



Rights@Work

Information for CPSU Members about the Victorian Public Service Agreement 2006

UNION TRAINING, FACILITIES & ACCESS

Union members are an integral part of the workplace, and the Agreement governing your terms and conditions of employment were negotiated by your union.

In the **Victorian Public Service Agreement 2006**, CPSU has negotiated members' right to attend training courses in the Agreement, time release for delegates and branch councillors and union representatives' entry to your workplace.

Relevant VPSA 2006 Clauses:

Cl 65 – Industrial Relations /Occupational Health & Safety Training,

Cl. 67 – Protection & Facilities for Accredited CPSU Representatives,

Cl 68 – Right of Entry.

CPSU's training unit offers training courses throughout the year. Hundreds of members each year receive training in Occupational Health and Safety, and Industrial Relations, at no cost to themselves.

The Agreement provides for up to **5 days leave on full pay in any one calendar year to undertake training** that is likely to contribute to a better understanding of industrial relations, occupational health and safety, safe work practices, knowledge of award or other industrial entitlements and upgrading of skills in all aspects of trade union functions.

You can be granted paid leave to attend union training in excess of 5 days and up to 10 days in any one calendar year so long as the total amount of training leave granted does not exceed 10 days over a two year period.

Most training is held at the union's office, however training at your workplace can be arranged if you wish as long there are enough members enrolled to make the exercise viable.

Industrial Relations training is provided free of cost, as well as some Occupational Health and Safety courses. However the Occupational Health Safety 5 Day Course for OHS Reps costs several hundred dollars. As CPSU is an accredited training provider for this course we are able to charge the course cost to your Employer who has an annual training allocation for this.

The Agreement provides **protection** from **dismissal** or **mistreatment** or threatened dismissal or mistreatment by reason of your union activity. This protection applies to branch councillors, delegates and all members.

Delegates are entitled to **paid time release** to enable them to carry out their functions, including investigating breaches of the Agreement, resolving disputes, and participating in bargaining or conciliation or arbitration.

Branch Councillors are entitled to paid time release for half a day per month to attend Branch Council meetings, and additional leave is available for Branch Councillors nominated to attend CPSU Federal Executive and Federal Council meetings, and the ACTU triennial conference.

Any member of CPSU may **display** written, authorised **CPSU material** in the **workplace** and distribute such material to CPSU members.

Members are also allowed access to **electronic communication** devices to facilitate communication between members and the union. All material communicated electronically must not be offensive or improper.

Representatives of the **union**, such as your Industrial Officer, have **access** to your **workplace** to hold discussions with employees.

Visibility in the workplace is a reminder to non-union colleagues of the strength and impact of the union, so when you receive union material make sure you display it. Your entitlement to trade union training leave does not accumulate, so use your entitlement and take advantage of your right to free union training, without loss of pay.