



10 Years of TEU



A new branding for TEU

At our second branch meeting this year, AUT branch president, David Sinfield, introduced members to TEU's new logo (see above).

Founded in 2009, the TEU was established as a result of the amalgamation of the Association of University Staff (AUS) and the Association of Staff in Tertiary Education (ASTE). Both of those associations had a long history representing staff throughout the tertiary-education sector. The TEU

Annual Conference 2019 marked our tenth year together, and our tenth conference as the Tertiary Education Union Te Hautū Kahurangi o Aotearoa.

The AUS was founded as the Association of University Teachers (AUT) in 1923 and was originally an informal federation of branch associations, representatives of which formed a national standing committee. In 1967, AUT became an incorporated society with an office and staff based at

Victoria University. On 1 July 1989, the Association of New Zealand University Library Staff merged with AUT and on 1 July 1992 a second merger, between AUT and the New Zealand University Technicians Union created AUS.

The origins of ASTE arise from the incorporation of the Association of Teachers in Technical Institutes (ATTI) which was founded in 1960 and grew as technical institutes were established throughout the 1960s.

In the mid 1980s, ATTI changed its name to the New Zealand Association of Polytechnic Teachers (NZAPT) which subsequently merged with Teacher Colleges Association in 1998 to create ASTE.

In the 1990s, ASTE membership was extended to include staff in private training establishments, wānanga and other tertiary education providers.

Our 2019 national conference theme was ngā piki, ngā heke – we hold together, we endure, through good times and bad, through ups and downs.

TEU/AUT Bargaining 2019

TEU bargaining for 2019 has been initiated with AUT and will commence soon, but like all good things these take effort and time and your commitment too. The bargaining team is there to build a better workplace for you, but they need your support and guidance through this process. It is your voice the bargaining team takes to the table and therefore it is extremely important that you attend our bargaining claims endorsement meetings. Bargaining meetings will be coming up very soon and will be held on all three campuses **please attend when you are notified.**



Our Branch Continues to Grow

This year, so far, we have gained 72 new members. A very warm welcome to everyone who has recently joined our union.

It is important that this growth continues. Members will have a stronger sense of confidence and the ability to change things, they will have more delegates, health and safety representatives and workplace contacts who run the union locally and ensure that the branch is truly representative and democratic.

"For a worker to refuse to belong to a union is not to exercise a democratic freedom. It is to accept benefits that others have worked for without contributing to the costs. Democracy flourishes only when freedom is accompanied by responsibility."
(Quote from, Australian Bankers Union)

In Australia, a NTEU survey of

university employees in 2017 found 52 per cent of non-union members agreed that *"if someone benefits from a union, it is reasonable they financially contribute to its operations."*

Please encourage your non-union colleagues to join us. It's quick and easy, all they need to do is follow this link:

www.teu.ac.nz/join



Pressure on staff increasing, says Report

On 1 May TEU released its findings of the State of the Public Tertiary Education Sector Survey. The report reveals serious concerns about a decline in student support services in the tertiary education sector; increased pressures on staff to admit students into courses they are not ready for; pressure to elevate grades to ensure students pass; and, a decline in wellbeing as staff deal with rising workloads and work/life conflict. Almost 2,000 academic and just over 1,000 general staff working in universities, institutes of technology and polytechnics, wānanga, and other sites in the tertiary education sector completed the survey.

The majority of staff surveyed reported that their level of satisfaction had gotten worse or much worse over the last three years as a result of deteriorating working conditions in terms of workload, management and leadership. While the survey found that 'effective teaching, engaging with students and collegial and supportive relationships' were all rated in the top five values of staff working in tertiary education, the results also

suggest that it is these very values that are most at risk under the current system. According to TEU President Michael Gilchrist: The last three surveys show the sector relying to an ever increasing extent on the goodwill and dedication of staff. The commitment of staff to the core values of teaching, learning and research are the lifeblood of the sector.

But we cannot keep going to that well. Three quarters of academics surveyed were not confident to promote their career of choice. Only one quarter would recommend or strongly recommend an academic career to others. Steps have to be taken to support staff wellbeing through realistic workloads, more professional autonomy, less managerial monitoring and compliance, better job security and more time to invest in all aspects of the teaching relationship. The report also sets out the causes of the strained working and learning conditions.

According to report writers, Sarah Proctor-Thomson (TEU member) and Charles Sedgwick, the fundamental orientation of the tertiary education sector needs to change. The sector needs to turn away from a competitive, marketised model of business, to a recognition of the value of tertiary education to society and its ability to transform the lives of New Zealanders.

