

# QUEENSLAND INDEPENDENT EDUCATION UNION



BRISBANE  
346 TURBOT ST  
SPRING HILL Q 4000  
P O BOX 418  
FORTITUDE VALLEY

Phone: 07 3839 7020  
Fax: 07 3839 7021  
Freecall: 1800 177937  
Email: enquiries@qieu.asn.au  
Internet: www.qieu.asn.au  
ABN: 45 620 218 712

Thursday, 9 October 2008

colb6L-005cs.jmr

## LUTHERAN SCHOOLS COLLECTIVE BARGAINING 2008



### CHAPTER BRIEFING No. 1

## Collective Bargaining Consultation Underway Chapters asked to identify issues for the Employee Log of Claims

Dear Colleagues

The Lutheran Schools Deed of Arrangement is due to expire on 27 March 2009 and preparation for the next round of collective bargaining is now imminent.

QIEU Staff Representatives are reporting that the emerging wages "benchmark" for attracting quality graduates and retaining experienced teachers in New South Wales, Victoria and, more recently, the wage offer in Western Australia has created an expectation in Queensland Lutheran schools that a similar wage outcome of approximately \$52,000 for graduates and in excess of \$75,500 for teachers with nine years experience will be achieved.

The increasing recognition and debate around "accomplished teachers" has caused members to express concern about the current Leading Teacher classification and the limited opportunity to move to Leading Teacher 2 status in some Lutheran schools.

Staff representatives further report that school officers and ancillary staff are looking to achieve equitable percentage increases consistent with the average teacher increases, with a minimum dollar increase to protect lower paid employees.

Other issues raised identify the emerging impact of teacher standards and the quantum of professional development needed for teacher registration by the Queensland College of Teachers as issues which will need careful management in schools and systems and members are seeking adequate reference to these issues in the next agreement. Other concerns focus on increasing expectations around reporting, parent/teacher nights and a significant increase in individualised learning and administrative tasks not specifically related to teaching and learning.

Members have noted the current quantum of 14 weeks paid maternity leave in Education Queensland schools and will seek parity in the next round of bargaining.

### Common Law Deed or Federal Collective Agreement

The bargaining instrument will be determined in consultation with the employer, however, members previously endorsed a common law agreement which kept employees out of the former Coalition Government's WorkChoices legislation.

Whilst some progress has been made by the Labor Government to repeal aspects of WorkChoices, members will need to consider their negotiating preferences for the next round of bargaining. The options are:

- (i) amend and extend the current Deed of Arrangement under common law; or
- (ii) negotiate a collective federal agreement which will incorporate a compendium document containing all non prohibited matters from Awards and previous Certified Agreements.

Members in Lutheran schools have indicated that they have a clear expectation that the industrial rights they have achieved previously will not be lost in this round of bargaining and will be protected and preserved whichever bargaining option is adopted.

### **Collective bargaining process in Lutheran Schools**

Employers have been notified of employee's intention to commence negotiations for a replacement agreement and of QIEU's intention to be a party to the agreement.

In previous rounds of enterprise bargaining, members have formed a Lutheran reference group to provide advice and feedback to the employee representatives on the Single Bargaining Unit. Chapters are invited to nominate two members who are prepared to provide advice to the SBU representatives by teleconference after each meeting of the SBU.

Expressions of interest from members interested in representing employees on the Lutheran Schools Single Bargaining Unit which will consist of employee representatives (who will be supported throughout the negotiations by QIEU officers) and employer representatives are now required. (See attached expression of interest forms.)

Chapters also need to ensure they have a full Chapter Executive in place, and in particular, the Enterprise (Collective) Bargaining Co-ordinator, as this person has a key role in the communication and consultation associated with the negotiation process.

### **Draft Log of Claims**

An initial draft Log of Claims will be developed based on issues identified by members in various forums over the past three years and as a result of this briefing. Once the claim is formalized it is difficult to add new issues, therefore Chapters are requested to clearly identify sector (rather than single school) issues for inclusion.

### **Next steps**

The success of this round of collective bargaining negotiations relies on a strong employee voice in Lutheran schools with active member involvement.

#### **Chapters are asked to hold an urgent meeting to:**

- (i) Identify issues for the Log of Claims;
- (ii) Endorse the wages position detailed in the faxback sheet;
- (iii) Alert members to the call for expressions of interest to join the Lutheran Schools Single Bargaining Unit as an employee representative (open to teachers, school officers and ancillary staff); and
- (iv) Identify two members who are willing to be part of the Lutheran Schools Employee Network which will meet by teleconference to provide clear advice to the employer representatives at the Single Bargaining Unit.

Previous rounds of bargaining have shown that building union strength and acting collectively is the best way to achieve real enhancements in wages and conditions in Lutheran Schools. Chapters should not miss this opportunity to let colleagues, who have not yet joined QIEU, know the benefits of being active and engaged with your union.

Kind Regards



**Chris Seymour**  
**QIEU Officer Supporting Members in Lutheran Schools**

**LUTHERAN SCHOOLS COLLECTIVE BARGAINING 2008**



**FAXBACK**

Fax: (07) 3839 7021

Tuesday, 7 October 2008

Chapter Briefing 1

**SCHOOL NAME:** \_\_\_\_\_

**Response to Draft Log of Claims**

1. The Chapter at \_\_\_\_\_ endorses a wage claim which will maintain parity with State school teachers and is consistent with the emerging national benchmark.

**CARRIED**

2. The Chapter at \_\_\_\_\_ would like to see the following matters included in the Log of Claims for Lutheran Schools:

.....  
.....  
.....  
.....  
.....  
.....  
.....  
.....  
.....

3. The following two members are prepared to be part of the Employee Network:

(i) Name.....Email address:.....

(ii) Name.....Email address:.....

If insufficient space, please attach further sheets.

**PLEASE FAX BACK TO QIEU BY CLOSE OF BUSINESS**

**Friday, 24 October 2008**

Fax: 07 3839 7021 or Email: [jrymer@qieu.asn.au](mailto:jrymer@qieu.asn.au) Telephone 07 3839 7020