

NTEU seeks an Enterprise Agreement with the University of Queensland, including the following:

Salary increases and Expiry Date

Productivity at universities is through the roof, as is evidenced by the dedicated efforts of staff during COVID-19. UQ staff deserve a real pay rise.

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 12% (flat) by 31 December 2024.
3. Maintenance of UniSuper as the default superannuation fund to the extent permitted by legislation.

Safe and Sustainable Workloads

Workloads and work intensification are out of control. We need workloads that are not only sustainable but safe, and that do not jeopardise the health of UQ Staff.

1. An effective hours cap of teaching and teaching-related duties (including HDR supervision), corresponding to the type of academic appointment.
2. Protections against excessive or un-compensated overtime.
3. Ordinary hours for professional staff to be no more than 36.75 hours per week during the span 8.00am to 6.00pm Monday to Friday.
4. Protections against work intensification as a result of organisational change.
5. Reinstatement of the Special Studies Leave Program.

Secure and Sustainable Jobs

Job insecurity affects everyone – casuals, fixed-term staff and continuing staff – whether it is not knowing if you will be employed next semester, at the end of your contract, or waiting for the next restructure to take your job.

In relation to casual staff:

1. 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.
2. Paid sick leave.
3. A right to conversion for casual academic staff and improved conversion rights for professional staff.

In relation to fixed-term staff:

1. A right to conversion to permanent employment after three years' continuous service or two successive contracts.

In relation to continuing staff:

2. That 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 all staff:

1. 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.
2. 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.

Equitable and Fair Workplaces

Inequity and unfairness at work are two recognised psychosocial hazards which result in stress and impact on our health. We need fair and equitable workplaces.

Aboriginal & Torres Strait Islander Employment

1. That the Agreement provide for an Aboriginal & Torres Strait Islander employment target, expressed as a number of positions, of 3.6% of all staff on a headcount basis by 31 December 2024.
2. 10 days paid and 10 days unpaid Cultural Leave.
3. An Aboriginal & Torres Strait Islander Language Allowance in recognition of the importance of Aboriginal and Torres Strait Islander Languages for an employee who is required to use Aboriginal and Torres Strait Islander Language in the course of their employment.
4. An allowance and specific workload model / allocation for Cultural Load and Recognition of Aboriginality as a genuine occupational qualification.
5. Community-based intellectual property and Indigenous cultural knowledges to remain the property of the knowledge holders.

For casual staff:

6. 17% employer superannuation contribution for all casual employees.
7. Incremental progression for casual staff.
8. Equitable access to long service leave and parental leave.
9. Equal access to university facilities, staff events and meetings, and funding opportunities, including between periods of casual engagements.

For all staff:

10. Gender equitable parental leave.
11. Menstrual and menopause leave.
12. Improved access to long service leave.

For Security staff:

13. Annualised salaries for Security Officers on the same terms as Supervisors.
14. Establishment of a regular consultative forum between Security staff, their union, and management.

Protections

Our Enterprise Agreement needs to contain conditions that protect workers from being subject to unilateral decisions of management.

Academic Freedom

1. 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.

Working from Home

2. 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.

Union Rights

3. For the purpose of benefiting employees in ensuring that employees have effective and accessible industrial representation by the Union, in addition to existing conditions, the Agreement provide for:
 - Rent-free office space and facilities.
 - Increased time release for elected NTEU officials and consultative committee representatives.
 - Access to staff email and mailing lists.
 - The participation of NTEU representatives in all staff induction programs, whether held in-person or on-line.

TESOL Language Teachers

1. The Agreement provisions cover TESOL Language Teachers and staff employed by The University of Queensland and UQ College.
2. Any claims advanced by TESOL Language Teachers during bargaining.

Other items

Such other claims as may arise during the course of bargaining, or as necessary to fix deficiencies or ambiguities in the current Enterprise Agreement.