



Strike & Picket

24 hours Wed 17 Aug

NTEU members will be striking for 24 hours on Wednesday 17 August to advance our aims in the current Enterprise Bargaining round. We've been negotiating with management for over twelve months. We're trying to fix the serious problems in our workplace: overwork, overbearing managerial control, the constant threat of redundancy, exploitative casualisation, ill-conceived and incompetently executed change proposals, inadequate concern for First Nations employment. We have realistic proposals on all of these issues. In contrast, management has refused to acknowledge that many of these problems even exist, and has no real solutions for any of them.

What our strike is about

After the three days of strikes we held in May, management have agreed to some limited improvements, but they haven't withdrawn the very serious attacks they want to make, or accepted our most crucial demands for a fairer, properly run university with secure jobs and respect for staff.

If management got the Enterprise Agreement they want:

- Staff would have no increased protections against forced redundancies
- Academic staff would have to negotiate their teaching-research balance with their supervisor annually, and would face a possible ten percent intensification of teaching
- Exploitative casualisation and wage-theft would continue indefinitely
- Professional staff would lose the right to priority advertising of vacancies
- Education-focussed roles could be increased without limit, fundamentally changing the nature of academic work at the university
- Change-management processes would not be brought under control, leading to more debacles and job-losses of the kinds currently seen in Advanced Analytics or Research and Education Technical Services

No one wants to have to continually take industrial action. But, if we want to prevent serious attacks on our workplace rights and an entrenchment of the unsustainable status quo – crushing overwork, exploitative casualisation, permanent workplace change, management by redundancy – then continuing our campaign is simply the best option we have.

Everyone benefits from NTEU members' commitment – so join the union!

All staff benefit from the improvements in pay and conditions that the NTEU negotiates, but not everyone who works here is a member of the union. Don't benefit from union members' campaign without contributing to it: join the union at nteu.org.au/join. Union dues (fees) are tax-deductible, and special rates apply for casuals.



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A message to students from your lecturers, tutors and support staff...

Why we're on strike in August

Thousands of lecturers, tutors and support staff in the National Tertiary Education Union will be on strike on Wednesday 17 August. This means we won't be teaching classes, staffing libraries, meeting with students, answering emails, or doing administrative or support work. The strike affects both in-person and online work.

We wouldn't be striking unless we had to. We've been negotiating with the university's management for over a year for the new Enterprise Agreement, the contract that governs our conditions and pay, and have already had three days of strikes last semester. The university has serious problems, which union members want to fix, for everyone's benefit. We're striking again because management are still refusing our most important proposals. We're asking you not to go to class, but to join us on the picket lines at university entrances.

We're asking you to support us because our working conditions are your learning conditions. When staff go on strike, we sacrifice a day's pay in order to campaign for fairer working conditions. We've gone above and beyond in the last few years to keep things going during Covid. Now we're asking you for your help. No one wants to have teaching disrupted, but missing class is a small price to pay for the improvements to the quality of your and other students' education that will result if the strikes are successful. People miss classes all the time, through illness, unexpected work commitments, or family obligations. This time, you're not going to miss any content, since the class simply won't be taking place.



Why should students support staff?

Management can't put students first by putting staff last. You deserve to study at a university where:

- Your lecturers and tutors aren't employed in insecure jobs with exploitative conditions
- Lecturers and tutors have enough time to give you proper feedback on your work
- Academics are given the time they need to keep up to date in their fields
- Administrative staff are less overworked, and so have more time to process enquiries and applications
- Academic and admin staff get a real pay increase and don't see their pay go backwards

Exactly what will happen on August 17?

On both days, union members will form picket lines at the entrances to the university, and explicitly ask students and staff not to come onto the campus. Ignoring this request, and crossing the picket line, is an extremely serious decision. It would mean that you are not prepared to support ordinary employees' struggle for fairer working conditions and stronger, better supported universities. Join us on the pickets, and experience the solidarity and camaraderie of staff, students and community together taking a stand for justice at work!



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