

From: all-staff-request@list.auckland.ac.nz on behalf of [Andrew Phipps](#)
To: [all-staff Mailing List](#)
Subject: TEU & PSA Strike Action
Date: Tuesday, 24 September 2024 8:55:12 am

Kia ora koutou

We have received notice that Tertiary Education Union (TEU) and Public Service Association (PSA) members who are covered by the current bargaining for the University of Auckland Academic Staff Collective Agreement and the Professional Staff Collective Agreements will be taking strike action this Thursday, 26 September 2024.

For the TEU members, the notice specifies strike action will be taken from 1.38pm until 5.00pm. For PSA members, strike action will be from 1.30pm to 5.00pm. During this time, union members have given notice that they do not intend to perform any work.

We have been meeting with the unions' Academic and Professional bargaining teams since early July 2024 to bargain in good faith. This has included presenting a pay offer that recognises cost-of-living pressures for our employees. Unfortunately, we have not been able to reach agreement to date. We are disappointed to have received notice of strike action at this stage, when discussions are on-going.

The University acknowledges the right to strike and staff who participate in lawful strike action are entitled to do so.

We have compiled some Frequently Asked Questions (FAQs) below for staff regarding strike action and we will be communicating further with union members and managers ahead of the strike action.

We remain committed to bargaining in good faith with the unions and are hopeful that we will be able to find a constructive solution to address any issues through the bargaining process.

Ngā mihi nui
Andrew

Andrew Phipps
Manutaki Pūmanawa Tangata | Director of Human Resources
Waipapa Taumata Rau | The University of Auckland

FAQs – Strike action

What is the University's approach to strike action?

The University is committed to continuing to teach, research and to serve its communities during strike action. We also work to minimise any disruption or other negative effects on students and staff as far as possible.

Who can strike?

The intended strike action is in relation to collective bargaining currently in progress for the University of Auckland, but only relates to TEU and PSA members covered by current bargaining for the Academic and Professional Staff Collective Agreements. Only those members can take strike action. This means people currently covered, Academic casual staff and Professional staff members who are in Band H.

Non-union staff, and staff who are members of other unions and employed under different collective agreements cannot lawfully strike at this time.

What if I do not want to strike?

The strike notices issued by the TEU and PSA are given on behalf of all members covered by the Academic and Professional bargaining. Therefore, the University will assume **all** union members covered by the notice will be on strike.

We recognise that employees have the lawful right to strike, and no adverse view will be taken of this. However, previous experience suggests that for a variety of reasons there may be individuals who, while covered by the strike notice, do not actually participate in the strike.

Any staff who do not intend to participate in the strike action will need to inform their managers as soon as possible. They should also email strike.notification@auckland.ac.nz of their intention not to strike.

Do I get paid when I am on strike?

The employer is entitled to withhold pay from employees who participate in strike action. However, in this instance, and in a demonstration of good faith, the University of Auckland does not intend to invoke suspension or to withhold pay.

If further strike action occurs this will be reviewed.

What if I am on approved leave e.g. sick leave, annual leave, research and study leave when a strike occurs?

If you are on approved leave, the University will regard you as being on leave and not being on strike for the period of time the approved leave and the strike overlap.

Can my manager try to persuade me not to go on strike and can there be other consequences if I go on strike?

No. The University recognises the lawful right to strike and therefore your manager cannot attempt to persuade you not to strike. They can ask you if you intend to take strike action.

Covering the work of striking staff

Non-striking staff who are not employed principally to do the work of a striking employee can be requested to do the work of staff on strike. New staff cannot be employed to do their work. Staff have the right to refuse to do the work of striking staff, unless it is already within the scope of their usual duties.

Further information or advice

Union members should contact the TEU or PSA for further information or advice.

All other staff requiring further information or advice, should contact their manager, their HR Manager or email strike.notification@auckland.ac.nz