

THE **campus backbone**

CPSU - Macquarie University Branch



CPSU BARGAINING REPORT

23 June 2010

CPSU GAINS SUPPORT FOR 'PURCHASED LEAVE'

Macquarie University has given in-principle support to the CPSU's claim for a new 'purchased leave' scheme for all Macquarie University staff.

Under the CPSU's proposal all staff at Macquarie University will be entitled to purchase up to two additional weeks leave per year by sacrificing an equivalent amount of pay over twelve months to cover the cost of the additional leave.

Taken in tandem with annual leave an employee could, under the proposal, take up to six weeks of paid leave annually – two weeks at the purchased leave rate, and four weeks annual leave at an employee's substantive salary rate.

CPSU Branch President, Greg Stark, said "our focus groups identified leave as an area where staff wanted to see real improvements - improvements both in terms of quantum and access.

"With the incorporation of our purchased leave scheme, the new enterprise agreement will deliver on those priorities."

"The purchased leave scheme we've successfully negotiated with Macquarie University represents a realistic, low cost, tangible work/life balance initiative."

"To our knowledge, Macquarie University is the first University in the country prepared to offer employees an absolute right to purchase additional leave.

"Whereas other similar schemes have relied on managerial discretion, our model raises the bar, it makes additional leave an entitlement, and to that extent it's ground breaking." Greg added.

FIXED TERM EMPLOYMENT LOOMS AS A CRUNCH ISSUE

Macquarie University and the unions remain some distance from reaching agreement over new provisions for fixed term employees in what looms as a crunch issue in bargaining.

The unions are seeking Award related restrictions on the use of fixed term employment and limited conversion rights to allow fixed term staff to transition to continuing (permanent) employment.

The University would prefer more flexible arrangements around fixed term employment, but have indicated they may be prepared to consider broader conversion rights for fixed term staff. Watch this space.

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CPSU The General Staff Union – United we bargain, divide we beg!

Clauses tabled so far	Status
Parking Fee Freeze	No agreement
General Staff Career Development	Agreed in principle
General Staff Workloads	Agreed in principle
Leaving Employment	CPSU to respond
Types of Employment	University to respond
Unsatisfactory Performance	Agreed in principle
Travel Time	University to respond
Travel Allowance	CPSU to respond
Macquarie University Consultative Committee	Agreed in principle
Union Rights	University to respond
Performance Development & Review	Close to agreement
Managing Change in the Workplace	Agreed in principle
Dispute Resolution	Agreed in principle
Environmental Sustainability	University to respond
Purchased Leave	Agreed in principle
Contract Research Staff	University to respond
Probation	CPSU to respond
Hours of Work	Agreed in principle
Position Classification	Agreed in principle
Volunteers Leave	Close to agreement
Grand Parent Leave	University to respond
Indigenous Employment	University to respond
Higher Duties Allowance	University to respond
Superannuation	No agreement
Flexibility	University to respond
Quit Smoking Initiatives	University to respond
OH&S (Clothing and Equipment)	CPSU to respond
Definitions (Family member)	University to respond

The CPSU team:

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