

THE **campus backbone**

CPSU - Macquarie University Branch



CPSU BARGAINING REPORT

14 July 2010

RAISING THE BAR: CPSU CLOSE TO SECURING BETTER REDEPLOYMENT AND REDUNDANCY RIGHTS

The CPSU is close to reaching an agreement with Macquarie University on better redeployment and redundancy rights for university staff including a new \$1000 outplacement support program for staff facing retrenchment.

The University has given in principle support to key elements of the CPSU's claim including:

- **A 'job swap' process** that allows a voluntary exchange of positions between a 'redundant' position holder and a continuing staff member who has indicated they may accept a voluntary redundancy.
- **New 'priority consideration' arrangements** for the placement of staff seeking redeployment.
- **Redeployment** to a lower graded position by agreement only.
- **Stronger redundancy review** rights including new powers to overturn a decision to declare a position redundant.
- **\$1000 outplacement support** package for retrenched staff.

CPSU negotiator, Phoebe Dangerfield, said 'there are still a couple of minor wording issues to resolve but we're hopeful of finalising an improved redeployment and redundancy clause at our next meeting.'

UNIONS DRIVE NEW SUSTAINABILITY MEASURES IN EBA

Environmental planning, sustainable work practices and better consultation form the central elements of a new environmental sustainability package jointly negotiated by the staff unions.

The new sustainability measures mean that for the first time at Macquarie University the environment enters the purview of employment relations in a meaningful way.

CPSU Branch President, Greg Stark, observed 'to their credit the University were always open to negotiating with us around environmental sustainability.'

'With this clause we've set up strong consultative arrangements, raised University accountability, established a solid platform for future improvements, and hopefully raised employee awareness as well.'

Copies of all CPSU clauses are available and we welcome your comments and suggestions - contact a bargaining member or email cpsumq@gmail.com.

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CPSU The General Staff Union – United we bargain, divided 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	Close to agreement
Types of Employment	CPSU to respond
Unsatisfactory Performance	Agreed in principle
Travel Time	University to respond
Travel Allowance	University 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	Agreed in principle
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	Agreed in principle
Grand Parent Leave	No agreement
Indigenous Employment	Agreed in principle
Higher Duties Allowance	University to respond
Superannuation	No agreement
Individual Flexibility	CPSU to respond
Quit Smoking Initiatives	University to respond
OH&S (Clothing and Equipment)	CPSU to respond
Definitions (Family member & Secondment)	University to respond
Salaries	To be negotiated

Greg Stark – Lead Negotiator x7527

Phoebe Dangerfield – Campaign Coordinator x 9772

Lachlan Morgan – Communications Officer x7362

CPSU General Staff Union Team