NTEU seeks an Enterprise Agreement with Australian National University, including the following:

1. **Salary increases and Expiry Date**

   That the Agreement operate seven days from the date of its approval and have a nominal expiry date of 31 December 2020.

   That the salary rates of all NTEU members employed by the University be increased by 15% (flat) by October 2020.

2. **Improved Job Security**

   That the Agreement provide:

   a) In relation to redundancy and retrenchment:

      • Where a position is surplus to requirements, the employer will exhaust all options to avoid retrenchment, including retraining, leave and redeployment to suitable alternative work (being work that is appropriate in all the circumstances, considering employee capabilities, capacity to adapt, location, work type, pay grade, time fraction, job security and availability of work).

      • Retrenchment for redundancy may only arise where existing work is no longer required to be done by anyone, and there is no suitable alternative work for the employee to do.

      • Voluntary redundancies thus may only be offered where an employee volunteers for retrenchment within a team or group of staff that is being reduced, after redeployment options have been exhausted, or in voluntary substitution for another employee who is genuinely redundant.

      • Those notified of compulsory retrenchment must be identified through the application of published fair and objective criteria.

   b) In relation to fixed term contract staff

      • A right to renewal for fixed term contract staff, and for long-term fixed term contract staff, rights to conversion to continuing employment.

      • That the Agreement provide for improved rights to redeployment for long term contract research staff, to avoid non-renewal of contract.

   c) In relation to casual staff:

      • Recognition of previous service for long-term casuals who have converted/been made on-going;

      • Eligibility for parental leave for long-term casuals.
• An additional payment for casual teaching staff for time spent in maintaining professional or discipline currency and familiarising themselves with university policies and procedures.
• An increase in the minimum payment per instance of employment for casual general staff to 4 hours’ pay.

3. **Superannuation**
That all staff be provided with a 17% employer superannuation contribution.

4. **Academic Workloads**
That the Agreement provide for improvements in the allocation of academic workloads including, but not limited to:
- An effective and quantifiable periodic cap on the hours to be worked in teaching and related duties or on measurable student load, based on a fair average assessment of the time associated with those teaching responsibilities;
- Appropriate adjustments for leave, significant other allocated duties, and excess-carry-over arrangements;
- A limit or limits on the period during which an employee can be required to teach;
- Limits on work related to administration
- Agreed processes for decision-making that has workload implications;
- A peer review process for all academic workloads.
- Adequate resourcing of technical and online support at the level of the School as it impacts on academic workloads.

5. **Professional Staff Development**
Improved access to staff development for Professional Staff

6. **Domestic violence leave**
That the Agreement provide for:
- Dedicated paid leave of up to 20 days for staff to deal with matters arising as a result of domestic violence.
- Provision of training and paid time release for nominated contact persons (including union representatives or health and safety representatives).

7. **Improved parental leave**
That the Agreement provide for improved parental leave, including:
- 36 weeks paid parental leave with no qualifying period.
- 15 days’ paid partner leave.
- A right to return from parental leave part-time or on reduced hours.
- Paid antenatal leave.
e) Provision for safe working arrangements during pregnancy.
f) Appropriate provisions for permanent care orders, comparable to those for adoption.

8. Improved work-life balance
That the Agreement provide for improved workplace flexibility to allow staff to achieve a better work-life balance, including the right to access:
   a) Part-time and part-year employment on a temporary or ongoing basis.
   b) Job-sharing.
   c) Telecommuting/working from home.
   d) Career breaks for up to twelve months.

9. Aboriginal & Torres Strait Islander matters
   Improved Aboriginal & Torres Strait Islander employment clauses.

10. Union resources
    That the Agreement provide for facilities, resources, encouragement of Union membership and other benefits for the Union and Union members to assist in the settlement of disputes, to the extent allowed by the Fair Work Act.

11. Dispute Settlement
    Improved disputes procedure

12. Administrative updates
    Inconsistencies and errors are corrected

13. No diminution of conditions
    No diminution of existing conditions of employment

14. Further issues
    Further issues that may arise during negotiations.