



TEU

**TERTIARY EDUCATION UNION
TE HAUTŪ KAHURANGI**

TEU COVID-19 Checkin #7 Employment Rights

5 May 2020

Together we can make sure that pay and conditions reflect the work you put in, even in a world affected by Covid-19.

In the face of calls from some universities over the last week for voluntary pay cuts [TEU President Michael Gilchrist urged staff not to take pay cuts](#) and to stand strong in these extraordinary times. [National Secretary Sandra Grey reinforced this message](#) stating that employment rights are not up for grabs and acknowledged the hard work that all general, allied, professional and academic staff have been part of to support all learners.

The screenshot shows the RNZ website interface. At the top, there are navigation links: Home, News, Radio, Podcasts & Series, Topics, and Pacific. Below this, the word 'EDUCATION' is displayed in red. The main headline reads 'Coronavirus: University staff urged not to take pay cuts'. Below the headline, it says 'From Morning Report, 7:50 am on 29 April 2020' and 'Share this' with social media icons for Twitter, Facebook, Email, RSS, and LinkedIn. A player bar shows 'Listen 5:45', 'Add to playlist', and 'Download'. The article text begins with 'University staff are being advised not to accept pay cuts. At least two universities are considering cutting staff pay to help confront the crisis posed by the multi-million dollar loss of income from international students. The Tertiary Education Union is advising staff to stand firm.'



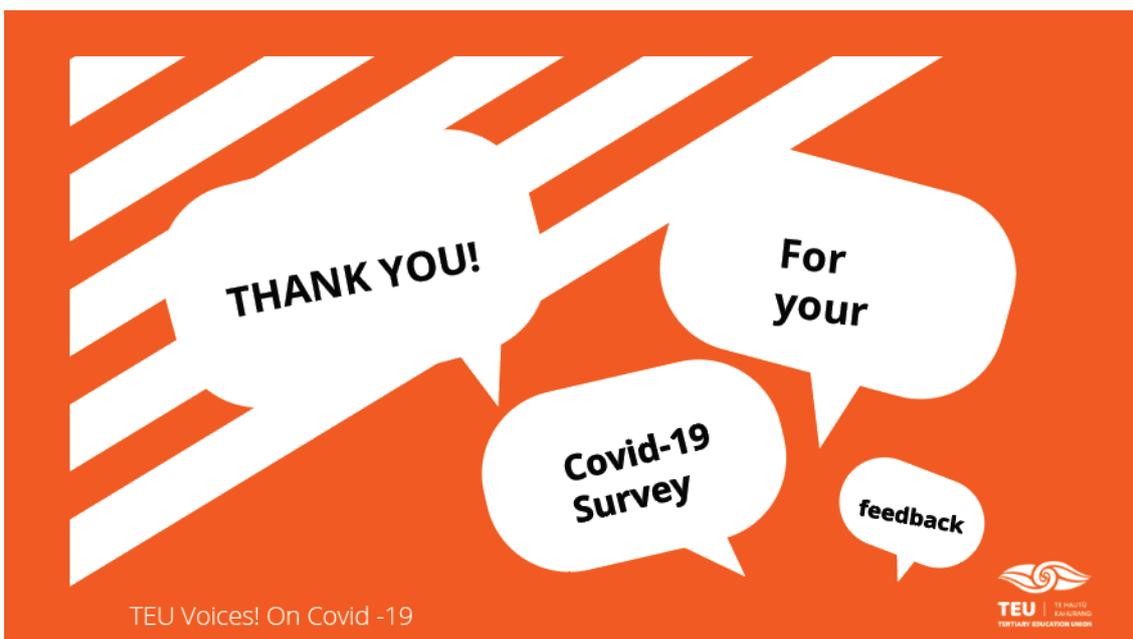
We are letting all employers know that we will not accept any pay cuts due to Covid-19. Pay cuts won't help the sector and in fact have been rejected by the government.

The reasons for standing together have been put into an employment advisory by the TEU industrial team. You can access it [here](#).

Before, during or after the pandemic TEU has not and will not accept any eroding of employment conditions. Now more than ever pay must reflect the tireless mahi that has been undertaken to support students to continue learning during this crisis and must demonstrate how important this mahi will be in our post-Covid-19 world.

You've stepped up for students, now let's step up to say no to any proposed cuts. Tū kotahi, tū kaha!

If you have any questions or concerns about measures being taken at your institution please email teu@teu.ac.nz



Survey Snapshots – TEU Voices!

Thanks to all those who keep speaking up in union during Covid-19. We've heard from you in virtual meetings, through email, by phone and now in the Covid-19 level three survey.

The survey results will be released later this week. But here's just a few short comments about some of the stressors we are facing at this extraordinary time:

[I'm] feeling overwhelmed at moving the course I facilitate online, feeling like I don't know what I am doing, feeling like I am doing a poor job. Feeling isolated.

[What is stressing me] extra workload to convert course to online but no meaningful extra support, just endless 'how to' advice which isn't what I actually need. I know what to do and how to do it's just that doing it takes a heap of extra hours and there's no help for that.

I am anxious and stressed as a natural response to this global pandemic. I am anxious and stressed thinking about job security after the pandemic. I worry that if I don't do a good enough job of coping with teaching online I might be considered expendable. ... I am anxious and stressed because I can see my students, while they are really trying, are not all able to access online learning and the practice of judging the quality of teachers and teaching by the number of completions is established. And I am anxious and stressed because the actual stress and challenge for students is substantial. I have to teach three different ways to reach them and I still have about 20% who are not engaging easily for reasons I don't know.

We will be sharing the survey results with members, employers, the Tertiary Education Commission and Ministry of Education, to inform their ongoing planning and approach to COVID-19.

Look out for the survey results and share with us any ways that we can look after each other at this time, and how we can collectively achieve a better future.

[Go to TEU online to keep checking in during Covid-19.](#)

Follow your TEU community online:

[Facebook](#)

[Twitter](#)

Just in case you missed it:

Listen to TEU President Michael Gilchrist on Radio New

Zealand: [Coronavirus: University staff urged not to take pay cuts](#)

Read TEU National Secretary Sandra Grey post: [More work and less pay?](#)

[That won't help Aotearoa's training needs](#)

TEU's employment advisory is [here](#).



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