



## Bargaining Update December 2022

On Thursday 15 December we held our final bargaining meeting of the year with management. As in the previous meetings this mainly entailed an exchange of clauses.

### Management's response

At the previous meeting on 24 November meeting we presented the following clauses and in this meeting we listened to management's responses:

- Family and Domestic Violence Leave and Support,
- Gender Affirmation Leave,
- Pandemic/Infectious Diseases Leave, and
- Breastfeeding.

We feel that some promising progress has been made with these clauses except for Pandemic/Infectious Diseases leave.

### Management does not want to include Pandemic/Infectious Diseases clauses in the Agreement.

We, on the other hand, think that there has been a fundamental shift, as a result of COVID, in the way we think about health and wellbeing in the workplace that adds additional pressure on sick leave entitlements. We are now much more aware of the importance of not attending the workplace with infectious conditions. It is our strong view that staff following health advice in this way should **not** shoulder the full burden of responsibility for ensuring a safe and healthy workplace.

Another stumbling block is not reaching agreement on including coverage within the Agreement for our colleagues in WAAPA and the Sports and Fitness Centre. **We will return to this issue again.**

### Workload Clauses

At this meeting we presented the Academic and Professional workload clauses.

Workloads are a major priority for staff as reflected in not only our own consultation with members but also in the ECU-sponsored Voice surveys. The validation of your concerns in two staff surveys provides us with a determination to ensure that workload provisions are fair, transparent, and equitable.

### Summary

At the end of 2022 we have presented, and ECU have responded to, most of our clauses.

Clearly there are still some matters we have not discussed such as salary increases, job security and so on. These are the bedrock of a fair agreement, and we will be strenuously seeking the best outcomes for you, our members. In order to achieve this, we propose to engage in a series of intensive bargaining meetings in February.

**We will rely on your active support both inside the bargaining room and across campuses to ensure that our voices are heard loudly and clearly by management.**

All of you who have worked through the most difficult and challenging of times are entitled to unequivocal recognition of your extraordinary efforts. The extent to which management truly and authentically value and recognise your efforts will be reflected in the terms of the next Agreement.

We will be in touch early in the New Year to keep you up to date with progress.



**In the meantime, we wish you all, your family, friends and other loved ones all the very best for the season however you choose to mark the occasion.**

In solidarity,

**Neil and the NTEU ECU Branch Bargaining Team**



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*We acknowledge the Traditional Custodians of the country on which we live and work, and their connections to land, sea and community. We pay our respect to their Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples. We also acknowledge that this land was stolen, that a treaty or agreement for use of these lands is yet to be negotiated, and that a process of truth-telling is long overdue. As a union, NTEU commits to walking in solidarity to Aboriginal and Torres Strait Islander peoples in their struggles for justice, reparations and compensation.*

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