

# Schedule 2.1—Notice of employee representational rights

(regulation 2.05)

*Fair Work Act 2009*, subsection 174(1A)

Australian Catholic University Limited gives notice that it is bargaining in relation to an enterprise agreement (*Australian Catholic University Staff Enterprise Agreement 2021-2025*) which is proposed to cover employees that are employed by Australian Catholic University, and are:

- (i) Academic Staff at Levels A to E;
- (ii) Teachers, academic teachers and tutor/instructors whose employment is covered by the Educational Services (Post-Secondary Education) Award 2020 (referred to in the Australian Catholic University Staff Enterprise Agreement 2017-2021 as ‘Teachers in Centres’); or
- (iii) Professional Staff at Higher Education Worker Levels 1 to 10.

It is also proposed that the Australian Catholic University Staff Enterprise Agreement 2021-2025 will not cover or apply to:

- (a) Religious Members of the university who are assigned by their congregation or by a Diocese/Archdiocese to support the work of the university, in accordance with the deed signed by the congregation or Diocese/Archdiocese and the university;
- (b) Academic staff employed by the university whose base salary is 25% or more above Level E in Schedule 1 Part A of the agreement; or,
- (c) Professional staff employed by the University whose base salary is in excess of HEW Level 10 in Schedule 1 Part B of the agreement.

## **What is an enterprise agreement?**

An enterprise agreement is an agreement between an employer and its employees that will be covered by the agreement that sets the wages and conditions of those employees for a period of up to 4 years. To come into operation, the agreement must be supported by a majority of the employees who cast a vote to approve the agreement and it must be approved by an independent authority, Fair Work Commission.

## **If you are an employee who would be covered by the proposed agreement:**

You have the right to appoint a bargaining representative to represent you in bargaining for the agreement or in a matter before Fair Work Commission about bargaining for the agreement.

You can do this by notifying the person in writing that you appoint that person as your bargaining representative. You can also appoint yourself as a bargaining representative. In either case you must give a copy of the appointment to your employer.

If you are a member of a union that is entitled to represent your industrial interests in relation to the work to be performed under the agreement, your union will be your bargaining representative for the agreement unless you appoint another person as your representative or you revoke the union’s status as your representative.

## **Questions?**

If you have any questions about this notice or about enterprise bargaining, please speak to your employer or bargaining representative, or contact the Fair Work Ombudsman or the Fair Work Commission.