



March 2023

Welcome to our March 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.

City to Surf



TEU Canterbury Branch was pleased to support the University of Canterbury team in this year's City to Surf fun run. As part of the University's 150th anniversary celebrations there was UC sponsorship available for 150 staff and students to join the run held on Saturday 18th March. Canterbury TEU organiser Gabrielle Moore along with husband Alistair, cooked sausages for UC team members who finished the run at Rawhiti Domain. Alistair was pleased to offer Cheryl a jump start for her car at the end of the day otherwise our Vice Chancellor would have had to repeat the City to Surf in reverse!

(Thanks to Connagh Hay for the photo (right) and Tina George for the photo (left).

From the Branch Co-Presidents

Kia ora – Nau mai, hoki mai e hoa! 2022 was a busy year for the TEU. We took strike action for the first time since 2005. Bargaining went late but was finally settled and you should be receiving a boost to your pay. It was a good settlement for general staff, who now do not have the merit step or GSRR limiting annual automatic pay increases to the top of each band.

With inflation still high, we need to start planning now for bargaining in 2024. University funding is not keeping pace. Whatever government we have in 2024, they need to know that 'budget' universities will not provide the social, intellectual or economic framework for a healthy and prosperous Aotearoa/New Zealand.

At this university, there is plenty of on-going work to make – and keep – UC a safe, stimulating and vibrant place to work. Our managers and HR teams need to understand where rules and policies and procedures are needed – and where they are draconian, mis-applied, or simply get in the way, eating up hours and stifling creativity.

Let us know your concerns or ideas for improvement. There will be lots of ways to get involved. Give us feedback. Come along to a committee meeting, put a poster up, have us over for morning tea. We're a member-driven union, and always looking for active members.

Together let's make 2023 a great year.

Membership

Our bargaining round last year was certainly successful in attracting new members. At last count we had over 1265 members which is the highest membership the Branch has had since before Project Star in 2010. When you talk to your colleagues about the TEU, mention that non members do not get the 1st of January pay rise until the 1st of April. Don't forget the member's benefits available as well; \$50.00 off staff club membership, 25% discount on UC Recreation Centre membership and a \$15.00 discount on consultation fees at the UC Health Centre where you have enrolled as a patient (see our CEA H.10.6.3). The challenge for the Branch Committee is to keep the TEU relevant to members here at UC!

TEU Lunch times

The Branch Committee has gone back to casual meetings on Tuesday lunchtimes during the teaching term. This is a way for members to meet members of the Branch Committee and talk over work related, or indeed any other, issues. The lunchtimes were last held before the first lockdown in 2020 and now that things have returned to normal it is hoped that members will find the opportunity to meet Branch Committee members useful. Keep an eye out for the TEU flags at Cafe 101 on Tuesdays during term time between 12 noon and 1pm.

TEU supports students



The School of Biological Sciences at UC hosted their second annual Summer Research Showcase on 10 February 2023. Thirteen summer research students shared their work with us on a wide range of topics and organisms – ranging from microbes to plants and animals. After their student presentations, attendees and presenters were able to connect with each other while enjoying delicious sweet treats provided by the TEU. Attached is a photo of most of the presenters (from left to right): Tara Curtis, Haig Bishop, Mich Hawinkels, Fergus Lowen, Liadan Dickie, Georgia Gwatkin, Alexandra Strang, George Cox, Chenielle Clark, Briar Collins, and Jonty Coulson on zoom (not pictured: Oscar Bellett and Robb Eastman-Densem).

(Thanks to contributor, TEU member Dr. Sarah Flanagan).

Workload

This is a big issue for academic staff and indications are that Cheryl is aware of the problem and would like to see a clear and transparent template across the university. Workload is also an issue for general staff, particularly administrators. Our CEA provides for the payment of overtime rates “with the prior authorisation of the employer.” This is paid either in time in lieu or time and a half (CEA D.2.1.).

But what of the situation where overtime is worked without the express authorisation of your boss but with the implicit and sometimes overt pressure to stay at your job until it is done, no matter how long it takes? This is not fair on anyone. Before staying late you should ask your boss to authorise overtime and if agreement is not forthcoming then finish work at your regular time.

A manager who is tempted to require overtime without authorising payment needs to think seriously about whether the management style being used is in line with university values and the health and well-being of staff.

International Working Women's day

The Branch celebrated this day on Wednesday 8th March with a gathering at Cafe 101 to celebrate and reflect on the progress we have made towards gender equity and the work that still needs to be done. 2023 will be a year of progress for our Union as we head towards some big milestones in our two separate multi-employer and multi-union claims under the Equal Pay Act 1972 for low paid library, clerical, and administration workers in the university sector. The Branch committee was pleased to offer attendees a coffee voucher.

