Dear Colleagues,

Welcome to a post Collective Bargaining workplace. I would like to thank David, Rohan, Chris, Clare and all the NTEU staff that worked so hard to gain a much fairer workplace.

We have a new Branch Committee and a very busy time ahead of us.

Some past Committee members, like Maxine Veale and Jamal Rizk have stepped aside and we thank them for their valuable efforts. Roger Ham is one who, after many years of support, advice, debate, activity and giving quality counsel will be missed. Clare Power was integral to our bargaining team and is focusing on finalising her PhD and Dr Alison Barnes has taken a position with Macquarie University.

We would also like to welcome on board your new Branch Committee representatives: George Grodzicki, Leslie Cowles and Vlad Krajsic.

The next major challenge of the Branch is to ensure implementation of the agreement, quality input into the Workload Committees, developing strong procedures for clearing up cases with members, sustainability issues, casual staff issues... the list goes on.

Please get involved in the process. We represent you but need your input. You are the experts in your workplace. Workload was identified by staff as one of the greatest areas of concern at UWS, and your attendance at School meetings on workload, to feed information into the Workload Committee, is essential. Please attend and support your colleagues.

Thank you all for your support during bargaining. We have a bargain that has returned many of our 'safety nets' while other Universities are still bargaining.

Terry Mason.
UWS Branch President

Meet your new Branch Committee members:

George Grodzicki

My interest in joining the Branch Committee derived from a belief that working conditions are only going to be as good as the extent to which we are prepared to stand up and argue for them. While individual efforts are unlikely to succeed collective efforts may - it is up to the members to make the effort.

I see my role on the Branch Committee as engaging my peers in the issues of concern to them in particular and to one and all in general and to assist in alleviating matters of concern. Have I bitten off more than I chew I wonder?

Leslie Cowles

I am currently the acting Manager of Enrolments and Student Finance at UWS and am usually Senior Student Finance Officer. I ran for membership of the Branch Committee to reinforce the fact that the NTEU is the union for all UWS staff and not just Academic staff.

I respected the work done in the last round of Enterprise Bargaining and wanted to see the implementation through as an active participant in union decision making.

The work done by unions often goes unacknowledged by many staff and I want to help promote the NTEU for the benefits it has obtained for staff in the long term, as well as for the more obvious benefits of representation of staff when they are in need.

General Staff Move to NTEU

A number of members have contacted the Branch for details about the CPSU announcement that it is withdrawing from active involvement in the higher education sector.

This announcement is in relation to an agreement reached between the CPSU and the NTEU in WA which has resulted in the CPSU/CSA writing to all WA public universities appointing the NTEU as their agent for all bargaining and industrial purposes and to their members advising them of this decision and encouraging them to transfer to NTEU membership.

"This is truly a landmark occasion" said WA Division President Gabe Gooding, who is herself a general staff member at UWA.

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Women's Action Network

Following a period of inactivity the NTEU Women's Action Network in NSW has successfully been reactivated.

Since an initial meeting was held on June 30 involving women from across the State the WAN has been meeting on a monthly basis (in Sydney and with teleconferencing facilities) on the third Wednesday of the month. All women are encouraged to join and more details can be found at http://www.nteu.org.au/nsw/campaigns/womens_

Act Now to Improve Your Workload

Grumbling about workload policy is pretty common in most schools. We have a chance to change that but the window won't stay open for long.

In a mixed-bag Staff Agreement, one positive outcome was a new School-based process to determine workload policy. Clause 19 of the new Staff Agreement requires every School or Unit to develop its own workload or 'Work Plan' policy by 1 January 2011 to replace the old College-level workload policies. Unfortunately, the expectation is that, unless Schools work now to develop their own policy, the new School policy will be a 'find-and-replace' version of the old College one.

The Union worked hard to ensure the new process provided for as much collegial participation as possible:
- Every School must have a School Work Plan Committee with an equal number of elected and appointed staff representatives;
- The entire School must be consulted before the new Work Plan policy is finalised;
- There are broad workload protections with which every School policy must comply.

To make this work, we need members to stand up and participate in the development of their own School Work Plan policy. We have a chance to come up with new, innovative and flexible ways to allocate workloads across our School that make more sense for what that School actual does or values.

We are all responsible members of the University and recognise the need to deliver for students and ourselves within a strict budget. However, it is not too much to demand more transparent processes, a more collegial approach to resolving common challenges and a policy that provides both responsibility and flexibility in allocating workload tasks.

Obviously, this is not about reducing work hours, completely avoiding the 'joy' of marking or delegating student consultation to the third Tuesday in November. But it is about staff and managers working together to achieve good outcomes for ourselves, our Schools and the University overall.

The whole point of the new work plan is that Schools can develop policies that work best for them. It recognises that Schools, not Colleges, may be in the best position to balance competing budget, teaching and governance obligations. It believes that Schools can work as a collective in which responsible academics can create a workable policy to address common problems and that we are not a disparate group of individuals working under a manager with the unenviable task of trying to herd cats.

What can you do?
- Ask your Head of School about when they plan to establish your School Work Plan Committee to develop the new School Policy. If they don't have a plan, recommend a timetable that has at least one meeting of the whole school to discuss the policy and a deadline of early December;
- Speak with colleagues about how satisfied they are with their current workload agreement and about how it could be done better;
- Join the Union's 'Work Plan Action Network', which is union members in Schools across the university sharing information about how work plans are being developed.

