
DISCLOSURE BY BARGAINING REPRESENTATIVE OF FINANCIAL BENEFITS AS A CONSEQUENCE OF PROPOSED ENTERPRISE AGREEMENT

This document is prepared by *the National Tertiary Education Union* in relation to a proposed enterprise agreement *University of Queensland Enterprise Agreement 2018-2021*

Certain financial benefits that will be, or can reasonably be expected to be, received or obtained as a direct or indirect consequence of the operation of one or more terms (***beneficial terms***) of a proposed enterprise agreement must be disclosed to employees before they vote on the agreement. The nature and (as far as reasonably practicable) the amount of each such benefit, and the name of each person who will or can reasonably be expected to receive, or provide, each such benefit must be disclosed in the following table, using a separate section for each beneficial term.

Examples of benefits that must be disclosed include director's fees, management fees, brokerage fees, commissions, dividends and trust and share distributions. See sections 179 and 179A of the *Fair Work Act 2009*.

| Beneficial term: 7 – Facilitation of Union Involvement | | | |
|---|---|---|-------------------------------------|
| Nature of financial benefit | Amount of financial benefit | Name of beneficiary | Name of provider |
| <i>Paid time release</i> | <i>Value of 1.25 hours' pay at the relevant pay rate to attend monthly union meetings; Access to staff to discuss employment matters or seek advice</i> | <i>'Recognised union delegates'</i> | <i>University of Queensland</i> |
| <i>Paid time release</i> | <i>5 days trade union training leave</i> | <i>'Recognised union delegates'</i> | <i>University of Queensland</i> |
| <i>Use of phones, email and filing facilities</i> | <i>Value of same</i> | <i>'Recognised union delegates'</i> | <i>University of Queensland</i> |
| <i>Support for bargaining representatives</i> | <i>Reasonable involvement of NTEU representatives in the enterprise bargaining process considered as part of normal duties</i> | <i>Bargaining representatives for the National Tertiary Education Union – University of Queensland Branch</i> | <i>The University of Queensland</i> |
| <i>Release for union governance events</i> | <i>5 days paid leave for elected officials of the NTEU to attend union governance events</i> | <i>NTEU members elected to the Branch Committee of the National Tertiary Education Union, University of Queensland Branch</i> | <i>The University of Queensland</i> |
| <i>Use of facilities for meetings</i> | <i>Value of booking room for duration of meeting</i> | <i>Union delegates and branch representatives</i> | <i>University of Queensland</i> |

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|---------------------------|--|--|---------------------------------|
| <i>Payroll Deductions</i> | <i>Cost of pursuing membership dues, time value of money</i> | <i>National Tertiary Education Union</i> | <i>University of Queensland</i> |
|---------------------------|--|--|---------------------------------|

Beneficial term: Letter outside agreement

| Nature of financial benefit | Amount of financial benefit | Name of beneficiary | Name of provider |
|---|--|---|---------------------------------|
| <i>Time release</i> | <i>10% of the Level D rate p.a (currently \$16,175.65)</i> | <i>'Elected academic officials of the NTEU UQ Branch'</i> | <i>University of Queensland</i> |
| <i>Office space</i> | <i>Market value of office space on campus (Currently \$5000 p.a)</i> | <i>NTEU UQ Branch</i> | <i>University of Queensland</i> |
| <i>Links to union websites on UQ induction site</i> | <i>Value of space on website</i> | <i>NTEU UQ Branch</i> | <i>University of Queensland</i> |

Name of authorised person: *Grahame McCulloch*

Signature of authorised person: 

Date: 25 September 2018