

QUEENSLAND INDEPENDENT EDUCATION UNION
INDEPENDENT EDUCATION UNION OF AUSTRALIA –
QUEENSLAND & NORTHERN TERRITORY BRANCH



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Tuesday, 10 November 2009

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LUTHERAN SCHOOLS COLLECTIVE BARGAINING 2009



CHAPTER BRIEFING No. 16

**Single Employer Status Authorised
State Teachers Receive Revised Pay Offer
Employer Refusal to Negotiate Professional Rates of Pay No Longer Valid
Protected Action Necessary**

Dear Colleagues

The employer's refusal to return to the negotiating table to deal with professional rates of pay and other outstanding issues is no longer tenable with Queensland State school teachers considering an offer of settlement from the State Government and with Fair Work Australia issuing authorisation for the four Queensland Lutheran employers to bargain together.

It is our understanding that this authorisation was granted on 5 November 2009 but at the time of writing no request has been received from the Lutheran employers to urgently reconvene negotiations they terminated on 16 September 2009.

Noting this, your union called upon the employer to reconvene the SBU as a matter of urgency.

No More Equivocation – Onus on Employers to offer Professional Rates of Pay Now

Employees are reluctantly taking protected action because the employers have failed to negotiate meaningfully on professional rates of pay. (Fact Sheet on Protected Action attached.)

Employees believe that the time for procrastination is over and only a timely offer of professional rates of pay will be acceptable.

Lutheran employees do not want to remain the lowest paid teachers in Lutheran schools in Australia and are reluctantly taking protected action which the employers can stop with an appropriate wage offer.

Protected Action – Badge Wearing

“Professional Pay Now” badges will be sent to schools today unless you have scheduled a visit from your QIEU Organiser between now and Thursday in which case the Organiser will deliver them. Chapters are requested to convene a Chapter meeting on THURSDAY, 12 NOVEMBER 2009 to allocate badges to members which, as a protected action, can be continuously worn at all times between now and the rally on 19 November. The Chapter meeting will also consider arrangements for attendance at the Rally on 19 November 2009.

Rally and Petition Presentation on 19 November 2009

The Lutheran Schools Employee Network authorised 19 November 2009 as the next stage in the campaign to secure professional rates of pay in Lutheran schools.

Members are requested, as part of a two hour stopwork action, to rally at the PCYC premises at Suncorp Stadium, Milton, from 2pm on Thursday, 19 November, with the formal part of the rally convening in the Meeting Area at 2.30pm. Members will then walk to the Lutheran Church Offices (a short distance from PCYC) to rally and present the employee petition at the Church Offices.

Why do Employees Need to Take Protected Action?

- Teachers in Queensland Lutheran schools are the lowest paid Lutheran teachers in Australia
- Lutheran employers have declined to commit to professional rates of pay
- Lutheran employers, to date, are adamant that their loyalty to the State Premier is higher in their priorities than teachers in Queensland Lutheran schools who are now the lowest paid in Australia when compared to interstate Lutheran wage outcomes (see below):

Experienced Teacher Wages 2009-2010		
	2009	2010
NSW State	\$78,667	\$81,656
Victorian Lutherans	\$77,740	<i>Under negotiation</i>
Northern Territory Lutherans	\$75,388	\$79,157
South Australian Lutherans	\$74,148	\$77,899
Queensland Lutherans	\$71,939	\$74,816

- **If employees fail to negotiate professional rates of pay they will condemn themselves to being amongst the worst paid in Australia for years to come.**

Next Steps – What Can Members Do?

- Attend the Chapter meeting at your school on Thursday, 12 November to commit to wearing a “Professional Pay Now” badge.
- If you have not already done so – sign the petition asking your employer to commit to professional rates of pay. (Non-members should be encouraged to sign this petition.)
- Commit to the rally on the 19 November at PCYC and the Lutheran Church Office (more details to follow).

Non-Members

We are receiving enquiries from non-members wanting to join the actions for professional rates of pay. Any employee who has completed a membership form and forwarded the form to QIEU (or given it to the staff representative to forward to QIEU) is protected for both actions. New members will pay pro rata for the balance of the year from the date of joining.

Your continued engagement in the fight for professional rates of pay is valued and appreciated.

Kind Regards



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