

Vote NO at La Trobe to stop pay cuts of \$174+ per fortnight

La Trobe staff will vote on an Enterprise Agreement Variation (EAV) on Tues June 16 and Weds June 17. This is a ballot of all staff, which has legal force: if a majority of staff who vote approve the EAV, our employment conditions will change.

La Trobe staff should Vote No. The EAV attacks wages and changes consultation clauses, while providing no meaningful extra job protection. More info: <https://www.nteufightback.site/>

The EAV [clauses](#) let management cut wages by 10% or 15%, depending on whether La Trobe falls into “Category A” or “Category B” (clauses 19.1, 19.2). Wage cuts can be a combination of reduced wage rates, and suspended increments and EA wage increases. From the pay info at John Dewar’s 2 June briefing, management are certain La Trobe is in “Category B”.

Management announced on June 2 that they will **not** impose reductions in fraction (hours). However they indicated they **will** cut pay by 10% above \$30,000 per year (as allowed to a “Category B” institution) and **will** suspend EA pay rises due on 1 July 2020. We’ve updated this table to take this into account.

The EAV **also** allows management to suspend increments, as well as pay rises due to promotions and higher duties. For simplicity, we haven’t included these factors – so the table actually *underestimates* the size of the total cut in pay for many workers, relative to their entitlements under the existing terms of the enterprise agreement.

Job classification	Current wage (June 2020)		“Category B”: Cut in wage rates of 10% above \$30,000 No reduction in fraction (hours) (size of pay cut compared to current Enterprise Agreement in brackets)			
			Ignoring suspension of 1 July 2020 pay increase of 1.6%		Including suspension of 1 July 2020 pay increase of 1.6%	
	Annual	Fortnightly	Annual	Fortnightly	Annual	Fortnightly

Professional staff HEO 4, step 3*	\$64,940	\$2,498	\$61,446 (\$3,494)	\$2,363 (\$135)	\$61,446 (\$4,533)	\$2,363 (\$174)
Academic staff A8	\$90,821	\$3,493	\$84,739 (\$ 6,082)	\$3,259 (\$234)	\$84,739 (\$ 7,535)	\$3,259 (\$290)
Professional staff HEO7, step 6	\$94,302	\$3,627	\$87,872 (\$6,430)	\$3,379 (\$247)	\$87,872 (\$7,939)	\$3,379 (\$305)
Academic staff C1	\$116,152	\$4,467	\$107,537 (\$8,615)	\$4,136 (\$331)	\$107,537 (\$10,473)	\$4,136 (\$403)

*\$65,000 was the median full time female wage in Australia in August 2019

For more info contact NTEU Fightback – Website: <https://www.nteufightback.site/> Facebook: [NTEUFightback](#)