

Western Sydney Enterprise Agreement Variation - Why Vote No?

From 8.00am to midnight on Wednesday 17 June all WSU staff will be asked to vote on a proposed Enterprise Agreement Variation (EAV), which will reduce your pay and conditions. We urge you to **vote no**.

Substantial cuts to pay

All continuing staff will lose between 3 and 8 days of paid employment for the rest of 2020. This is an effective pay cut. For an admin worker on Level 4 Step 1 earning \$66,017, this will add to up to \$761.63. Additionally, 7 days of leave will be mandated as an additional shutdown period. ***To find out how this pay cut will affect you, see our payscale below.***

No real security

With the financial impacts of the Covid-19 emergency to be felt for years, the protection from forced redundancies is only for a short 6-month period. The University could seek an initial round of voluntary redundancies with a view to forced redundancies later. The protections for fixed term workers are even weaker, allowing the university to continue to give any reason for not renewing contracts. Casuals are supposedly protected, yet Schools are already arranging to slash casual staff in Semester 2.

The only thing this agreement does guarantee is that all staff will effectively be stood down for 3 to 8 days.

Temporary could become permanent

The cuts in the enterprise agreement are meant to be temporary, but they could be extended to June 2021. "There is nothing as permanent as a 'temporary' measure" became a popular Greek saying after a decade of austerity following the 2009 financial crisis. This variation will set a benchmark for the 'emergency' erosion of conditions that management will seek to continue when the EA comes up for renegotiation.

Haven't union members had their say?

The National Tertiary Education Union and CPSU have brokered this deal in the name of their members. But after weeks of negotiations in which staff were repeatedly told that the university was not in a bad financial position and that workers stood to get a good deal from management, this deal was rushed past NTEU members with less than 2 days notice.

The detailed clauses that will actually be written into the employment contract were not provided to union members before the vote. Motions to postpone the vote so that members could properly scrutinise the deal were ignored. This is no way to decide issues that will affect thousands of staff and which sets a precedent for much greater cuts to pay, conditions and staffing should the University's finances further deteriorate.

Workers should not be made to pay for this crisis

WSU had assets of \$2.8 billion and a surplus of \$87 million in 2018, according to the most recently available annual report. Unlike staff, University management have the option to take out a loan with historically low interest rates. The University has only promised to open its books to union representatives if they record a surplus. They could record a deficit of as little as \$1 without having to redress staff for loss in wages.

WSU could easily navigate the crisis this year without making staff bear the costs. Higher education workers have put up with increasing workloads and rampant casualisation for years while senior management salaries have exploded. Now we're being asked to cover the shortfall when this ponzi scheme starts to unravel.

If staff at Western Sydney are made to sacrifice wages, this will give the green light to every university around Australia to go harder and demand more sacrifices from those at universities that have been harder hit. We should draw a line and **Vote No**.

For more info visit <https://www.nteufightback.site/> or Facebook/NTEU Fightback

* PLEASE SHARE THIS INFORMATION WITH YOUR WORKMATES, COLLEAGUES AND FRIENDS AT WESTERN SYDNEY! *

Pay scale adjusted for proposed variation

Classification	Current wage*		Adjusted for MoU**			If extended***
	Annual	Fortnightly	Fortnightly	Reduction (per fortnight)	Reduction (6 months)	Reduction (12 months)
Professional Level 3	\$59,978.00	\$2,306.85	\$2,253.61	-\$53.23	-\$692.05	-\$1,384.10
Professional Level 4	\$66,017.00	\$2,539.12	\$2,480.52	-\$58.59	-\$761.73	-\$1,523.46
Professional Level 5	\$71,265.00	\$2,740.96	\$2,677.71	-\$63.25	-\$822.29	-\$1,644.58
Professional Level 6	\$81,764.00	\$3,144.77	\$3,072.20	-\$72.57	-\$943.43	-\$1,886.8
Professional Level 7	\$89,642.00	\$3,447.77	\$3,368.21	-\$79.56	-\$1,034.33	-\$2,068.66
Professional Level 8	\$100,141.00	\$3,851.58	\$3,762.69	-\$88.88	-\$1,155.47	-\$2,310.94
Academic Level A	\$81,778.00	\$3,145.31	\$3,072.72	-\$72.58	-\$943.59	-\$1,887.18
Academic Level B	\$103,808.00	\$3,992.62	\$3,900.48	-\$92.14	-\$1,197.78	-\$2,395.56
Academic Level C	\$126,329.00	\$4,858.81	\$4,746.68	-\$112.13	-\$1,457.64	-\$2,915.28
Academic Level D	\$151,363.00	\$5,821.65	\$5,687.31	-\$134.35	-\$1,746.50	-\$3,493.00
Academic Level E	\$193,916.00	\$7,458.31	\$7,286.19	-\$172.11	-\$2,237.49	-\$4,474.98

* Professional staff pay rates based on Western Sydney University Professional Staff Agreement 2017 Schedule 1 (Step 1 Effective 6/3/20); Academic staff pay rates based on Western Sydney University Academic Staff Agreement 2017 Schedule 1 (Step 1 Effective 6/3/20).

** Rates adjusted for mandatory purchase of Banked Additional Leave in accordance with the Memorandum of Understanding between Western Sydney University, the NTEU and the CPSU, May 2020 Clause (A)3.

*** The Memorandum of Understanding includes provisions that the agreement may be extended by mutual agreement for another 6 months.