



## Bargaining Update & E-Bulletin

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## The situation at ECU

### Bargaining Update

#### Meeting #9

On **Thursday 30 March** your NTEU ECU Branch bargaining team sat down with **management** for the ninth meeting of this bargaining round. Overall, the meeting was constructive, and progress is being made towards an agreement.

At this meeting some important **areas came close to agreement** and have been referred to the drafting working party:

#### **Academic freedom**

- Enshrining protection from disciplinary action for staff exercising Academic Freedom rights.

#### **Casual & fixed-term employment**

- Casuals to be paid for all required attendance at information, consultation and other meetings, and for professional development and training sessions.
- Inclusion of casual service in the calculation of long service leave entitlements.
- Right of incumbency for fixed-term contract renewals.

### Aboriginal and Torres Strait Islander Employment

- An Indigenous employment target of 3% with the Joint Staff Consultative Committee, of which the Union is a member, having participation in ensuring its achievement.
- Improved Cultural Leave entitlements

Despite these advances, there are still **areas of difference** between management and the needs of ECU union members and staff including:

### Change management.

- Subjecting any employee to no more than one organisational change process during the life of the agreement to protect psycho-social wellbeing.
- Considering work intensification and increased workloads as a key part of any consultation and deliberation for change management.
- Protections against outsourcing for the purpose of reducing rates of pay.

### Casual employment conditions

- Pay by the hour for all tasks and abolition of marking piece rates with the maintenance of pay differentials based on complexity.

## What's next?

We await a response from ECU senior management on these and other issues, including pay. The joint drafting working group will meet this week to draft some of the clauses that are close to an agreement. **The management bargaining team has committed to providing a pay offer when the full teams next meet on the 20th and 21st of April.** At this meeting we hope to gain clear answers on the last of our outstanding claims, including but not limited to:

- Safe workloads.
- A concrete casual conversion target.
- The right to disconnect.
- A fair and reasonable pay rise

Get involved to win!

In 2022 you and your fellow members put a log of claims to management because this is what you and your colleagues need to keep this university running as a great place to learn and work.

To secure the gains we are seeking at ECU, we need you to get on board with the bargaining campaign. Activities range from putting up a poster or helping hold a meeting in your area to joining us in the bargaining room to relay how one of these issues currently affects work in your area. **Get in touch with Thom, our organiser at ECU, to find out how you can help grow our power to win. You can reach him at [ecu@nteu.org.au](mailto:ecu@nteu.org.au) or by registering at the link below and he will get in contact.**

**GET INVOLVED: CLICK HERE**

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### **[ECU: highest surplus in WA](#)**

**ECU recorded the highest operating surplus of any university in the state for 2022.** The figures as outlined by **[Holy Thompson in WA Today](#)** are as follows

ECU recorded a surplus of almost \$38 million

UWA recorded a surplus of more than \$20 million

Curtin recorded a \$36 million loss

Murdoch recorded a loss of \$37 million

Whilst it is good to see the University thriving we call upon ECU management to use this positive result to meet the reasonable needs of the staff that delivered it by alleviating unmanageable workloads and by offering ECU staff a fair pay rise

## **Fighting to win**

**Bargaining and industrial action across Australia**

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### **On strike!**

**Curtin defeats non-union ballot and takes action for better universities**

After handily defeating Curtin management's insulting non-union agreement by a whopping 72% (**[read here](#)**) our fellow NTEU members at Curtin have been taking industrial action to ensure that management takes seriously their claims for a fair pay rise, secure jobs and safe workloads (**[read the ABC coverage here](#)**). The next action will be a **one-day strike on Wednesday, April 5. Members are encouraged to get in contact ([ecu@nteu.org.au](mailto:ecu@nteu.org.au)) to join fellow ECU members leafleting at the Bentley Campus on the morning of the strike.**



ABC news coverage of Curtin strike

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### [A line in the sandstone](#)

Sydney University members take a courageous stand to protect workloads!

**Sydney Uni members have drawn a line in the sand in this round of bargaining to protect safe workloads.** USyd Management is seeking to overturn a model that enshrines an equal 40% allocation for research and teaching and 20% for administrative work. The NTEU is also pushing management to provide a pay rise in line with inflation. USyd members know what is at stake for the whole sector and have taken an unprecedented 8 days of industrial action in this round of bargaining. Read the Guardian Australia's coverage [here](#)



Honit Soit coverage of Sydney University strike on 31 March

## Casual wage theft

The 100 million dollar sickness at the heart of Australian universities.

In February, the NTEU released the findings of our damning **wage theft report** revealing that since 2020, universities have systematically underpaid staff to the **tune of \$107.8 million**. The report shows that out of Australia's 43 public universities, 34 have committed wage theft. The biggest culprit is Melbourne University racking up a whopping \$45 million in underpayments. They are emblematic of the sector's priorities, having had forked out \$2 billion for new buildings whilst underpaying staff.

This is why the ECU branch is fighting hard in the current round of bargaining to close the loopholes that have enabled underpayment. Piece rates for casual marking are one of the major culprits.

**Share the report in your area!**

**Get in touch with the Branch if you have concerns about wage theft in your area via [ecu@nteu.org.au](mailto:ecu@nteu.org.au)**



NTEU National President Alison Barnes speaking to the ABC about wage theft in higher ed



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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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