



December 2021

Welcome to our December Branch Newsletter

This newsletter is to keep you up to date with a number of things that your Branch Committee has been involved with this year.

Service Badge

Congratulations to Sue Lloyd of the UC Library for her 20 years membership of the Union. Branch secretary, Tim O'Sullivan, presented Sue with her golden lapel badge last week. Just a reminder, if you have reached a milestone anniversary please let a Branch Committee members know.



Ratification 2021

HR and the Vice Chancellor have been advised that TEU Canterbury members ratified the settlement proposed by the University in late November. Bargaining meetings were held this year by zoom except for the cleaners meeting which was held at 6.30am. There was vigorous discussion at the zoom meetings over the merits of the university proposal. The offer of 1% was noted to be well below the current Consumer Price Index which is currently running up to 5%. The Branch Committee and Bargaining team do not see the offer of pro rata bonus this year for general staff as a solution to the erosion of members' real wage values. It is good news to report that the University is prepared to pay the living wage (\$22.75 per hour) to our lower paid members. For General staff, the removal of the merit step and its insurmountable requirement of "sustained exceptional performance" is good news although the HR / TEU working party to address issues of progression is still to report back with recommendations of how progression within a band will be managed. A last minute change by the University means that the one off bonus for December 2021 will replace automatic progression for this year. This was an unexpected development and not endorsed by the bargaining team however it was signalled during the bargaining meetings. Also with improved coverage are Academic Support staff such as tutors, lab assistants and other fixed term staff. This will make continuity of work better for them and is a far better way for the University to treat staff.

The term of this agreement is until 30th June 2022 so the Branch Committee will be looking to remedy the CPI deficit in our next bargaining round. Don't forget that we will need significant member help to support this. An obvious solution to this is for government funding to be increased to match CPI for Universities.

The Branch Committee thanks the bargaining team members Richard Davies, Warwick Anderson, Grant Bush, Annick Masselot (researching bargaining), Nikki Macmillan (PSA), Mike Youds (Etu) and Michael Stevenson (Etu).

It was pleasing to note in the week ending 4th of December the Branch welcomed thirteen new members to the TEU which is the highest weekly increase all year. This brings our membership numbers here at Canterbury to 998 members! Please invite your colleagues to join.

2021 - it's almost over! From the Branch Co-Presidents

How to sum up 2021? It's been another bumpy year, but that isn't unusual. Many of us are tired, a little grumpy, and looking forward to a break. We can travel, but our holiday plans are limited, as we prepare for COVID to move through New Zealand.

We're mostly lucky, too. For most of us, New Zealand is still a great place to live. The university is still, on the whole, a great place to work. Your TEU branch is dedicated to keeping it that way.

Most of us held our noses and voted to ratify the latest collective agreements. There were some small wins: the Living Wage as a minimum at UC; the end of the iniquitous 'merit point' for general staff; and the inclusion of 'academic support staff' - tutors, lab demonstrators, research assistants - in our collective. There is work to do on the last two, and we will need to push that through quickly, but we have a good opening in 2022 to improve the working conditions of many staff.

We will be back in bargaining soon. We'll need to stand together and stand strong to win a fair settlement for everyone in 2022. We'll need your support and ideas. Tū kotahi tatou.

Clouding the horizon, we are concerned about the potential spread of COVID to our city and our communities. Unfortunately, the question is more likely to be when rather than if. We strongly encourage everyone to get vaccinated - and as soon as possible, get a booster shot, too. There can be no doubt this is our best defence. We are learning to wear our masks without thinking, and keep our vaccine passes handy. A number of members have expressed a view strongly in support of mandated vaccinations. A few have expressed an opposing view. TEU National Office has asked the minister to mandate the sector, however the minister has stated that currently we do not meet the criteria. As other universities opt for a vaccine mandate, we are keeping a close eye on the situation at UC. As always, we welcome your opinions and ideas.

On behalf of the branch committee, we hope you have a good break from work, balance up your life with family and friends, and take the chance to pursue passions, read books, and explore our beautiful land. Our heartfelt thanks for your continuing support. We are only here for you. Please stay in touch.

Congratulations

To the following members for their promotion to the rank of Professor: Donald Matheson, Kevin Watson, Diane Mollenkopf, Alex James, Catherine Bishop, Chris Pretty, Dirk Pons, David Conradson, Deirdre Hart, Te Maire Tau.

Promoted to Associate Professor: Chia-rong Wu, Yvonne crichton-Hill, Ben Adams, Walter Guttman, Heather Purdie, Michelle LaRue, Laura Revell.

The following members were promoted to Senior Lecturer above the bar: Robin Neate, Anushia inthiran, Nelly Todorova, Chris Chen, Russell Wordsworth, Annabel Ahuriri-Driscoll, Chris Astall, Matiu Tai Ratima, Andrew Laphorne, Richard Clare, Simon Hoermann.

Members promoted to Senior Lecturer: Cindy Zeiher, Martin Fisher, Matthew Scobie, David Pomeroy, Bahareh Shahri, Olivia Erdelyi, Claudia Meisrimler, Sarah Flanagan, Vanessa Morris, Daniel Foley, Michele Bannister, Jacinta Cording.

Congratulations to you all and you should have had something in your pigeon holes, a small acknowledgement from the TEU Branch Committee..

TEU rules change proposals

National Office has a proposal to incorporate the work of the Tiriti Reference group into the rules of the Union. National Secretary Sandra Grey is hoping that concrete proposals for rule changes will be put to the May 2023 TEU National conference. The TEU is an Incorporated Society registered with the Registrar of Incorporated Societies and as such has a [constitution](#) which underlies and supports all our work as an organisation. If you would like to be involved in this project please contact the branch secretary.

Welcome

Rachael Attrill is our new administrator and general wonder-woman. Rachael will be familiar to many members in the College of Arts as a former administrator in the School of Music. Members who need letters of introduction for the CEA UC Benefits such as Health Centre may contact Rachael at the TEU Office (ext 90553, rachael.attrill@teu.ac.nz)

Farewell

The Branch is sad to farewell Libi Carr from her role as Union Organiser in our office here on Campus. Libi covered Campus Living, Otago Medical School Christchurch, and other smaller sites for TEU.

It is all in the name...

Following on from the change of name mentioned in our last newsletter, the UC People and Culture Department (aka the Human Resources Department) staff are now known as "Business Partners." Last time the Branch Committee looked, UC was not a business but a Tertiary Education institution of higher learning. Businesses

have a different focus and purpose. We wonder what business HR is now advising or maybe HR are planning on doing some contracting out of their own services? Even Sir Humphrey Appleby would be confused...



The Branch Committee wishes all members a happy Christmas and a restful new year.

TEU websites of interest

TEU National webpage: <https://teu.ac.nz/>

TEU Canterbury Branch Facebook page: <https://www.facebook.com/StandUpForUC>

Academic Freedom Aotearoa: <https://www.facebook.com/academicfreedomnz/>

Our Collective Employment Agreements are available online

<https://teu.ac.nz/branches/universities/canterbury/> or

<https://www.canterbury.ac.nz/about/hr/employment-agreements/>

Your 2021-2022 Branch Committee

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