims lodged more than 12 months after the disputed drawing)  
 • You will receive a refund of the drawing amount if we can not substantiate the reason for the drawing.  
 Note: Your financial institution will ask you to contact us to resolve your disputed drawing prior to involving them.

OFFICE USE ONLY  
 WID: \_\_\_\_\_

If you have any questions about union membership, please contact the CPSU

- 1300 137 636
- [www.cpsu.org.au](http://www.cpsu.org.au)
- [members@cpsu.org.au](mailto:members@cpsu.org.au)
- [twitter.com/CPSUnion](https://twitter.com/CPSUnion)
- [facebook.com/CPSUnion](https://facebook.com/CPSUnion)

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