

Protection of core conditions of employment

From TEU's national industrial strategy 2018-21

Core conditions of employment are clauses which already exist in many collective agreements that TEU considers are important to retain and defend. The purpose of the protection of core conditions is to ensure maintenance of key standards across the sector. This is a fundamental component of the union's overall approach to industrial matters.

Please note these bullet points are general areas only and any proposed changes to collective agreement clauses, would be linked to the consultation process noted previously.

- Te Tiriti o Waitangi clauses
- Te reo and tikanga recognition
- Coverage – no reduction of coverage
- Categories of appointment - no reduction
- Automatic progression in salary scales
- Progression/promotion scales or processes
- Changes that reduce consultation processes
- Research and study leave
- Retirement leave/gratuity
- Professional development conditions
- Hours of work/duty hours
- Annual leave
- Paid parental leave and grant
- Sick leave provisions
- Bereavement/tangihanga leave
- OSH provisions
- Union rights clauses
- Branch President time release
- Union fee deductions
- EEO
- Academic Freedom
- Voluntary redundancy/redundancy/severance compensation/surplus staffing options/redeployment
- Proposed clauses in collective agreements or in any institution policies that allow the employer to disestablish part of a position and pay partial severance will not be agreed to by TEU. Where an individual member requests the union to negotiate a partial severance settlement on their behalf this may be agreed to.

Note: No current clauses should be removed from collective agreements and put into policies, procedures or guidelines

