

THE **campus backbone**

CPSU - Macquarie University Branch



MEMBERS BARGAINING REPORT

6 October 2009

ROCK SOLID SUPPORT FOR A GENERAL STAFF AGREEMENT

“This meeting of CPSU members endorses a separate General Staff Agreement and calls on the CPSU bargaining team to continue good faith negotiations with the University and the NTEU.”

Moved: Greg Stark

Seconded: Phoebe Dangerfield

Carried

A meeting of CPSU members has overwhelmingly voted to endorse negotiations for a new General Staff Agreement at Macquarie University. The 1 October meeting was open to all general staff and a number of NTEU members joined the discussion and debate. CPSU Branch President, Greg Stark, described the proposal as a “positive and historic opportunity for general staff.”

“I’ve been involved in every round of bargaining at Macquarie University. I was involved when we were locked out of negotiations 10 years ago and locked into a single agreement framework. For the first time in a long time I’m genuinely excited about bargaining,” Mr Stark said.

“A separate General Staff Agreement means that whilst General Staff have the opportunity to speak and decide with a clear voice, general staff need to be organised and united to make the most of it. Fortunately, at Universities like UTS, UNSW and UWS General Staff have used every round of bargaining to make sure that general staff are in the driving seat in negotiating over general staff conditions. I am confident that Macquarie University General Staff are equal to the task.”

“General staff have indicated for a long time that they feel like their roles are not respected, and their voice isn’t given due regard. We have the chance to redress that, and we should not let this opportunity slip away.”

“I urge all general staff to consider carefully what is being proposed by the University, and to ask questions like:

What is the best way to ensure the voice of general staff is heard?

What are the priorities of general staff, and how can they be best pursued?

How can we ensure that academic and general staff conditions are not traded off against each other at the bargaining table?”

“This is what happened at UNE when management there proposed a separate general staff agreement. I am confident that, like at UNE, general staff will carefully consider all of the issues and make their decision. After all, general staff are the backbone of Macquarie University.”

**Greg Stark – Lead Negotiator x7527 Lachlan Morgan – Communications Officer x7362
Thane Pearce – Ind Officer 9220 0944 Phoebe Dangerfield – Campaign Coordinator x9757**

CPSU DELIVERS BENCHMARK AGREEMENT AT UNE

An overwhelming majority (83%) of General Staff have voted YES to endorse the new UNE General Staff & ELC Teachers Collective Agreement 2009-2012.

Jen Mitchell, UNE CPSU President said “The outstanding vote is a vindication of the CPSU strategy of listening to and campaigning around the needs and wants of members at UNE. Every step of the way the CPSU was guided by our members and every action we took was sanctioned by our members.”

The UNE Agreement delivers arguably the **BEST CONDITIONS FOR GENERAL STAFF IN THE SECTOR.** They include:

- ✓ 17% PAY INCREASE COMPOUNDED OVER THE LIFE OF THE AGREEMENT (2% backdated to April 1, 2% backdated to September 1, 2009)
- ✓ TIME OFF IN LIEU AT OVERTIME RATES (*UNE previously paid TOIL at single rates*)
- ✓ A GENERAL STAFF WORKLOAD CLAUSE (*for the first time at UNE*)
- ✓ VASTLY IMPROVED CLASSIFICATION CLAUSE
- ✓ 17% SUPERANNUATION FOR FIXED TERM EMPLOYEES EMPLOYED FOR MORE THAN 12 MONTHS (*up from 9%*)
- ✓ INCREASED SEVERANCE PAY FOR FIXED TERM EMPLOYEES
- ✓ LIMITS ON THE USE OF FIXED TERM CONTRACTS (*the HECE Award provisions that were removed due to HEWRRs*)
- ✓ LONG SERVICE LEAVE FOR CASUALS (*for the first time*)
- ✓ COMPREHENSIVE UNION RIGHTS (*the first university to reintroduce full union rights*)
- ✓ UNCAPPED SICK LEAVE (*best in the sector*)
- ✓ 5 WEEKS ANNUAL LEAVE (*best in the sector*)
- ✓ 26 WEEKS PAID PARENTAL LEAVE
- ✓ 2 WEEKS PAID PARTNER LEAVE (*plus 6 weeks unpaid*)
- ✓ FULLY PAID SHUTDOWN PROVISIONS (*the best in the sector*)
- ✓ 30% ON-CALL ALLOWANCE (*best in the sector*)
- ✓ The ability to buy up to four weeks extra annual leave
- ✓ 25% casual loading (*up from 23%*)

See for yourself: <http://www.thegeneralstaffunion.org.au/index.php/une>

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www.thegeneralstaffunion.org.au

CPSU – THE GENERAL STAFF UNION