

Escalate the NTEU sem 2 campaign

After over a year of bargaining with management, we're still far from resolving most key issues.

In the face of such hostility, we need to show management that we're serious about winning our demands:

1. Job security for professional and academic staff
2. Decasualisation and an end to wage theft
3. A real pay rise
4. The retention of 40:40:20

RAFA believes that the only appropriate response to management's intransigence is to **escalate our industrial campaign** in an effective, strategic manner.

To cause as much disruption as possible to the everyday running of the university, we need to:

1. Increase union density by recruiting our non-member colleagues to the NTEU
2. Entrench a union culture across the campus by increasing the prevalence of local area meetings
3. Strengthen and diversify our industrial actions

RAFA believes that strike action is the most essential and effective form of industrial action and that the main bargaining tool we have as workers is to withdraw our labour power. We also believe that true **escalation is not just a question of the quantity of strikes but their quality**. For this reason, we do not support a strike in week 8. We believe that there is too little time between now and then and that a poorly attended strike is not a true escalation. In fact, we believe it risks deflating the campaign.

Instead, **we support a 48 hour strike in Week 10**. Holding a strike of longer duration in week 10 gives us sufficient time to engage in a serious campaign of increasing union visibility, recruiting and organising, all of which are necessary to ensure that the next strike is a true escalation.

RAFA has already started organising bi-weekly NTEU stalls, daily leafleting and coordinated walkthroughs. These actions give us the opportunity to recruit new members and encourage new and passive members to participate in strikes and pickets; in short, to become more active and engaged members. All of this will increase our bargaining power.

RAFA also believes that **other forms of industrial action** – like work stoppages, work bans and flat marking actions – can support strikes. These other forms of industrial action – if engaged in tactically – can feed into, and bolster, further strike action. They can also in and of themselves cause serious disruption. For this reason, RAFA supports the exploration of other possible forms of industrial action in consultation with members and will orchestrate such actions if supported by members in a Protected Action Ballot.

RAFA believes that winning our demands requires bringing the full weight of our membership with us. This means deepening our recruiting and organising efforts, whilst also escalating and diversifying our industrial actions. Most of all, we believe that if we act in union, we can build a better and fairer university in which to work, research and study.



- YES to Week 10 strike
- YES to 48 hour strike
- NO to Week 8 strike
- YES to work bans
- & get organising!