

NTEU Murdoch Branch

Bargaining Update Meeting



Acknowledgment of Country

Whadjuk Noongar Boodja



Meeting Structure

- Bargaining update
- Consultation on management supplied clauses:
 - Clause 15 - Duties, Training and Development
 - New clause- Parenting Room Provisions
- Q & A
- Other Business



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Bargaining Update

- What has been agreed:
 - Union consultation on restructures ✓
 - 20 days paid partner leave ✓
 - Increased accountability when ending or denying flexible working arrangements ✓

Member Consultation

We have received some clauses from management that we'd like member feedback on.

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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Clause 15 - Duties, Training and Development

Management would like to insert a new subclause as 15.1 and slightly alter 15.2:

15.1 - The Parties agree that the prevention of occupational injury and illness through the provision of a safe and healthy work environment is of the utmost importance. The prevention of occupational injury and illness in the workplace is the responsibility of everyone, and the participation and co-operation of the Employer and Employees is vital.

15.2 - Employees are required to safely undertake all duties that are within their skill and competence, including duties which are incidental or peripheral to the Employee's substantive position, as directed by the University.

Clause 15 - Duties, Training and Development

For reference, here is the NTEU's proposed change to the clause:

15 Duties, Training & Development

- 15.1 ~~Employees~~ The University will ensure all employees are ~~required~~ able to safely undertake all the duties of their position. ~~that are within their skill and competence, including duties which are incidental or peripheral to the Employee's substantive position, as directed by the University.~~
- 15.2 Employees may be required to undertake training aimed at maintaining, enhancing or broadening their work skills and performance consistent with the requirements of their position. Where the University requires such training, the University will provide it to the Employee.
- 15.3 Employees are to participate in discussions about their performance, contribution and development with their direct Supervisor or Management in accordance with the relevant University policy, as amended from time to time.

New Clause - Parenting Room Provisions

Management would like to insert a new clause:

X.1 - The university will make available a parenting room for employees to bring an Immediate Family Member or Household Member into work when unable to arrange any alternative childcare or other arrangements. The room is for short-term emergency use, and not on an ongoing basis. Employees will be required to provide constant on hand supervision at all times in the parenting room.

X.2 - An employee must take personal leave where the caring arrangement is due to illness or infectious disease which may impact the health of others in the workplace.

Breastfeeding

X.3 - An employee who is breastfeeding will be entitled to negotiate with her supervisor breaks at her workplace for lactation purposes. Requirements for these purposes will be negotiated with her supervisor.

New Clause - Breastfeeding

For reference, here is the NTEU's proposed new clause:

Breastfeeding

The University will provide paid lactation breaks and an entitlement to safe, secure and private breastfeeding facilities, including access to safe refrigeration.

It is also proposed that instead of breastfeeding this clause is labelled infant feeding and, additionally, gender-neutral language used throughout the agreement

Questions



Next Steps

- From now on these meetings will 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: Next meeting, invite 1-2 co-workers to come to the next meeting with you.
- 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