Do you know your Academic Collective?

Duty Hours

An Employee may be required to undertake duty each week between the hours of 8.00 am and 9.30 pm. Monday to Friday inclusive, and for a total of no more than:

1. 34 hours for Lecturers
2. 36 hours for Lecturers who

consent, or who have agreed at the time of appointment, to this higher limit

3. 37.5 hours for Non-teaching Lecturers, Research Officers, Teaching Assistants, Research Assistants, Clinical Educators and Research Fellows

“You cannot be required to be on duty past 9.30 pm or on the weekend, though you might agree to do so (see clause 5.4 a).”

AUT Executive Member to join National Committee

The Branch executive is very pleased to announce that one of our members, Iana Gritcan, has been appointed to fill a vacancy on the National Women's Committee, Te Kahurangi Mareikura. It's great that two members of our branch serve on National Committees. Julie Douglas,

(co Branch BP), is a member of the Industrial and Professional committee.



Iana pictured with Education Minister Chris Hipkins

John Prince receives Award of Excellence

Former Branch president, John Prince, received an Award of Excellence at the TEU Conference early in May. John was nominated for the award by the TEU National Council with the support of the AUT branch. The award was for Professional Integrity.

John has been a branch member at AUT since 1992. He was the AUT Branch President for 10 years and is still very active on the branch committee. John has held several national roles in the union, including being a member of the industrial and professional

committee and as a member of the national council for several years where his contribution has been extremely valued. John has been particularly effective in working on the Industrial and Professional Committee in developing TEU's industrial strategy. His knowledge of redundancy processes, salary movements, assisting with defending core conditions and developing national claims has been invaluable. John's professional integrity also means that he is trusted by members across the union.

Unfortunately, due to unforeseen circumstances (a shoulder injury) John was unable to attend the conference and receive the award in person, so it was accepted on his behalf by current Branch President, David Sinfield. In the acceptance speech David told conference delegates and guests that John is; “an engineer, he is pragmatic, he is staunch- he is a union man. He is passionate about the rights of workers and enjoys the dynamic of

challenging the employer as required. It is this readiness to stand firm in the face of both internal and external pressures that has made John such a valued and respected leader within the union movement, and colleague and friend within the sector.” The AUT branch executive is justly proud of John's achievement.

Guest speaker Sean Williams

‘Progression and Promotion Applications’ for Academic and Allied staff

Originally coming from a legal background Sean has been working for the last 17 years inside the Human Resources sector within the tertiary education area, and has been at AUT for the past 13 years. Sean holds the position of Director of Employment Relations at AUT, and within this role he has the responsibilities for

collective bargaining, overseeing organisational change and managing conflict resolution, among other tasks.

Sean has continued to further his education and has completed a Master in Business at AUT in 2009 and also likes to give the occasional lecture in HR and ER. Sean will be speaking at our branch meeting on Wednesday June 19th on the topic of ‘Progression and Promotion Applications’ on what to do and what not to do to make your application as successful as possible.



Friday 19th June @ 12:00am in room WG701-707

Do you know your Allied Collective?

What is Allied Long Service Leave?

For those allied members who have completed 15 full years service with AUT, they are entitled to a four week long service holiday.

And after 20 full years service with AUT, they are entitled to an additional one week long service holiday.

If you have proportional employment so what are your holiday leave entitlements?

Members and AUT management sometimes get confused about some of the finer points to do with proportional employment and problems sometimes arise when calculating leave entitlements. Basically proportional staff employed for a full leave year have same leave entitlement as full-time staff employed for a full leave year.

As an example consider the case of a staff member employed at 0.5 FTE (or half time):

- They get paid 0.5 or 50% of a full-time salary
- Say they are entitled to a total of 5 weeks annual leave (as they have been employed for at least 5 full years at AUT)
- They will get 5 full weeks of leave i.e. 5 full weeks away from AUT
- Remember that over those 5 leave weeks a 0.5 FTE staff member would get 50% of the salary of a full time staff member.

- Sometimes, people think a 0.5 FTE staff member is only entitled to 2.5 weeks of leave or 50% of a full timer's 5 weeks. THIS IS NOT THE CASE AND WOULD NOT BE FAIR.

The same applies to Professional Development leave, a 0.5 FTE staff member is entitled to 2 full weeks of Professional Development leave, the same as a full-timer. Not only is it fair this way but it is what the CEA says in both cases.