

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

1. *Salary increases and Expiry Date*

That the Agreement operate seven days from the date of its approval and have a nominal expiry date of 31 December 2020.

That the salary rates of all staff employed by the University be increased by 15% (flat) by October 2020.

2. *Improved Job Security*

That the Agreement provide:

- That redundancy apply only in circumstances where the work and duties of the position nominated for redundancy are no longer required.
- A right to renewal for fixed-term contract staff where the work or work of a similar nature exists.
- A right to conversion for casual staff to ongoing positions

That the Agreement provide that retrenchment for redundancy be a genuine last resort, with redeployment being the primary method of dealing with restructuring and/or redundancy, and including appropriate protections for employees.

3. *Superannuation*

That the agreement provide for a 17% employer superannuation contribution for all employees.

4. *Research-only staff conditions*

That the Agreement provide for:

- A right to conversion to continuing employment for contract research staff who meet defined criteria.
- Where the life of the research grant is 12 or more months the minimum contract period of employment for the employees associated with that grant will be the life of the grant.
- Rights to redeployment for long term contract research staff, on the same basis as continuing staff.

5. Domestic violence leave

That the Agreement provide for:

- The development and promulgation of policies to address circumstances where a staff member is dealing with matters arising as a result of domestic violence, including referral of staff to relevant agencies and domestic violence support services where appropriate, and development of workplace safety planning to ensure protection of staff affected by domestic violence.
- Dedicated paid leave of up to 20 days for staff to deal with matters arising as a result of domestic violence.
- Access to flexible working arrangements for staff affected by domestic violence.

6. Improved parental leave

That the Agreement provide for paid parental leave for primary care givers.

7. Aboriginal and Torres Strait Island Employment

That the agreement provide targets for the employment of Aboriginal and Torres Strait Island employees.

8. Academic Workloads

That the Agreement provide for a peer review process for all academic workloads.

9. Career Development Fund

That the agreement provide for a centrally funded career development fund for all professional and general staff.

10. Intellectual Freedom

That the agreement provide a right to Intellectual Freedom for all staff.

11. Misconduct

That the agreement provide that disciplinary actions not be harsh or unreasonable.

12. Suitable Alternative Employment

That the Agreement provide that staff can only be redeployed into lower graded positions by agreement

13. Other Matters

All other matters whether typographical or otherwise to make current the previous agreement.

1 April 2016