

29 November 2016 – EA Bargaining Meeting

There was no negotiation meeting held on 22 November. The 29 November meeting was a key meeting at which Curtin presented a new draft agreement consolidating the various clauses which have had 'agreement in principle' and including Curtin's propositions on clauses where differences remain. Unfortunately, we went backwards in our quest for an agreement as the NTEU withdrew support for the Academic Roles and Workload clauses and the Curtin Open Contract provisions.

Curtin tabled two altered propositions relating to domestic violence leave and intellectual freedom at the meeting, as described below:

Intellectual freedom

We had sought to remove this clause given that a more comprehensive intellectual freedom policy/procedure was released by Academic Board this year that extends coverage to students and professional staff. While we don't think this clause belongs in the agreement, given that a more comprehensive policy/procedure exists, we acknowledge staff concern regarding the removal of the concept from the agreement and have now indicated that we are prepared to leave the existing clause untouched.

Personal leave – domestic and family violence leave

As reported in the last update, Curtin has a strong commitment to supporting staff to deal with the consequences of domestic violence. We maintain our position, however, that a separate category of leave is not required for this as our personal leave and special leave provisions already cater well for the wide range of circumstances in which staff may need to take time off to resolve health, family and other personal matters.

To make it clear in the agreement what support is available to staff, Curtin has offered to:

- Add reference to domestic violence to the personal leave clause
- Add flexible work provisions contained in the family and domestic violence policy/procedure to the flexible work clauses
- Provide specific reference to domestic violence being an appropriate reason for making application for unlimited special leave. Two staff have accessed this special leave for circumstances relating to domestic violence this year.

However, the NTEU still wants to create a special category of leave for domestic violence and has indicated that access to personal leave and unlimited special leave is not acceptable to them. We remain at an impasse on this issue.

Next meeting

The next meeting is scheduled for 13 December.