

14 September 2013

Mr Michael McNally
Industrial Officer
National Tertiary Education Union

Dr Jan Wegner
Branch President
National Tertiary Education Union

Mr Laurie Reilly
Staff Representative
National Tertiary Education Union

Mr Ken McKay
Advocate
Together

Mr Wal Giordani
Organiser
Electrical Trades Union

Dear Michael, Jan, Laurie, Ken and Wal,

Enterprise Bargaining Agreement Negotiations - Meeting on Friday

I refer to my earlier correspondence and my meeting with Michael on Friday afternoon.

As discussed, we are close to finalising the agreement.

It is important for the University to ensure stability for all of its employees in what are otherwise difficult economic times.

The University is appreciative of the efforts made by the bargaining team to finalise the Enterprise Agreement and we believe that we are close to finalising the agreement. We would prefer to be in a position to put that agreement to vote with collaborative support from the entire negotiating team.

I discussed with Michael on Friday the options in relation to duration and wage offer. Michael, the terms offered in our meeting on 6 September 2013, those discussed on Friday, and in your emails each have been different.

We have agreed all matters other than pay increase and duration. I am concerned that school holidays commence next Friday, and that you advised me on Friday that you were not meeting with members on Monday.

The purpose of this letter is to confirm what offers are on the table, so you can meet with members before our meeting Monday afternoon.

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JCU would prefer the position put to vote be that:

The Enterprise Agreement will have an expiry date of 30 June 2015; and

Salary increases would apply as follows:

- 3% from 1 June 2013;
- 3% from 1 June 2014; and
- 3% from 1 June 2015.

However, Michael has made it clear that the NTEU has a significant desire for a 4 year agreement.

After consultation with the Vice Chancellor, JCU is prepared to move towards a 4 year term if the Unions believe this is a preferred position for employees.

However, for the reasons discussed with Michael on Friday, and outlined in detail in our earlier letters and meetings, due to the financial uncertainty and the University's triennium budget cycle, in order to meet the duration proposed, the University's offer is:

The Enterprise Agreement will have an expiry of 30 June 2016; and

Salary increases would apply as follows:

- 3% from 1 June 2013;
- 3% from 1 June 2014;
- 3% from 1 June 2015; and
- 3% from 1 June 2016.

As outlined above, Michael advised that the meeting between the NTEU and its members proposed for 1pm on Monday has been adjourned.

As there are no other matters that are outstanding, I encourage you to consult with your members prior to the meeting on Monday to ensure that we can put the Enterprise Agreement to a vote by employees next week.

As you are aware School holidays commence on 20 September 2013.

We are concerned that any further delay will mean that employees will not have an opportunity to vote on the agreement until mid to late October.

This is unfair on all employees who otherwise are expressing to JCU that they would like negotiations to cease so that we can have certainty in relation to the employment terms and conditions at the University.

I look forward to meeting with you on Monday and for hearing your feedback and your members' feedback at this time.

Regards



Professor Robyn McGuiggan