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NTEU UOW

DRAFT LOG OF CLAIMS



1. Coverage

That a single agreement apply to all University employees.

2. Salary

The Agreement will provide a salary increase for all staff of 20% (flat).

3. Expiry Date

The Agreement will, contingent upon reaching agreement within nine (9) months of expiry of the current agreements, have a nominal expiry date of 1 September 2029.

4. Superannuation

17% superannuation for casual staff.

5. Union and Delegates Rights

The Agreement will provide 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.

6. Artificial Intelligence (AI) Regulation

The Agreement will include provisions to protect staff against any adverse effects of artificial intelligence systems in the workplace.

7. Reproductive Health

Improvements to reproductive health provisions.

8. Gender Affirmation Leave

Access to increased paid Gender Affirmation Leave for all staff, including casual staff, on a per annum basis.

9. Special Leave for Exposure to Traumatic Events

10 days distinct paid special leave for exposure to traumatic events in the course of employment, including secondary and vicarious trauma.

10. Fixed-term employment and Job Security

The Agreement will:

- strengthen limitations on fixed-term employment and insecure work; and
- include job security protections preventing “spill and fill” operations; and
- place restrictions on Academic and Professional staff being impacted by multiple Change Proposals within the life of the Agreement.

11. Safe Workloads

The Agreement will strengthen the regulation of workloads for all staff, including through the following measures:

- Academic workload ratios will be standardised to a 40/40/20 (teaching/research/service) model (except in the case of Research Only staff who will have a no less than 90% research allocation);
- Teaching and related duties for early career academics will be capped at 60% of total workloads with conversion to a standard 40/40/20 workload within 2 years; and
- Stronger workload protections and review procedures.

12. Professional Staff Reclassification

The Agreement will improve reclassification procedures for professional staff, inclusive of a stronger individual review committee.

13. Workplace Flexibility

Enforceable access to Flexible Working Arrangements (including and beyond the NES provisions), including Remote Working (Working from Home) with rights to make collective arrangements.

14. Work Location

Each staff member will have one 'home campus' and any travel to other campuses will be undertaken during a staff member's ordinary work hours and paid for by the University.

15. Professional Currency and Accreditation Support

The University will provide financial support and time release for professional development where professional accreditation, certification or technical currency is a requirement of a staff member's position.

16. Drafting and Compliance

Any minor drafting changes as required relating to matters such as BOOT, Fair Work Act 2009 (Cth) compliance etc.

17. Further Claims

The NTEU reserves the right to make further claims.