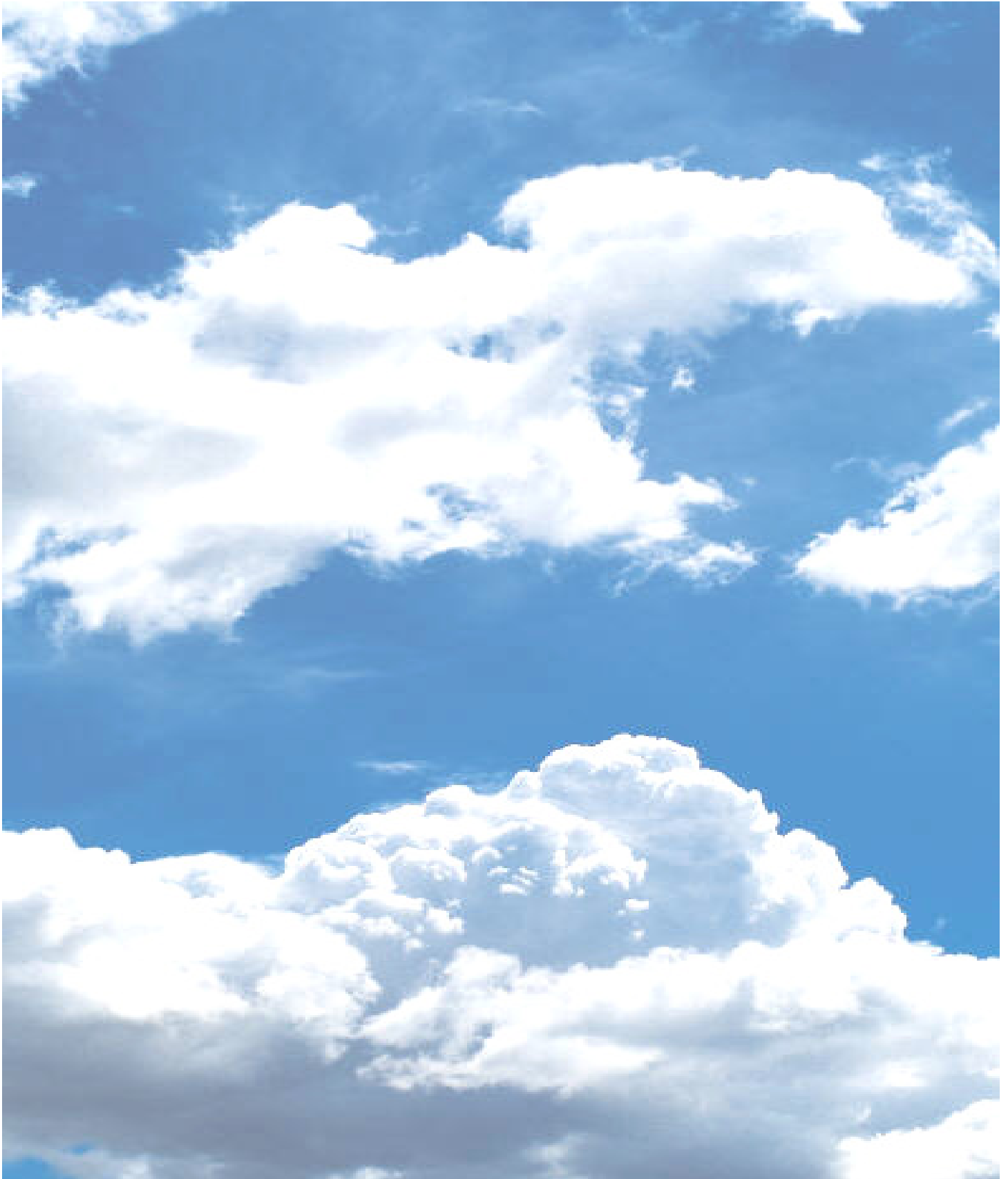




COMMUNITY AND PUBLIC SECTOR UNION

YOUR EMPLOYMENT CONDITIONS DIDN'T JUST APPEAR FROM THIN AIR



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In the Beginning

The first meeting of the CPSU (then known as the Victorian Public Service Association) took place on 17 June 1885 when 1,000 colonial public servants crammed into the Athenaeum Hall in Collins Street. The union already had 1900 members prior to this first general meeting. Ever since that meeting CPSU has worked towards improving the conditions of employment of Victorian Government employees.

