Important notice to employees

Protected Action Ballot

Matter Number: B2013/225
National Tertiary Education Industry Union
v
University of Queensland

On the 16th of September 2013 the Fair Work Commission (FWC) ordered that a ballot be conducted for your workplace to determine whether those employees represented by the National Tertiary Education Industry Union support the taking of industrial action.

Eligibility to vote

An employee is eligible to have their name included on the roll of voters for the protected action ballot if the employee will be covered by the proposed enterprise agreement to which the ballot relates, and has the National Tertiary Education Industry Union as their bargaining representative.

The AEC will receive from the National Tertiary Education Industry Union a list of employees for whom they are the bargaining representative. The AEC will also receive a list from the University of Queensland of all employees who will be covered by the proposed enterprise agreement.

The lists will be confidential to the AEC and not publicly available. Your name must be recorded on both lists to be placed on the roll of voters and receive a ballot paper.

Are you on the roll of voters?

If you believe you are entitled to vote in the proposed ballot and wish to confirm whether your name is included on the roll of voters, you should contact the Returning Officer prior to 5.00pm on Thursday the 3rd of October 2013 to confirm your status. Additions to the roll of voters can be made up until this time.

Ballot timetable

Ballot material will be posted to eligible employees on Friday the 4th of October 2013 to the addresses specified in the list of employees provided to the AEC. Voting will close at 10.00am on Monday the 21st of October 2013 and only ballot papers received by the Returning Officer by that time will be counted.
Question to be put to the relevant employees

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement between the National Tertiary Education Industry Union and your employer, authorise industrial action, to be taken separately, concurrently and/or consecutively, in the form of:

a) Bans or partial bans on responding to phone calls, emails or in person enquiries?  
   Yes ☐  No ☐

b) Bans or partial bans on working overtime, (including for TOIL) and/or working outside normal rostered hours?  
   Yes ☐  No ☐

c) Bans or partial bans on working outside the hours of 8am to 6pm Monday to Friday.  
   Yes ☐  No ☐

d) Bans or partial bans on unpaid work, including unpaid lesson preparation, unpaid marking, unpaid student consultation and unpaid attendance at lectures.  
   Yes ☐  No ☐

e) Bans or partial bans on teaching delivery including recording of lectures?  
   Yes ☐  No ☐

f) Bans or partial bans on teaching-related duties other than face-to-face teaching and recording of lectures?  
   Yes ☐  No ☐

g) An unlimited number of stoppages of work, including consecutive stoppages of work, of between five (5) minutes and forty-eight (48) hours in duration?  
   Yes ☐  No ☐

h) Indefinite stoppages of work?  
   Yes ☐  No ☐

i) The inclusion of statements in support of the Union's bargaining claims and/or industrial action in staff workspaces, email signatures, phone messages and during the delivery of teaching?  
   Yes ☐  No ☐

j) Bans or partial bans on the preparation for and participation in University events, including after-hours marketing events, Open Days and graduation ceremonies?  
   Yes ☐  No ☐

k) Bans or partial bans on responding to requests for information from the University or its administration, including the collection of statistics and the provision of reports at the School, Faculty, Division or University level.  
   Yes ☐  No ☐

l) Bans or partial bans on processing and/or responding to applications for enrolment or potential student enquiries.  
   Yes ☐  No ☐

m) Bans or partial bans on the attendance and/or minute-taking at Committee, School, Faculty and other meetings.  
   Yes ☐  No ☐
Do you wish to report any irregularities in relation to the ballot?
If you believe an irregularity has occurred in the conduct of the ballot, please contact the Returning Officer as soon as possible so that the matter can be investigated.

Mark Townsend
Returning Officer, Australian Electoral Commission

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