



## QUEENSLAND INDEPENDENT EDUCATION UNION

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25 March 2009

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### LUTHERAN SCHOOLS COLLECTIVE BARGAINING 2009



### CHAPTER BRIEFING No. 5

## Employer Time Grab Rejected Lutheran Schools Employee Network Demands Action

Dear Colleagues

On Tuesday, 19 March 2009 the Lutheran Schools Employee Network met at the QIEU Office and by teleconference to consider progress at the Single Bargaining Unit (SBU).

The employee network representatives received detailed feedback on a number of aspects of the negotiations with pay and the employer time grab foremost in the discussion.

Whilst the employee representatives re-endorsed the employee pay position the issue which required considerable discussion was the employer claim on vacation time.

#### 1. Time Grab

Employee network representatives overwhelmingly rejected the employer position that would see teachers accept a diminished quantum of vacation leave from a minimum of 11 weeks to just 4 weeks with the remaining 7 weeks when students are not at school being reclassified to “stand down time”. The employer saw these weeks as compensation for additional hours worked in term time and for professional development. Further, the employer clarified that, even though annual leave would be reduced to 4 weeks, they would still have to be taken in vacation time – a time convenient to the school rather than at a time convenient to the employee.

#### 2. Action Needed

The employee network representatives committed to convening Chapter meetings in each of their schools to endorse specific motions rejecting the time grab and educate teachers to the full implications of the employer claim.

### 3. Next Steps

- Chapters should identify a time and venue before the Easter vacation to hold the Chapter Meeting and make sure all teachers are adequately informed about the meeting.
- Insert the date, time and venue in the attached “Notice of Meeting” and circulate to all teachers.
- Wear the “Hands Off Our Time” Badges at the Chapter meeting. (Contact your QIEU Organiser to arrange supply of the badges.)
- Invite your local Organiser to attend your Chapter meeting. They are knowledgeable about current Industrial Agreements and Awards and will be able to answer questions and clarify the claim.
- Endorse the motions on the attached Faxback.
- Determine an appropriate day or staff meeting to wear the “Hands Off Our Time” badges.

### Clear Message – Member Action Needed

This is an opportunity to empower employee representatives at the table to reject this “time grab” by clear and decisive Chapter action.

**If you are happy to lose your school vacation time, do nothing.**

Otherwise offer to assist your QIEU Staff Representative convene the meeting, talk to your colleagues to get them to attend, commit to the actions determined at the meeting and be ready to stand firm if the employer does not get the message first time.

Kind Regards



**CHRIS SEYMOUR  
OFFICER ASSISTING EMPLOYEES AT THE  
LUTHERAN SCHOOLS COLLECTIVE BARGAINING NEGOTIATIONS**



# Lutheran Schools Collective Bargaining 2009

## FAXBACK

Fax (07) 3839 7021

25 March 2009

Chapter Briefing No. 5

# Motions for Consideration

1. The Chapter at \_\_\_\_\_ Lutheran College rejects the employer position that current vacation time is “stand down time”.

**CARRIED / NOT CARRIED**

2. The Chapter at \_\_\_\_\_ Lutheran College note that the Australians rejected John Howard’s WorkChoices legislation at the last federal election and calls upon the employer to withdraw its claim to aggregate hours over the calendar year.

**CARRIED / NOT CARRIED**

3. The Chapter at \_\_\_\_\_ Lutheran College determines to wear the “Hands Off Our Time” badges on \_\_\_\_\_ (*insert day*) to send a strong message to the employer that the Chapter will not accept the erosion of current vacation time.

**CARRIED / NOT CARRIED**

### Additional Comment:

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If insufficient space, please attach further sheets.

**PLEASE FAX BACK TO QIEU BY NO LATER THAN  
THURSDAY, 9 APRIL 2009**

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