



A more secure future

The AEU is launching a drive to gain more secure employment for TAFE members in casual or contract positions.

Applying can seem daunting, but the AEU has already helped dozens of members to access their rights.

At Box Hill Institute, 31 contract teachers applied for ongoing status with the support of their AEU sub-branch — *29 were successful, with one still pending.*

AEU reps have ensured that the right to ongoing employment is now part of Box Hill's formal policies and procedures, and even secured changes to make the process easier.

At William Angliss TAFE, the AEU challenged the institute's repeated refusal to give one contract hospitality teacher ongoing employment, despite booming enrolments in her course and praise from her managers.

We lodged a grievance on her behalf. A few days later, she and half-a-dozen other contract teachers with years of service were all made ongoing.

She says: "It's nice to finally have stability. You just feel so much more relaxed and comfortable and confident."

If you think you are eligible, email june17@aeuvic.asn.au and join our push to convert as many members as possible to more secure employment.

Remember — it's your right.

COUNT DOWN TO JUNE 17



COUNT DOWN TO TAFE JOB SECURITY

JUNE 17 marks two years since our TAFE agreement came into effect.

On that date:

- ▶ Eligible casual teachers can apply for conversion to fixed-term/ongoing
- ▶ Eligible contract teachers can apply for conversion to ongoing anytime.



Are you a casual teacher? Been here at least a year?

Or are you working your second fixed-term contract — or even your third or more?

If so, you have the right to request more secure employment — and the AEU will help you do it.

June 17 marks the second anniversary of our TAFE Agreement. That date triggers a set of new entitlements.

Casual teachers who have worked in the same or similar job for two years can apply for contract or even ongoing employment.

Contract teachers who have been employed for two or more years, or on at least two consecutive contracts regardless of length, can apply for permanent, ongoing employment.

These entitlements were key breakthroughs won by the AEU and its members to try to end the damaging insecurity that too many teachers experience.

Some TAFEs have tried to knock back members who exercise those rights, saying enrolments and funding are too uncertain.

But dozens of members, backed by the AEU, have already been successful.

Join the drive

This June 17, we want to see as many members as possible lodge formal applications to convert to contract or ongoing employment.

We will help you — we have form letters you can use to make your application correctly under the right clauses of the Agreement.

And if you are unreasonably refused, we will help you challenge the decision.

June 17 — the countdown to job security has started.

AM I ELIGIBLE?

Casual teachers

- Have you worked in the same or equivalent department at your TAFE for two years?

AND

- Have you been in the same or similar, identically classified position for that time?

OR

- Have you worked in the same department, in the same or similar position for at least one year and completed 400 teaching hours in that time?

Contract teachers

- Have you been on a fixed-term contract at the same institute for more than two years?

OR

- Are you employed on at least your second consecutive fixed-term contract (of any length) in the same position?

AND

- Does the employer expect the work you are doing to continue?

If you ticked two boxes, you are eligible to apply for greater job security.

Your employer cannot unreasonably refuse your request.

What next?

1. Register for our mass application drive — email june17@aeu.vic.asn.au by May 31 and tell us whether you are a casual or contract teacher.
2. Gather your employment history. We will send you a form to check your eligibility.
3. Fill out and return the form — if you are eligible we will send you a model letter applying for contract or ongoing status.
4. Sign the letter and give it to your TAFE AEU sub-branch executive.
5. Your executive will serve applications en masse to the institute after June 17.
6. If your application is unreasonably refused, we will challenge it.

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