



**National Tertiary
Education Union**
Let's aim higher

NTEU CURTIN BRANCH

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ATTACHMENT 1

NTEU Curtin Branch LOG OF CLAIMS

NTEU seeks one Enterprise Agreement with Curtin University that covers every Professional and Academic staff member up to the Vice-Chancellor and all employees of related entities of Curtin University that includes the following:

Salary increases and Expiry Date

1. That the Agreement operate from the date of its approval and have a nominal expiry date of 31 December 2024.
2. That salary rates and allowances for all NTEU members employed by the University be increased by 15% (flat) by 31 December 2024.

Workloads

That the Agreement provide for:

3. Protections against work intensification as a result of organisational change.
4. Protections against work intrusion outside of working hours
5. Effective hours-linked caps on academic workload, including clear limits on teaching and research and teaching only workloads.
6. Protections against excessive or un-compensated overtime.
7. Ordinary hours for professional staff to be no more than 36.75 hours per week during the span 8.00 am to 6.00 pm Monday to Friday.

Job Security

That the Agreement provide:

8. That, to mitigate against the negative impact of repetitious and disruptive change management on university staff, no individual be subject to an organisational change process more than once during the life of the Agreement.
9. That job security, redeployment and redundancy protections in the agreement are strengthened and that organisational change clauses provide increased information to all staff and the Union.
10. That the Agreement place lawful conditions and requirements on the outsourcing of work or use of contractors to perform work that a staff member, or future staff member covered by the Agreement is capable of performing.
11. Retrenchment, including voluntary retrenchment, only occur where the work performed in the position is no longer required to be performed by anyone.



In relation to fixed-term staff:

12. A right to conversion to permanent employment after three years' continuous service or two successive contracts.
13. A right to further work where the contract is renewed.

In relation to casual staff::

14. A requirement that the University organise work so as to minimise casual employment and only use casual employment to perform short term ad hoc work.
15. Improved conversion rights.

Casual employment improvements:

That the Agreement provide:

16. A requirement that casuals be paid by the hour at the applicable rate for every hour worked except where covered by the "rolled up" pay rates for tutoring and lecturing, and improved definitions of work subject to these rolled up rates.
17. Paid sick leave for all casual staff and that casuals are invited to attend information and consultation meetings regarding restructuring and be paid for their attendance.
18. Recognition of casual service for the purposes of long service leave.
19. Improved provisions for frequency of payment of casual markers.

Academic Freedom

20. That the Agreement protect academic freedom in accordance with the rights in international instruments, and protect and promote the rights and freedoms of staff members to comment and engage in public debate, including a debate on the operation and governance of the University.

Aboriginal & Torres Strait Islander Employment

That the Agreement provide for

21. An Aboriginal & Torres Strait Islander employment target of equal to 4 % of all staff on a headcount basis by 31 December 2024.
22. Increased Cultural and / or Ceremonial Leave.
23. An Aboriginal & Torres Strait Islander Language Allowance.
24. An allowance and specific workload model / allocation for Cultural Load.
25. Recognition of Aboriginality as a genuine occupational qualification for the relevant position.

Superannuation

That the Agreement provide for:

26. Maintenance of UniSuper as the default superannuation fund to the extent permitted by legislation.
27. 17% employer superannuation contribution for all casual employees.



28. An explicit reference to 17% employer superannuation for all staff.

Union Rights

29. Time release for the NTEU Branch President.

30. Increased workplace relations leave.

31. Ensuring no staff member will be disadvantaged as a result of union activities conducted in accordance with responsibilities incurred as a result of bargaining for, or implementation of, the Agreement.

32. All staff inductions to include NTEU.

33. Access to staff email and mailing lists.

Working from Home

34. That the Agreement provide for enhanced rights to work from home for professional staff and appropriate protections and allowances for professional staff working from home.

Pandemic / Infectious Diseases Leave

35. That the Agreement provide for paid Pandemic / Infectious Diseases Leave on each occasion a staff member is required to self-isolate or quarantine and not able to attend work as a result.

Breastfeeding

36. That the Agreement provide for paid lactation breaks and an entitlement to safe, secure and private breastfeeding facilities, including access to safe refrigeration.

Gender Transition Leave

37. That the Agreement provide for a total of 30 days paid gender affirmation leave per annum for gender affirmation procedures, inclusive but not limited to medical, psychological, surgical, legal status and documentation amendment appointments.

Leave

38. Family and Domestic Violence Leave.

39. Improved provisions for and clarification of the process regarding directions to take excess leave.

40. Improved overtime provisions for shift work.

41. Paid time off over the limited-service period.

42. Reasons provided for refusal of study leave and Academic study Program and a review mechanism where leave is denied.

43. Paid sick leave for all casuals.

44. Improved parental leave entitlements.

Other matters:



45. Improved TOIL provisions.
46. Improved dispute resolution procedures.
47. Amended definition of tutorial and the addition of a seminar rate.
48. Stronger enforcement provisions on notice for termination or continuation of fixed term contracts.
49. An allowance for employees who perform the role of Radiation Safety Supervisor.
50. The addition of an allowance for employees performing the roles of Chief Building Wardens and Deputy Building Wardens.
51. Improved flexitime provisions.
52. Necessary alterations required for compliance with the Fair Work Act 2009.
53. Other Claims that may arise during the Bargaining Process.
54. No diminution of current terms and conditions of employment.