Many of us have grumbled for years about our workload agreements and the policies under which we work. In the shift from College to School Work Plans, we have this one opportunity to develop new, innovate and flexible models. It requires us to take responsibility and to act now rather than wait for others. We can do this.

Simon Kozlina
Delegate, School of Law

To join the Work Plan Action Network: email: uws@nsw.nteu.org.au

The Current Staff Agreements are available here: http://www.nteu.org.au/uws/agreement

Climate Active Conference

On September 18, the NTEU (NSW), the NSW Teachers Federation and the LHMU organised the Climate Active Conference to build activism and awareness around climate change amongst union members in the Education and Service Industries.

The keynote speaker, Tim Noonan, from the International Trade Union Confederation, gave an international context to the struggle for decent work in a sustainable, low-carbon world.

Workshop topics included achieving 100 % renewable energy in 10 years, and the role of education and training in a sustainable future. As one attendee explained:

"I went to the event because I have an academic and general interest in sustainability in general and in climate change in particular. I think the main purpose of the conference was to figure out what role trade union movement can play in climate change awareness, mitigation and adaptation.

While the conference was acutely aware that parts of the union movement (people working for the coal mining industry for example) could be opposed to any union involvement in climate change debate, the unions present at the conference were strongly in favour of playing a part as a
responsible part of civil society. It was also realised that promoting the green/renewable energy sector can lead to the creation of a large number of jobs.”

Awais Piracha, School of Social Sciences, UWS

Others worshops were concerned with ensuring that “sustainable university” rhetoric is not just “greenwash”, and building climate awareness in our workplaces and communities:

At the conference I found the idea of taking a workplace approach to climate change very appealing. I was shocked to hear about the resistance to consider it a union issue, but was happily surprised to hear of the changes other universities are doing. However, it made me feel sad to realise how little UWS is doing by comparison, beyond greenwash.

Gabriela Coronado, School of Management, UWS

A full report on the conference is currently being prepared. If you would like to get active in the NTEU Sustainability Network, please contact Duroyan Fertl the Branch Office.

Major Gains at four NSW Universities

The Previous government’s Higher Education Workplace Relations Requirements (HEWRRS), which tied university funding to industrial outcomes, led to less job security through the loss of restrictions on the use of casual and fixed-term employment; exclusion of the Union as a party to agreements and significant erosion of the requirements to consult staff and the Union.

Notwithstanding strong resistance by universities, after prolonged bargaining we are starting to see the strength of union pay off in the form of completed agreements that incorporate many of the conditions lost under HEWRRS.

Most recently, bargaining has been successfully concluded at the University of New England, Charles Sturt University, Southern Cross University and the University of Technology, Sydney. This leaves only a handful of NSW universities still bargaining.

Outstanding Bargaining

At the universities of Wollongong, Newcastle, Macquarie and New South Wales, managements are continuing to resist the claims put forward by the Union. These universities have largely ignored the settlements that are occurring across the State and nationally. Sustained pressure from the NTEU membership must continue in order to move managements and finalise agreements.

Macquarie Uni and UNSW Try To Divide and Rule

In a move designed to divide and conquer the university staff community, management at Macquarie University and the University of New South Wales have withdrawn from negotiations and are trying to split the current Enterprise Agreements into two separate Agreements.

Both universities have proposed “Professional Staff Agreements” with some of the worst conditions of the 26 Agreements concluded so far in the Higher Education Sector.

The proposed agreements treat professional staff like second class citizens, maintaining Howard-era deregulation of fixed term and casual employment and further undermine Award conditions affecting the security and redeployment rights of all employees that have been reinstated at other universities.

Separate and earlier ballots for general staff invariably result in conditions for general staff that are inferior to those subsequently gained for academic staff. The NTEU has called for a “NO” vote on both universities.

For more information, or to send messages of support for MQ and UNSW staff, visit http://www.nteu.org.au/mq and http://www.nteu.org.au/unsw

Sign up a Colleague!

The NTEU is only as strong as its active members. Do you talk to your department about things you would like to be involved in?

Why don't you sign up your colleagues to the NTEU UWS and get active together? Contact your local branch or visit http://www.nteu.org.au/join
Please complete your personal details

I want to join NTEU

I hereby apply for membership of NTEU, any branch and any associated body determined by my workplace.

If I am currently a member and wish to update my details

This information is needed for a number of NTEU's work and will be treated as confidential.

Title

Male

Female

Surname

Employer

Campus

Mail/ID code

Faculty

Are you a Australian Aborigie Australian Torres Strait Islander?

Yes

No

Date of Birth

Are you a previous member of NTEU?

Yes

No

At which institution?

Home Address

Classification Level

Step Increment

Annual Salary

Next increment due

Postcode

Home phone (include area code)

Mobile phone

Work phone (include area code)

Work fax

Email

What is your employment category?

Academic Staff

General Staff

Other:

Are you employed as?

Continuing/Permanent

Sessional Academic

Sessional Staff Casual

Please note we offer special rates for casual & sessional staff.

Signature

Date

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Return this form to the National Office or your local Branch...

...and choose ONE of the following payment options

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**OPTION 3: PAYROLL DEDUCTION AUTHORITY**

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