

# THE **campus backbone**

CPSU - Macquarie University Branch



CPSU BARGAINING REPORT

18 February 2010

## **BETTER PROTECTIONS FOR EMPLOYEES IN NEW UNSATISFACTORY PERFORMANCE PROCEDURES**

The CPSU has reached an “in principle agreement” with Macquarie University on new unsatisfactory performance procedures with stronger protections for employees.

The new procedures negotiated by the CPSU will for the first time require the University to refer any allegation made against a University staff member to an agreed independent investigator before considering any disciplinary action.

The superior provisions will significantly enhance transparency and procedural fairness.

CPSU negotiator, Phoebe Dangerfield, said “in most cases these new provisions will flush out vexatious and malicious allegations before they get to the disciplinary stage. In those few cases where, for whatever reason, the investigative process is flawed, University staff will still have the option of seeking union assistance and taking their matter to Fair Work Australia.”

“Whichever way you look at it, this is a win for job security”, Phoebe added

### **POSITIVE RESPONSE TO CPSU “PURCHASED LEAVE” CLAIM**

Macquarie University have responded positively to the CPSU’s “purchased leave” claim saying “while we need to look at some of the administrative issues around implementation, we’re not opposed to the idea.”

Under the CPSU’s proposal, all general staff would be able to purchase an additional 5 or 10 days leave per annum by reducing their ordinary rate of pay over twelve months to cover the cost of the additional leave.

CPSU Branch President, Greg Stark, commented “our focus groups clearly identified leave as an important issue for members. We’ve put forward a proposal that’s low cost and realistic. We think it would be particularly beneficial for working parents and grandparents with carer’s responsibilities.”

### **UNIVERSITY EYE PROBATION PAY OUT COSTS**

Macquarie University have tabled new “probation” provisions aimed at reducing the costs associated with terminating an employee during their probationary period.

Currently the University are required to pay out six months salary on termination of a continuing employee. The University would like to reduce this to a maximum of four months.

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[www.thegeneralstaffunion.org.au](http://www.thegeneralstaffunion.org.au)

# AT THE TABLE

## Clauses tabled so far

## Status

Parking Fee Freeze	No agreement
General Staff Career Development	Close to agreement
General Staff Workloads	University to respond
Voluntary Separation & Redeployment	University to respond
Types of Employment	CPSU to respond
Unsatisfactory Performance	Agreed in principle
Travel Time	University to respond
Travel Allowance	CPSU to respond
Macquarie University Consultative Committee	CPSU to respond
Union Rights	CPSU to respond
Performance Development & Review	Close to agreement
Managing Change in the Workplace	CPSU to respond
Dispute Resolution	University to respond
Environmental Sustainability	University to respond
Purchased Leave	University to respond
Contract Research Staff	University to respond
Probation	CPSU to respond
Casual Employment	University to respond

## Next Bargaining Session

The next bargaining meeting will be held on 2 March 2010.

Copies of all CPSU clauses are available and we welcome your comments and suggestions - contact our bargaining team or email [cpsumq@gmail.com](mailto:cpsumq@gmail.com).

## CPSU donates \$40,000 to Haiti appeal

The CPSU has donated \$40,000 to the Haiti appeal. \$20,000 came from state members (SPSF Group, which includes the PSA) and \$20,000 from the Commonwealth members (PSU Group).

Our \$40,000 was donated to the APHEDA – Union Aid Abroad appeal at [http://www.apheda.org.au/news/1263767740\\_23501.html](http://www.apheda.org.au/news/1263767740_23501.html)

APHEDA will transfer the money to affiliated union aid organisations which already have a presence in Haiti.

**Greg Stark – Lead Negotiator x7527**

**Lachlan Morgan – Communications Officer x7362**

**Phoebe Dangerfield – Campaign Coordinator x 9772**

**Thane Pearce – CPSU Industrial Officer 9220 0944**