

From: Vice-Chancellor and CEO
To: une-official@une.edu.au;
Subject: [une-official] Enterprise Bargaining Update
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Attachments: ATT00001.txt

Dear Colleagues

The University has continued to bargain with the CPSU and NTEU in good faith since providing the unions 'without prejudice' Final Settlement Offers for a new 'UNE General Staff and ELC Teachers Union Collective Agreement' on 24 July 2009 and, to the NTEU, a new 'UNE Academic Staff Union Collective Agreement'.

The University believes that we are close to reaching agreement and that we have offered staff, via their union representatives, very reasonable pay rises and conditions.

Some of the entitlements the University has offered are:

- a 4% pay rise per annum for 4 years (2009-2012) with the first 2% being backdated to 30 April 2009;
- retaining unlimited sick leave on full pay;
- 10 days Personal and Community Leave per annum which includes leave for emergencies and the unexpected temporary absence of the usual carer to an immediate family member;
- 26 weeks Parental leave on full pay or 52 weeks on half pay plus an increase in Partner Leave to give care and support to the mother from 1 to 2 weeks paid leave and up to 6 weeks unpaid leave;
- no changes to the current annual leave entitlements and the 1 week Christmas break;
- recognition of casual service for long service leave purposes;
- time off in lieu of overtime for General staff at overtime rates, currently the entitlement is an hour for an hour;
- a General staff workload clause for the first time;
- a comprehensive new Position Classification clause for General Staff;
- severance payments to General staff on contracts, currently there is no entitlement to severance for most General staff contracts;
- more generous superannuation entitlements for contract staff;
- an increase in the casual loading from 23% to 25% ;

- if a General staff member is to be transferred it must be reasonable, at the current HEO level and the University must consult with the staff member and provide a rationale;
- a commitment to a child care centre being retained on campus;
- a new clear and comprehensive grievance clause;
- important parts of the current Dignity and Respect in the Workplace Charter are included in the Agreements;
- paid trade union training leave and paid leave for union delegates to attend campus, NSW and National Committee's, conferences and meetings;
- a reduction in the academic probation period from 5 years to 3 years;
- an Academic Workload clause that requires a mix of teaching, research, service and administration that is manageable and equitable, and will be determined on a fair, transparent and consultative basis. Each School, not University management, through collegial consultative processes will determine if the current EFTSL model or an hours model is appropriate for that School. The hours model is based on 37.5 work per week per annum, with the teaching component of 690 hours per annum including teaching, curriculum development and supervision of practicum teaching. Such an hours model is what the NTEU is currently seeking at other Universities during bargaining, for example at CSU. UNE is the only University in Australia with the EFTSL model, which we propose can be retained by individual Schools if they choose.
- an academic promotions clause that provides that the University must offer the opportunity of promotion to all eligible academics based upon the merit of the application on an annual basis with appeals being allowed on procedural grounds. The composition of the promotion committee, including 2 academics from each Faculty elected by academics, has been left in the current policy.

The University understands that there is currently a ballot of NTEU members to determine if industrial action may be taken. The University respects that all staff have the legal and moral right to take industrial action during bargaining. Legislation provides that the University cannot pay staff who participate in industrial action.

UNE is arguably the furthest advanced in bargaining compared to all other Universities in Australia, apart from ANU and Ballarat who are the

only Universities with new agreements. Press reports indicate that NTEU-initiated industrial action is planned at a number of campuses across the country at the same time. This is unfortunate because it ignores the valuable and constructive progress made locally during bargaining that, in any event, is applicable to UNE only.

The University hopes to shortly provide all staff with both complete new enterprise agreements for your consideration after some further discussions with both unions. Staff are encouraged to express their views regarding bargaining at any time at EBatUNE@une.edu.au and to read correspondence between the University and NTEU on the Enterprise Bargaining web page (<http://www.une.edu.au/hrs/eb/ebindex.php>).

Regards

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