

CPSU MACQUARIE NEWS

CPSU the General Staff Union at Macquarie University hopes you all had a restful break and are refreshed and looking forward to the challenges of the year ahead. CPSU had an active and interesting year at Macquarie University in 2008 with sustained growth and participation in our membership culminating in our payrise celebration BBQ in November which was very well attended. We look forward to the challenge of negotiating a new Enterprise Agreement this year and will ensure to keep you updated on your rights at work in 2009.

Enterprise Bargaining

The Macquarie University Enterprise Agreement 2006-2009 will expire in June 2009. The CPSU will soon involve members in a constructive dialogue about collective bargaining and your rights at work leading up to the next round of Enterprise Bargaining (EB6) at Macquarie University. The CPSU will campaign hard to make sustainable gains in your terms and conditions of employment and to build your power in the workplace.

CPSU members will be invited to join discussions around Enterprise Bargaining. Their invaluable contribution will assist the CPSU to formulate a position that truly reflects members' priorities and concerns.

If you would like to participate in this process and are not yet a member of the CPSU, **join the CPSU today** and enjoy the benefits of being a member of a union that is dedicated to supporting and representing General Staff in Universities.

Performance Development and Review

The CPSU has recently dealt with management on issues that have been raised by members on the implementation of the new Performance Development and Review process. At the end of February 2009, the University intends to review the 2008 PDR cycle to see whether the process has been effective and consider ways of improving it.

If you have any concerns or thoughts on the PDR process that you would like clarification on, please email your concerns to Greg Stark the CPSU Macquarie Branch President greg.stark@mq.edu.au who will act as a central point of contact. The CPSU will raise these concerns with Macquarie University.

Sustainability @ MQ and Parking Fee increases

The CPSU has sought to ensure that Enterprise Agreements currently under negotiation will contain practical measures which reflect the commitment of the management, staff and the union to generate productivity through a sustainable environment and meeting the challenges of global warming. This includes consultative mechanisms to allow for consideration of the ways to reduce the carbon footprint and increase energy and resource efficiency of the employer.

With the new Macquarie rail link due to open this year, and the prospect that parking fees are set to rise to \$400 per annum next year, the CPSU are keen to negotiate items such as subsidised public transport, and parking discounts for car pooling to ensure that General Staff at Macquarie enthusiastically participate in sustainable environmental measures without experiencing a negative impact on their income.

While the CPSU wholeheartedly supports environmental sustainability we also seek to ensure that all aspects of industrial relations and Occupational Health and Safety are adhered to, and that staff will not be subjected to negative work practises in the name of 'environmental sustainability'.

We need to ensure that new policies being developed and existing policies being adjusted do not undermine your rights at work.

If you have an interest in environmental sustainability, please contact Greg Stark on ext 7527. The CPSU is seeking general staff members from all levels to take part on the Sustainability Committees that already exist. The CPSU believes that in order to ensure consideration of all issues we need more General Staff members to participate.

How will the Bradley Review affect you?

The Bradley review, is a review of Review of Australian Higher Education by the independent, expert panel led by Emeritus Professor Denise Bradley AC. It was established in March 2008 to examine the current state of the Australian higher education system against international best practice. It was asked to explore the future direction of the sector, its capacity to meet the needs of the Australian community and economy, and the options available for ongoing reform.

The CPSU is extremely concerned about some aspects from the report of the Bradley review and the effect it will have on your jobs. One of these concerns is funding and the proposed implementation of a voucher system. Vouchers mean that instead of Government allocation of HECS places in a particular course at a particular university, the Government will allocate a certain number of 'vouchers', or a dollar amount Government contribution to a course, to a student, who will then take their 'voucher' to various universities in order to obtain a place. Vouchers create uncertainty for university funding and resource allocation as there is no way of accurately estimating the number of students in a particular year who will want to use their voucher to study at your institution. Go to the CPSU website <http://www.thegeneralstaffunion.org.au> and read the CPSU's response.

Join the CPSU the General Staff Union

Joining the CPSU the General Staff Union will provide you with quality industrial expertise and confidential support, ensure your say in your rights at work, improve your pay working conditions, protect your Occupational Health and Safety, give you an opportunity for specialist training. Becoming a CPSU member will help you to be active in advancing social justice issues like reconciliation and environmental sustainability, plus give you free access to a \$3500 provident fund. Contact your delegate or Organiser listed below. The CPSU office is located at W5C 231 and we will be happy to see you there.

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