

QUEENSLAND INDEPENDENT EDUCATION UNION



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12 October 2009

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LUTHERAN SCHOOLS COLLECTIVE BARGAINING 2009



CHAPTER BRIEFING No. 11

Employer Silent – Anna Bligh Speaks Protected Action Ballot Confirmed Professional Rates of Pay Overdue

Dear Colleagues,

At the 16 September 2009 meeting of the Lutheran Schools Single Bargaining Unit (SBU), the Lutheran Employer representatives declined to commit to benchmark professional rates of pay for teachers in Lutheran schools citing they cannot agree to pay rates that are outside those achieved in the public sector.

They also declined to match the rates of pay of teachers in Lutheran schools in Victoria, South Australia and the Northern Territory, thus condemning teachers in Queensland Lutheran schools to carry the unwanted tag of being the lowest paid teachers in Lutheran schools in Australia (see table 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

The Lutheran employers' argument that they can't negotiate on professional rates of pay ahead of the public sector arbitration has now well and truly unravelled with the Queensland Premier confirming in correspondence that negotiations in the non-government sector are conducted 'independently' of the public sector.

Queensland Premier Confirms Independence of Negotiations

Lutheran employers have repeatedly asserted at negotiations and to members directly that they “value their positive relationship with the State Government” and will not negotiate on professional rates of pay ahead of the public sector arbitration.

Clarification of the status of non-government negotiations in relation to the public sector negotiations was sought from the Queensland Premier and Anna Bligh has replied in a letter dated 1 October 2009 as follows:

“Enterprise Bargaining negotiations for the non-government education sector is a matter for private sector employers and their representatives, and is conducted independently of negotiations between the Queensland Government and the Queensland Teachers’ Union.

I am unaware of any advice to the effect that private sector employers should be subject to government direction in relation to enterprise bargaining negotiations.”

The Lutheran employer position on negotiation of professional rates of pay was always improbable; it has now become implausible.

Clearly the state government expects that negotiations in the non-government sector will be conducted independently of the public sector; there is no good reason why Lutheran employers cannot negotiate on professional rates of pay.

Protected Action Ballots

Employee representatives noted that Fair Work Australia has issued orders to conduct a secret ballot to determine if protected action is authorised by members in each Lutheran employee authority.

Arrangements have now been finalised with the Australian Electoral Commission (AEC) for the conduct of the postal ballots which will be conducted for union members in each of the four Lutheran employing authorities.

Postal ballots will be forwarded on 16 October 2009 to the member’s recorded address. Completed ballots must be received by first mail on 30 October 2009.

Members on extended leave in term 4 may wish to advise of an alternate address where the ballot material can reach them.

All ballots will be postal ballots to accommodate resource demands on the AEC.

For the proposed protected action to be authorised 50% of members must vote and 50% plus one of those who vote must endorse the action. If endorsed, member actions would commence early November.

Next Steps – Member Petition

Members are understandably frustrated by the collective employer position which would deny meaningful negotiation of teacher professional rates of pay and substitute a decision from a third party arbitrated dispute in a matter and a jurisdiction in which they have no say.

Employees don't wish to be the lowest paid teachers in Australia in Lutheran schools and want to see this matter negotiated.

Ahead of the protected action ballot and possible action, members are asked to consider the attached petition calling on Lutheran employing authorities to negotiate teacher wage outcomes consistent with benchmark professional rates of pay.

Petitions should be received by 4.00pm on Friday, 23 October 2009 for collating ready to present to employing authorities.

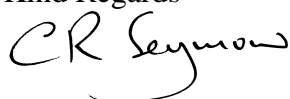
Lutheran Schools Employee Network
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A meeting of the Employee Network will take place on WEDNESDAY, 14 OCTOBER 2009 by teleconference commencing at 4pm.

Please return the attached faxback with details of the Chapter representatives who will be in attendance and their contact telephone numbers.

In the lead up to the ballot and in organising the Petition, the Employee Network will be critical in providing advice to the employee representatives and your understanding of member roles and responsibilities up to and including the protected action ballot and actions subsequent to that.

Kind Regards



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



yourrightsatwork
worth fighting for

LUTHERAN SECTOR CHAPTER FAX BACK

Chapter Briefing No 11

Monday, 12 October 2009

School Name:

Town / Suburb:.....

Employee Network Teleconference Wednesday, 14 October 2009

Chapter Representatives:

Name	Telephone contact number

**PLEASE FAX BACK TO
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BY close of business on TUESDAY, 13 OCTOBER 2009

