

Six reasons to vote no to the ANU pay freeze

ANU management are attempting to freeze 2% pay increases scheduled for July 2020 and July 2021 for 12 months each. An all staff ballot is needed to make this change - the ballot will start on Wednesday 17 June. The NTEU has called for a NO vote.

Why Vote NO?

1. The ANU is the best placed university in Australia to deal with the current crisis according to a recent [academic study](#) by Marshman and Larkins. Their conclusion is that

Among Australian universities ANU is the one most likely to be least impacted by fee losses. It has modest overseas student enrolments and a strong balance sheet ... It is the only university in this group that has sufficient reserves to cover its potential 2020 fee losses and the longer term losses predicted under both [optimistic and pessimistic] scenarios.

This study shows that by dipping into just one-third of its reported reserves of \$1.5 billion, would easily solve any financial problems for the foreseeable future. There is no need to sacrifice either jobs or our pay.

The "loss figures" provided by the VC are comparisons between current income and previously "expected" income, not last year's known income. This is a scare tactic. If the freeze happens here it tells managements at other universities to demand even more wage cuts.

2. The freeze will affect workers on low pay, especially casuals most. A person on median weekly full-time female earnings, like an ANU professional officer 4 (first increment), will lose about \$2,630 over two years.
3. It will not save jobs. Management has stated that the freeze is to boost already massive cash reserves. There has been no assurance by senior management that this pay cut will save any jobs at all.
4. Cutting our pay to deal with the crisis in university finances tells the government it doesn't have to fund public universities properly and end decades of austerity policies.
5. If management gets away with this attack, it will come back for more of our wages and conditions. Management will conclude that the union can be ignored in enterprise bargaining when our current agreement expires next year.
6. The freeze is part of a package which includes reductions in casual and fixed term jobs, and (at this stage) *voluntary* redundancies. That means higher workloads for those still employed. Rejecting the freeze is part of the fightback against *all* attacks on us.

The NTEU does not support this variation and has called on all union members to

Vote NO

For more resources and information on NTEU Fightback and the national campaign to push back against management cuts and attacks see www.NTEUfightback.site and [Facebook/NTEUFightback](https://www.facebook.com/NTEUFightback).