Early Claims

In the early days of the Union our claims included:

- The establishment of an independent Appeals Board.
- Protection for temporary officers.
- Long service leave.
- The living wage - an adult male rate 21 yrs - then 26 yrs.
- Sick leave.

A History of Improvements

In **1916** we campaigned for and won the passage of the Political Rights Bill ensuring it was no longer a criminal offence for public employees to chair and speak out at meetings, ask questions of political candidates, or to join a political party.

In **1918** we took the first step towards gaining equal pay for equal work when a case was won to improve the pay of women teachers from 1/3 of the male rate to 4/5.

In the **1920's** we won fortnightly pays, ceasing the payment of public employees on an annual stipend.

In **1926** Superannuation was first established as an entitlement by the Union and **backdated to 1924**.

Paid sick leave of 6 days per year was also **won in 1926**.

In **1936** the Union won its members the right to cumulative sick leave and the principle of a Higher Duties Allowance.

In **1937** the Union fought for a 5-day working week.

In **1945** the Union won members 2 weeks annual leave, long service leave, the five day week and the principle of permanency for women.

In **1946** the Cain Labor Government introduced a bill guaranteeing the full independence of the Public Service Board.

In **1951** members' entitlements to annual leave were extended to 3 weeks.

In **1962** the case for equal pay for work of equal value was commenced before the Public Service Board.

In **1963** Long Service Leave was successfully improved from 6 months after 20 years to 4½ months after 15 years service.

In **1969** the union finally achieved its equal pay claim - introducing 85% of the male wage as of 5th October 1969 for female rates of pay and **100% from 1st January 1972**.

In the early **1970s**, Paid maternity leave was achieved.

During the 1970's and 1980's over 50 general salary revision claims were made and a number of state and federal awards covering statutory authorities were established.

In **1973** the union succeeded in increasing annual leave to 4 weeks.

By the **early 1990's** all that had been achieved was under threat with the election of the radical conservative Kennett Government.

In **March 1993** individual contracts of employment [Victorian] were introduced, State Awards abolished, annual leave loading removed, access to arbitration of disputes requiring employer consent introduced, 30,000 jobs cut, and Superannuation benefits reduced as member contributions increased.

On **11 December 1996**, the Australian Industrial Relations Commission delivered its arbitrated decision establishing an Interim [VPS] Federal Award which included retrospective annual leave loading to 4 March 1994, and a 10% wage increase with 7% backdated to 25 November 1995.

Throughout 1997 to 1999 the re-elected Kennett Government pursues individual contracts of employment and non-union Certified Agreements available in the Federal system following the transfer of industrial relations powers.

In **September 1999** the Kennett Government loses the majority of seats in Parliament at the General Election and in **October 1999** the ALP wins a by-election caused by the death of a Liberal sitting member on polling day enabling Steve Bracks and Labor to form a Government with the support of three [3] Independents.

On **31 March 2000**, the AIRC delivers its arbitrated decision establishing a MX [VPS] Federal Award which includes a retrospective 9.5% wage increase to 30 March 1999 amongst other improved conditions including an additional 8.2% pay increase for Correctional Officers.

In **July 2000** and in **November 2001**, CPSU negotiates Agreements with the new Bracks Government reviewing PS pay [inc. performance pay] and classifications policy while delivering 4% to 4.5% pay rises per annum to employees.

In **March 2004**, CPSU negotiates a new 43 month Agreement delivering 13.5% pay rises in addition to the progression payments under the new VPS Career Structure(s). The Agreement consolidates all previous AWA & s.170LK conditions of employment into a single service wide document while raising standards where previous entitlements had been ripped away. In **March 2006** CPSU exercises its extension option to replace this Agreement to enshrine all entitlements for a further 7.5% wage increase prior to Work Choices.

In **May 2009** CPSU negotiates **VPSA2009** in the context of new federal workplace laws allowing the union to further vary and extend our comprehensive service-wide Agreement protecting all entitlements and Career Structure(s). These Agreements set the new benchmark for all future CPSU bargaining representing the end of more than a decade of struggle to re-establish a career Public Service.

CPSU Today

Over a century later the CPSU continues its task to protect and improve conditions for Victorian Public Sector employees. Many of the entitlements won by CPSU members in the past are sometimes taken for granted by employees today. Protect the wins of the past and contribute to the improvements for your children's and grandchildren's employment in the future. CPSU members work towards improving the terms and conditions of employment of all Victorian Government employees.

If you're not a member – Join Now