

ANNUAL LEAVE AT UTS

How much leave can I accrue?

Under the staff agreement at UTS, you can accumulate up to 40 days annual leave. If your accrued annual leave exceeds 40 days (pro-rata for part-time or part-year staff), you can be given two months' notice, in writing, to take leave.

(UTS Professional Staff Agreement 2018 and UTS Academic Staff Agreement 2018)

What is UTS proposing?

The Vice Chancellor has suggested:

- Reducing the amount of leave a staff member can accrue to 20 days, and
- A one-week unpaid shutdown period in addition to the paid University shutdown at the end of the year.

Any changes to the staff agreement must be put to a vote of all staff, with 7 days' notice.

I'm being asked to use up my leave

You can't be directed to use your annual leave if you have accumulated less than 40 days. Fair Work explains that managers also can't exert **pressure** or **undue influence** on you to make a decision regarding the conditions of your employment. (see text box for more info)

5 REASONS TO VOTE NO

1. Shutdowns leave staff unpaid

UTS staff have been subject to high targets to reduce their leave. In many cases staff have been asked to book in annual leave that hasn't even been accumulated yet. For those with little leave left, a shutdown will leave them unpaid at Christmas time.

2. Unemployed staff lose payouts

A huge number of job losses are being experienced across the university sector. For those facing unemployment unused leave is a safety cushion that would normally be paid out. These changes will make job losses cheaper and easier by robbing staff of their final paycheck.

3. Annual leave is ours to spend

Annual leave is one of the most important rewards for the work we put in. Being able to take holidays when it suits you means that holidays can be enjoyed, taken with family and friends, or when childcare needs are greatest.

4. Fair Work allows 8 weeks!

Under most modern awards (which set out the minimum entitlements for workers in each sector) Fair Work allows staff to accumulate up to 8 weeks leave. UTS doesn't just want to halve our current entitlement, but would also halve this minimum.

And finally...

5. Concessions don't save jobs

Staff at other universities have given up pay and conditions, but it hasn't stopped job losses. It's only ensured that those in work earn less, and work under worse conditions. At La Trobe, staff took pay cuts of up to 10%, and 239 voluntary redundancies. Just after the pay cut was accepted, another 215-415 forced redundancies were announced. Protecting jobs means rejecting the logic of cuts and demanding funding for unis.

AN EXAMPLE OF UNDUE INFLUENCE OR PRESSURE - FROM FAIR WORK

“David is 18 years old and is employed by Sparkles Pty Ltd (Sparkles). The manager of Sparkles has approached David about the possibility of cashing out his annual leave entitlement saying that, because Sparkles is a small business, if David took leave the business would have to close temporarily to cover David's absence. In the circumstances, David feels obliged to agree to the manager's request.

Depending on the exact way in which this issue was raised with David, the manager's request may amount to undue influence or pressure and would be prohibited. Of course, if the manager made it clear to David that he was in no way obliged to cash out his leave and that the manager was merely exploring all possible business options, the manager's request is unlikely to amount to undue influence or pressure.”