Progression for General staff

The good news for General staff is that progression within a salary band will now be automatic and there is no glass ceiling limit halfway up the band. Satisfactory performance will be assumed in the progression to the top of the band (CEA E.3). Along with the upward revision of the salary bands for general staff, this is a welcome recognition of the value of general staff.

Movement between bands for general staff is by appointment to a higher band or through the job evaluation process to re-evaluate a job.

Good news for low paid library staff

Due to some sleuthing through our Collective Employment Agreement one of our TEU library delegates was able to point out to library management that casual library assistants were not being paid in accordance with the CEA. Library management was quick to rectify the error with UC People and Culture who admitted that the relevant clauses had been "inadvertently" overlooked. The moral of the story is that it pays to be in the union, we can support each other!

TEU Rules

The National project to rewrite the rules of the TEU continues and will culminate in May with a special rules Conference to endorse the proposed changes. The Rules is the constitution of the Union which is registered with the Registrar of Incorporated Societies. Most of the time the Rules are only consulted when things are going wrong, which is a good reason for having clear, unambiguous rules. Rules should also be distinguished from policy which the National Conference adopts from time to time and commits the TEU to certain ideological or political positions. The Rules allow the functioning of the Union by providing the legal basis on which the work of the Union proceeds. The incorporation of the Union gives the union legal status so that it can own and operate property for the purposes set out in our rules.

One significant proposed change is a proposal to have co-governance in the TEU National Council. Council is the body of our union that operates our Union between National Conference, which is the supreme decision making body of the Union. The idea of a move to co-governance (equal tangata whenua (Māori) and tangata Tiriti

(everyone else) members on Council) has had a mixed reception in the TEU nationally.

The rationale put forward for a change to co-governance so far is that co-governance adopts a proposal made by Moana Jackson in his 2015 Treaty audit report of the TEU and that in New Zealand we are a partnership. Some Branch Committee members are of the opinion that this is not a convincing nor necessary rationale for the adoption of a co-governance model. Other Branch Committee members are supportive of the proposed rule change and feel it better meets our obligations under the Treaty.

Branch delegate numbers to the National Conference are proposed to be reduced so that our Branch would only have six delegates rather than the eight provided for under the current rules.

Some of the changes are necessary to comply with the New Incorporated Societies Act 2022 and also incorporate changes related to Branches at Te Pukenga, the new polytech organisation of New Zealand.

A conceptual problem with the current proposed draft of the rules is that it appears to mix policy into the rules. Our primary purpose as a union is to defend the rights of our members as workers. It is important not to muddy this purpose with other issues which might be better suited as statements of policy.

The prospect of spending two days of National Conference talking about rule changes is daunting to say the least. Previous Conference agenda items have always included at least one rule change remit and most delegates tire of arguing over a subjunctive after a very short time.

TEU Canterbury Branch invited members to consider the proposed changes at a meeting held on 20th February. Feedback from this meeting will be contributed back to the National discussion group. Members who have any feedback or who would like to see the proposed rule documents are invited to contact a branch committee member.

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 2022-2023 Branch Committee

Co-President	Garrick Cooper , Maori and Indigenous Studies garrick.cooper@canterbury.ac.nz ext. 92088 (on sabbatical)
Co-president	Rob Stowell , Future Learning and Development rob.stowell@canterbury.ac.nz ext: 94044
Vice-President	Grant Bush , Information Technology Services grant.bush@canterbury.ac.nz ext. 94321
Secretary/Treasurer	Tim O’Sullivan , UC Central Library, tim.osullivan@canterbury.ac.nz , ext. 93885
Te Uepū Academic Staff Representative	Ngaroma Williams , School of Teacher Education, ngaroma.williams@canterbury.ac.nz , ext. 90880
Rainbow Te Kahukura Representative	Kaspar Middendorf , UC Arts Digital Lab, jennifer.middendorf@canterbury.ac.nz ext: 92104
Youth representative	Thomas Li , Jack Erskine 720, thomas.li@canterbury.ac.nz ext: 93052.
Active Members	Benita Rarere-Briggs , Te Kaupeka Ako Faculty of Education benita.rarere-briggs@canterbury.ac.nz ext: 93731 Sofia Daly , Student Transitions and Engagement, sofia.daly@canterbury.ac.nz ext 93343 Steven Gieseg , School of Biological Sciences steven.gieseg@canterbury.ac.nz ext: 95599 Ryan Dooley , UC Central Library, ryan.dooley@canterbury.ac.nz ext 91220. Rebecca Fisher , UC Central Library, rebecca.fisher@canterbury.ac.nz ext 94032. Chris Atkinson , UC Facilities Management.

Life members of TEU Canterbury Branch

Janinka Greenwood, Neville Blampied, Bill Rosenberg, Warwick Anderson, Bob Gordon.