

NTEU Murdoch Branch

Bargaining Update Meeting





Acknowledgment of Country

Whadjuk Noongar Boodja

Meeting Structure

- Bargaining update
- For member feedback
 - Grievance procedure
 - EBA vs Policy
 - Organisational change
 - Redundancy and redeployment
- Q and A
- Other Business



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Bargaining Update

- What has been agreed:
 - The right to disconnect ✓
 - Natural justice and procedural fairness ✓
 - Raising the Aboriginal and Torres Strait Islander employment target to 3% ✓
 - 30 days paid Gender Affirmation Leave ✓
 - Clarity and improvements around leave during the LSP ✓
 - Improvements to the infant feeding clause ✓

Member Consultation

We would like to go through some issues we are having at the bargaining table and explain why they are important

Reminder: When it comes to voting on any clauses, potential members are welcome to view the clauses but do not have voting rights.

Voting rights are one of the many benefits of union membership

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Grievance Procedure

- Put simply, regardless of how well the University's Grievance Policy and Procedure may or may not be working, they are not enforceable outside the Enterprise Agreement, and it is Management's prerogative to change them as they see fit.
- NTEU members are seeking a clear, accessible and understandable clause in the new Agreement that defines enforceable procedures and timeframes.
- There is already a Dispute Resolution Procedure in the current EBA (clause 34), but that process is a rather large undertaking and can be intimidating to instigate. Members have asked for the option of having access to a less intense form of conflict resolution in plain language in the new EBA.
- As stated above, The Senior Leadership Team (SLT) is currently of the opinion that as there is a Grievance policy at the University, then there is no need to bring this into the scope of the Agreement.
- Policies can be unilaterally changed by management and that disputes cannot be raised against the operation of the grievance policy by the NTEU if a member hasn't received an appropriate outcome.
- If this is brought into the EBA, not only would it be readily available for staff to access and understand, it would also be something that the relevant university departments would be bound by law to follow.

Grievance Procedure

What are you prepared to do to get a grievance procedure in the agreement?

EBA vs Policy

- What does it mean for something to be in the EBA vs being a university Policy

In the EBA	University Policy
Enforceable	Non-enforceable
Restrictions on changes	University can change unilaterally
Negotiated with your union	Set by senior management

Organisational Change

- The NTEU Clause we would like to have in the EBA:

During the nominal term of this Agreement, an Employee will not be subject to more than one (1) major workplace change that may result in the termination of their employment on the grounds of redundancy, subject to any exceptional circumstances that may arise (including substantial adverse changes in Government funding or major negative economic disruption). This limitation will not apply to any form of voluntary redundancy, voluntary separation, or where an Employee elects to move from a position in one part of the University to a position in a different part.

- The Senior Leadership Team have said they don't believe this is workable "in the current economic environment".

Redeployment and Redundancy

NTEU Clause	Response from Senior Leadership Team
<p>31.6 In the event of an employee being terminated due to redundancy, the University will give eight (8) weeks advance written notice, including outlining the reason(s) for the redundancy.</p>	<p>Not agreed</p> <p>The University already provides written notice, which outlines the reason(s) for redundancy. Extending the notice period to eight weeks would delay the implementation of the new organisational structure and may negatively impact employee wellbeing.</p>

Redeployment and Redundancy

- How important are the 8 weeks' notice to you?
- The Senior Leadership Team believes some people would prefer 2 weeks to “get it over and done with”
- They also think 8 weeks is impossible for them due to restructures being done mostly at the end of the year

Upcoming Bargaining Meetings

Date	Clauses/Topics covered
Tuesday - 1 st of August	Fixed-term employment, overtime, probation, and public holidays
Friday - 18 th of August & Tuesday 22 nd of August	Grievance procedure, dispute process, casual professional employees, casual academic work, and casual conversion

Questions



Next Steps

- These meetings will continue to be monthly, both on Zoom and in-person.
- We may call urgent meetings as needed, so please read union updates as we want as many members as possible engaged in this process.
- Members: Come to the office and get some posters to put up in your area. The office is at 460.3.025.
- Non-members: Join your colleagues in the union so you can have a say on your future and help staff have a bigger voice on campus.

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Any Other Questions?

- Email us at murdoch@nteu.org.au
- Visit <https://www.nteu-wa.info/> for more detailed information
- Call Stuart (Murdoch Branch Organiser) on 0483 371 514