National Tertiary Education Union

NTEU UYSD BARGAINING
LOG OF CLAIMS

The University of Sydney Branch of the National Tertiary Education Union endorses the following Log of Claims.

1. A single Agreement will apply to all University employees.
2. A salary increase for all staff of 20% (flat). †
3. 17% superannuation for casual workers.
4. Severance payments for professional staff increased to match that of academic staff.
5. Aboriginal and Torres Strait islander claims to reach population parity in employment and protect cultural rights.
6. Improved protections for academic and professional staff freedom of expression.
7. Provisions to protect staff against any adverse effects of artificial intelligence systems in the workplace.
8. Enforceable Workload Protections and Review Processes for Academic Staff and Professional Staff
9. University to recognise disability and lived experience as both a source of structural disadvantage and legitimate expertise, requiring formal acknowledgment in workload, promotion, recruitment, remuneration, and career pathways, alongside enforceable rights to flexible work, adjustments, and equitable leave.
10. No Forced Redundancies.

† ACROSS THE LIFE OF THE AGREEMENT

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11. The Agreement will strengthen limitations on fixed-term employment and insecure work for professional and academic staff.

12. Improvements in clauses governing precarious (casual, fixed-term, funding-contingent continuing) staff conversion rights.

13. Substantive professional staff positions will not be allowed to remain vacant for more than two weeks.

14. Improved protections for, and limitations on the total EFR staff.

15. Improvements to reproductive health provisions, including health, parental, and carers leave.

16. Improved gender affirmation provisions for all staff, including access to 30 days per annum of leave, including casual staff.

17. Enforceable access to Flexible Working Arrangements, including Remote Working (Working from Home) with rights to make collective arrangements.

18. Contingent upon reaching agreement within 9 months of expiry of the current agreement, an expiry date of 1 September 2029.

19. Improved union and delegates rights via increased time release for union representatives, access to staff email lists, access to staff inductions, and access to at least 10 days trade union leave per member each year.

20. The Agreement will provide for minor changes to drafting, including compliance purposes such as BOOT, FW Act and incorporation of undertakings.