



**It's time.**

**NTEU UWA Bargaining Update**

**14<sup>th</sup> February 2023**



**National Tertiary  
Education Union**  
Let's aim higher

# Acknowledgement of Country

We recognise that we are meeting  
on the traditional lands of the Noongar people.

This land is stolen land and has never been ceded.

As unionists we pledge our ongoing solidarity with the traditional owners,  
and all Aboriginal and Torres Strait Islander peoples,  
in their struggle for recognition of sovereignty, historical truths and justice.

# Agenda

**Introduction to bargaining team**

**Progress so far**

**Proposed schedule of meetings**

**Developments nationally**

**Curtin University Non-Union Ballot**

**What next?**

**Questions?** (prefer chat & email:  
[uwa@nteu.org.au](mailto:uwa@nteu.org.au))



Roses are red.  
Violets are blue  
These flowers don't rhyme  
With our log of claims  
But that one's good, too

# Introduction to bargaining team

**Dr Sanna Peden (Branch President)**

**Sam Green (Branch Vice President – General Staff)**

**Dr Andrew Broertjes (Casuals Representative)**

**Dr Stephen Dobbs (Branch Committee Member)**

**NTEU Industrial Staff: Joe Fiala, Annie Buchecker, Wayne Cupido**



**Alex Mold**  
@allymol

Shall I compare thee to a summer's day? Not without a control group and ethical approval. [#AcademicValentine](#)



**National Tertiary  
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# Progress so far

**Two meetings so far, third next week**

**Disagreement re: bargaining resourcing**

- Wildly insufficient preparation time
- Seemingly manufactured delays
- Paid attendance for casual rep

**Still no log of claims from management!**

**Three-month schedule of meetings**

- 9 meetings in total

**Reference groups**

*Let me not to the marriage of true minds  
Admit impediments. Love is not love  
Which alters when it alteration finds,  
Or bends with the remover to remove:  
O, no! it is an ever-fixed legally-  
enforceable industrial instrument  
Whose worth's clearly measured against  
CPI and long-overdue improvements to  
workloads and job security*



# Proposed schedule of claims (draft)

## 3. Wed 22 February 1pm to 3pm

Scope and Coverage of the Agreement

- Single agreement; everyone!

## 4. Wed 1 March 9am-11am

A&TSI Employment (claims 29-35); e.g.

- 4% employment target
- Increased Cultural/Ceremonial/Special leave
- Culturally appropriate counselling

Academic Freedom (claim 36)

Expiry date (claims 1-2) and claim 70 (JCC)



# Proposed schedule of claims (draft)

## 5. Wed 15 March 1pm to 3pm

Support for Parenting and Breastfeeding (claims 39-41), e.g.

- Safe and sanitary lactation and refrigeration facilities
- Lower qualification threshold; caregiving as activity, not identity

Some Health, Wellbeing and Work-Life Balance (claims 43, 46, 47), e.g.

- FDVL, Compassionate leave

## 6. Wed 12 April 9am-11am

Remaining Health, Wellbeing and Work-Life Balance (claims 42, 44, 45, 48, 49), e.g.

- Pandemic leave, reclaim shut-down, improved long service leave and WFH rights

Safe and Sustainable Workloads (claims 11-17), e.g.

- Protections against work intensification and uncompensated overtime
- Improved workload allocations and review provisions



**Janna Goebel** @JannaGoebel

Roses are red

Violets are blue

I have more of a comment  
than a question for you

[#AcademicValentines](#)



**National Tertiary  
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# Proposed schedule of claims (draft)

## 7. Fri 26 April 1pm to 3pm

Job Security (claims 3-10), e.g.

- Limits on org changes, outsourcing and retrenchment
- Improved rights to conversion to secure employment

Rights for Casual Staff (claims 18-28), e.g.

- Paid personal leave, recognition for long service leave
- Better definitions for academic work
- Limits on reusing lecture recordings

## 8. Wed 10 May 1pm to 3pm

Strong Union Rights (claims 50-55), e.g.

