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LUTHERAN SCHOOLS COLLECTIVE BARGAINING 2009



CHAPTER BRIEFING No. 6

Employer Response Confirms QIEU Position on “Employer Time Grab”

Dear Colleagues

QIEU welcomes the employer briefing “Employer Response to QIEU Chapter Briefing No 5 Fact Sheet” distributed in Lutheran Schools this week.

Employers Confirm QIEU Position

The employer briefing:

- Confirms that the employer believes that teachers in Lutheran schools are only entitled to 4 weeks annual leave;
- Confirms that the remaining 7 weeks are:
 - Time off in lieu for work done outside the hours of duty;
 - And the time remaining be ascribed to professional development or to “other activities referred to in paragraph 2 of Schedule 7 to the current Deed of Arrangement”.

Further confirmation is found in the Employer Log of Claims published to employees on 25 February 2009 as an attachment to the Joint Communiqué.

The employer claim states:

“4.6.2.1 time off work during student vacations is not a form of annual or other leave except for a period of four (4) weeks taken during student vacations.”

- Confirms that the employer is seeking a provision from the Workplace Relations Act 1996 (Cth) which would allow an employer to average hours over 52 weeks defining the working week for the purposes of this clause as 38 hours.

Teachers Expect Better

Teachers in Lutheran schools do commit significant amounts of time to school activities including professional duties outside of the proscribed hours of duty.

Rather than looking to penalise teachers for their professionalism by seeking to remove their vacation, employers might look to celebrate this contribution with positive affirmation, through newsletters to parents and the wider community and through the provision of a professional rate of pay for teachers in 2009 and beyond.

Teachers already have provisions which safeguard their hours of duty in the current Deed of Arrangement and do not wish to see their professionalism penalised by the employer "time grab".

Employer Position Rejected

Teachers in Lutheran schools have overwhelmingly rejected the employer position on vacation time and averaging hours and look to their employer to heed their concerns and remove these provisions from their claim.

Employee Action

Teachers are requested to read the employee briefing, employer response and employer claim carefully. QIEU Organisers will be available to lead employee discussion and assist in clarifying current and future threats in the employer position.

Kind Regards



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