



Enterprise Bargaining Update: Parental Leave at Macquarie University

The Prime Minister has called it a BBQ stopper but has yet to provide any entitlement to paid parental leave for Australian workers.

Australia remains one of only two OECD countries without legislated paid maternity leave (*source: Valuing Parenthood, Options for Paid Maternity Leave, HREOC, 2002*). In Australia, paid parental leave only comes from negotiated union Awards or agreements.

The University last week responded to the CPSU parental leave claim that addresses a majority of our issues.

So how does the offer compare with your claim?

CPSU Claim	Macquarie Uni Offer
Change paid parental leave from 12 weeks to 18 weeks full time and 34 weeks at 60%	Macquarie Uni offer is 26 weeks full time or part time up to a year for paid parental leave.
The University to provide 6 weeks partner leave for partners of parents taking custody of a child or giving birth to a child.	The University has increased the entitlement to 4 weeks for partners.
The ability to break up paid leave and to share it amongst partners	Provided within first two years.
The ability to access prenatal leave for medical appointments for mothers and partners	University provided access to sick leave for mothers and carers leave for partners.
Removal of qualifying period for parents.	University has removed the qualifying period for parents on continuing or fixed term employment and allowed for long term casuals to be paid parental leave.
6 weeks part time or 3 weeks full time foster parent leave.	Agreed
Payment for public holidays whilst on parental leave.	Agreed during paid parental leave.
Payment of Superannuation whilst on parental Leave.	Agreed on paid leave
Provisions to ensure safe return to work and access to part time work.	Agreed
Training on returning from parental leave	Agreed

How have the other Universities fared on parental leave?

Last Round-

- 2001 Australian Catholic Uni- CPSU achieved 12 weeks at full pay and 40 weeks at 60% after two years of service.
- 2001 Wollongong SRC- CPSU achieved 13 weeks at full pay and 39 weeks at 60%.

This Round- The CPSU achieved improvements in the following areas:

- UNSW & ADFA moved from 12 to 14 weeks maternity and adoption leave, landmark foster parent leave, removal of service requirement, paid public holidays and paid leave for casuals and fixed term employees.
- Sydney Uni- 14 weeks at full pay and 38 weeks at 60%
- UTS- Moved from 12 to 20 weeks and training on return to the workplace in current offer.

CPSU is close to agreement on the entire parental leave package but reserves its right to come back to the quantum of parental leave, as this area still does not meet our claim. It will be considered in the context of the outcomes at other Universities, and as part of the package of the final agreement.

Queries? Contact CPSU Organiser Mark Gregory on 0407069709, or CPSU President Greg Stark on ext. 7527

Authorised by John Cahill, Acting State Branch Secretary, PSA House, 160 Clarence St Sydney 2001.