



QUEENSLAND INDEPENDENT EDUCATION UNION

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Wednesday, 1 April 2009

Colb6cb06mr

CATHOLIC COLLECTIVE BARGAINING

VALUING THE PROFESSION

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CHAPTER BRIEFING No. 5

Interim Wage Increase Sought

Dear Colleagues

A claim for an interim wage increase will be made at the SBU meetings scheduled for next week.

While the eventual public sector outcomes in schools will not be known for many months, the core public sector offer of 4.5% or \$34 per week (whichever is the greater) is well established.

The interim wage claim to be made will include provisions to ensure parity with the public sector once the Education Queensland outcome is known.

Employee representatives will also table the last of the draft clauses which elaborate employees' positions contained in the tabled employee log of claims.

Employer representatives have so far only tabled positions in regard to payments to terminating employees.

Interim Wage Claim

Wage outcomes consistent with interstate benchmarks must be achieved in this round of bargaining.

This is a goal shared with public sector teachers and we are unified as two union memberships in the pursuit of those professional rates of pay.

In a formal sense the Queensland Teachers' Union cannot commence formal renegotiation of an agreement for the benchmark rates of pay until their agreement expires at the end of April.

QIEU has already had discussions with the QTU on how QIEU members might provide support if needed in the public sector wage campaign given the significance of the public sector outcomes for the non-government sector.

Employee Representatives Table Draft Provisions

Employee representatives tabled at the most recent SBU meeting a number of provisions at the respective SBU meetings including:

- Family friendly provisions including parental leave, flexible work practices and long service leave;
- Provisions to alleviate workplace intensification including, a work impact statement;
- Provisions for remote area locations including, remote area professional development and Defence Force Reserve leave;
- Professional recognition including, leading teacher and AST provisions;
- Support for quality education provisions including, class sizes and appropriate resourcing for prep years; and
- Employment certainty including, accumulated days off (ADO) for school officers and services staff.

Employer representatives requested draft clause clarification, including the effect on core business management. Their concerns were noted as human resource and operational implications for schools.

Employee representatives also provided examples of clauses that required clarification and employers will respond to these at the next SBU.

Employers Seek to Develop Further Clauses

While employer representatives have not responded to the employee log of claims, they tabled a number of issues in the separate SBU meetings. Employers are seeking the inclusion of clauses that deal with:

- Facilitating the process in which an employee will receive redundancy or termination pay through the payroll system;
- Facilitating the process of payment of annual leave loading in a designated pay period in December of each year;
- Facilitating the withholding of outstanding monies due from overpayment or incorrect notice period given to cease employment; and
- Facilitating the payment of wages on a regular fortnightly payment including summer vacation periods.

Employee representatives are giving consideration to the implications surrounding the employers claims.

Working Parties Agreed

Employee and employer representatives agreed to form a number of working parties. Working parties will consist of employee and employer representatives who will carry out separate discussions to SBU meetings. The working parties will provide feedback and advice to employer and employee representatives at the RI and Diocesan SBU meetings.

Employee and Employer representatives agreed that the matters of Remote Area provisions and allowances could be best addressed by the establishment of joint working parties to meet separately from the SBUs and then to provide advice to the SBU.

Further SBU Meetings

Negotiations will continue separately on 7 April and 8 April for the RI and Diocesan SBU meetings.

Further detailed provisions elaborating the log of claims will be tabled at the next SBU. This will include an interim claim as part of the fundamental claim for benchmark wage levels reflecting interstate outcomes.

Staff representatives are requested to hold a Chapter Meeting to discuss the interim wage claim on Catholic employers. Please faxback your Chapters response by close of business on Monday, 6 April 2009.

Kind Regards



TERRY BURKE
GENERAL SECRETARY

Attach