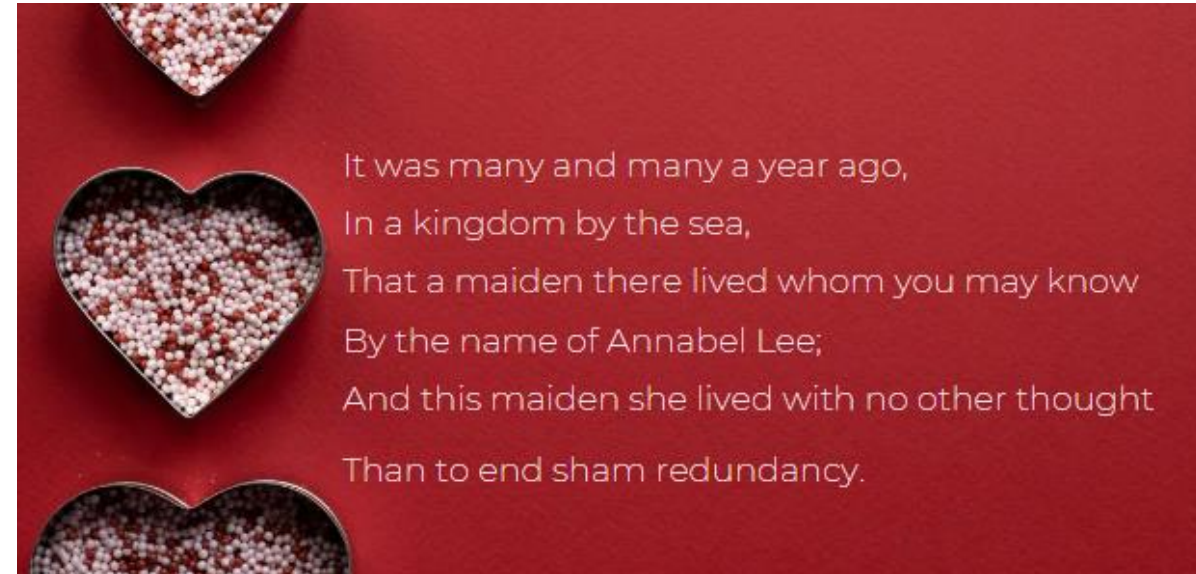
- Time release, staff induction and comms

Salary Increases (claim 74)

- 15% or CPI+1.5%

Fair and Equitable Allowances (claims 62-68), e.g.

- Improved shift, overtime, higher duties and TOIL





# Proposed schedule of claims (draft)

## 9. Wed 26 May 9am-11am

Equitable Superannuation (claims 37-38), e.g.

- 17% for all staff

Career Progression and Development (claims 56-61), e.g.

- Improved promotion, reclass and level change rights
- Sabbaticals and study leave
- Preference to internal candidates

Procedural fairness and transparency (claims 69 and 71)

- Dispute resolution and disciplinary procedures



How do I love thee?  
Let me count the ways.

I love thee to the depth and  
breadth and height

of my working conditions  
and rights.

# Developments nationally

## New Western Sydney Agreement

- 150 FTE in ongoing academic staff roles
- 25% reduction in the proportion of casual FTE
- Enforceable conversion rights for fixed term staff
- Employees can only be made redundant once during agreement
- Improved workloads clauses (all staff)
- Pay Increase: 14.2% over the life of the agreement
- additional flat \$1000 increase for staff lvl 4-5 and \$500 for staff lvl 6-7

## New ACU Agreement

- 8% reduction in casual employment over the life of the agreement (85FTE)
- Enforceable conversion entitlement for fixed term staff after 3 years
- Commitments to limit redundancy
- 5 days pandemic leave for all staff
- Improved flexible working arrangements
- Pay increase: 14.55% over the life of the agreement;
- additional flat \$1000 increase for staff lvl 4-5 and \$500 for staff lvl 6-7



**Katie Mack** ✓ @AstroKatie · Feb 15, 2016

Are you a gravitational wave? Because you stretch and squeeze my heart.  
(But not in a medically dangerous way.)

[#physicsvalentines](#)



**National Tertiary  
Education Union**

# Curtin University Non-Union Ballot

**Guest speaker: Branch President Dr Scott Fitzgerald**

# So, what now?

Visibility, Activity, Support

[nteu.info/uwabargaining](http://nteu.info/uwabargaining)

**Members:**      **CHECK YOUR DETAILS  
ON THE MEMBER PORTAL**  
([nteu.au](http://nteu.au))

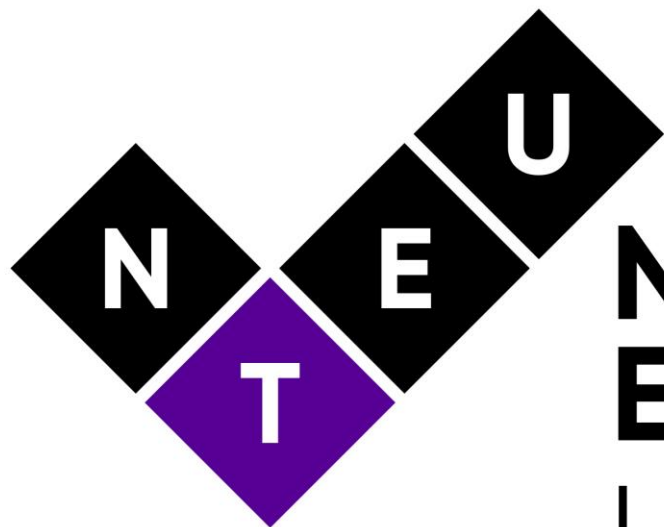
Reference groups

Campaign team

Contact [uwa@nteu.org.au](mailto:uwa@nteu.org.au)

**Non-members:** [nteu.au/Join](http://nteu.au/Join)





# National Tertiary Education Union

Let's aim higher

**NTEU UWA Branch**

**10-12 Parkway (M005)**

**University of Western Australia Crawley WA 6009 Noongar Boodja**

**p: 08 6488 3013 e: [uwa@nteu.org.au](mailto:uwa@nteu.org.au) w: [nteu.au](http://nteu.au)**