

STRIKE NOW! BUILD MOMENTUM OR LOSE CONDITIONS



USYD management can afford to give us a real pay rise and protect research rights. But maintaining the momentum of the escalating strike campaign remains the only way to secure these wins.

VOTE TO MAINTAIN STRIKES AND PICKETS THIS FRIDAY (CENSUS DAY) & NEXT WEEK - PREPARE FOR 72-HOUR STRIKES IN WEEK 10

Currently, Management's pay offer is 3.3% p/a or a **5.3% pay cut in real terms**. If we accept this, HEO4 Admin Assistants would take home \$3,882 less than they did in the term of the last EBA and HEO6 Librarians would lose \$4,824 a year. Mark Scott is sitting on never-before-seen institutional wealth that dwarfs all other Australian universities. A large proportion of the \$1bn surplus that USYD made in the last financial year was a result of increasing the staff to student ratio from 1:16 to 1:21. Yet Scott will not grant a sector-leading pay rise to the staff whose workloads increased to produce it.

Management's 25% Education Focussed cap could see a massive increase from 220 EFs we currently have, or around 10% of the ongoing teaching workforce, up to 650 roles!

This would **entrench the split between research and teaching**, cement the expansion of highly exploitative second-class academic roles with unsustainable workloads, and intensify the race to the bottom for all academic staff.

The strength of our strikes has extracted important wins like five days sick pay for casuals and better redeployment rights for professional staff. However, Management is now refusing to provide an improved pay offer or guarantee 40/40/20 (a right we already have) unless we sign off on an academic package that will result in **permanent structural change to USYD's academic workforce** by creating two classes of academics: the research class and the teaching class. This is not "good faith" negotiating.

**MEMBERS' MEETING - 1PM, WEDNESDAY 29 MARCH
CHEMISTRY LECTURE THEATRE 3 & ONLINE
INVITE YOUR COLLEAGUES!**

Escalate or Pause?

Out of the momentum of our Week 3 strike, a record 600 NTEU members met on 23 March to discuss next steps. All present agreed that the partial settlement offer proposed by Management on 21 March represented **an unacceptable attack on our existing conditions.**

But the vote about whether to enact or defer our planned strike action was tied with 266 votes for and against. The NTEU Branch Committee (BC), which is democratically elected to lead the branch between members' meetings, created a compromise that incorporated the wishes of both sides: postponing the strike scheduled for this Wednesday in order to hear the results from bargaining, while also maintaining the planned 48-hour strike supported by half the meeting by going ahead with the strike on Friday of Week 6 and moving the second day to Week 7 (exact day to be announced).

We know that a sizeable number of members hope that by suspending strikes we will encourage Management to bargain constructively and produce a reasonable offer quickly. This is mistaken. **Management will only improve their offer and meet our demands if they are forced to.** They've told the bargaining team they're not in any hurry to finalise an agreement. They are responsible for stringing out bargaining for 21-months – a strategy designed to wear down our resolve. Behind their handsomely paid fly-in-fly-out Clayton Utz lawyer, they're clearly determined to strip back our hard-won conditions and pay.

And they have continued to hold our existing conditions, like 40/40/20 to ransom to force us to exert our energies defending the status quo.

Despite all this, our campaign has grown, our membership has increased, and our latest strike was our strongest to date. **We have a clear plan of escalating strike action that can force concessions from management in the coming weeks.** We have the strongest branch of the NTEU nationally, and university staff across the country are looking to us to get a win that can reverse the crisis of work intensification, defend wages in the face of inflation and win against precarious work practices. We can do this if we stay on the offensive and continue to build the power of our strikes.

**Sign up to RAFA,
stay in touch, &
get involved!**



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FACEBK: RANK-AND-FILE ACTION, USYD