

Why Vote No?

UWA staff are voting on major changes to our enterprise agreement. Here's the case case to Vote No.

Substantial cuts to pay

An admin worker (Level 4 Step 1) on \$65,588 per year could have their wages cut by \$6,420.35 annually (\$246.94 a fortnight) - a whopping 9% pay cut.

To see how your pay could be affected, checkout our wage cut calculator at <https://is.gd/RN8g9m>

Workers should not be made to pay for this crisis

UWA had assets of \$2.1 billion and consolidated operating result of \$121 million in 2019, according to the most recent annual report available. University management could take out a loan on near zero interest rates. UWA is much more able to wear the costs of this crisis than the workers who keep the institution functioning.

Higher education workers have put up with increasing workloads and rampant casualisation for years. Now we're being asked to let some of the richest institutions in the country raid our pay packets, including those of us on low wages, to bail themselves out. We should draw a line and Vote No.

Temporary could become permanent

The cuts in the agreement variation are meant to be temporary, but they run until June 2021, which is when our enterprise agreement is up for renegotiation. We are very concerned that this variation will set a new standard that management will push to continue. "There is nothing s permanent as a 'temporary' measure" is a popular saying in Greece, after a decade of austerity following the 2009 financial crisis.

No guarantees to save jobs

These cuts have been sold by the Vice-Chancellor and the union's national leadership as a way to avoid job cuts. However the clauses of the variation explicitly allows for forced redundancies. Protections for casuals are weak, and don't apply unless those casuals can prove a "reasonable expectation" of ongoing work, which in practice is just about impossible.

Management are meant to detail the measures taken to cut costs (such as cutting executive pay) to an "Expert Assessment Panel" before cutting jobs, but there is no enforcement mechanism to make sure they follow through on this. And there's nothing to say senior executives have to cut their pay to the level of ordinary workers, before cutting our salary or jobs.

What Happens Next?

UWA staff will soon vote in two ballots. First, union members will vote in an electronic ballot to gauge support for the EAV. Second, there's a ballot of all staff which has legal force: if a majority of staff who vote in this second, all-staff, ballot vote yes to approve the EAV, our employment conditions change. **UWA staff should Vote No in both of these ballots to put a firewall around our wages and conditions**