

QUEENSLAND INDEPENDENT EDUCATION UNION
INDEPENDENT EDUCATION UNION OF AUSTRALIA –
QUEENSLAND & NORTHERN TERRITORY BRANCH



BRISBANE
346 TURBOT ST
SPRING HILL QLD 4000
PO 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



Monday, 2 November 2009

colb6L~084cs.jmr

LUTHERAN SCHOOLS COLLECTIVE BARGAINING 2009



CHAPTER BRIEFING No. 15

**Employer on Notice –
Protected Action Ballot Endorsed
Employees Schedule First Action on 12 November**

Dear Colleagues

I write to confirm that the ballot to determine whether members in Lutheran schools can take protected action has been successful with teachers voting 91% in favour and School Officers 83% in favour. Following the declaration by the Australian Electoral Commission (AEC), protected industrial action has been authorised under Fair Work Australia for teachers, School Officers and ancillary staff members in Lutheran schools in Queensland with the exception of Peace Lutheran at Gatton where employees were one vote short of a valid ballot and St John's Kingaroy where employees were 2 votes short of a majority for protected action.

Why Taking Action is Important

Lutheran employers have been sent a clear message by employees that they are not prepared to be the lowest paid teachers in Lutheran schools in Australia and want to see an offer consistent with professional rates of pay now rather than later.

Until this ballot your employer has remained steadfast that it will not negotiate on the employee endorsed claim for benchmark professional rates of pay until outcomes are known in the state sector arbitration.

Taking protected industrial action is a last resort, but it is now necessary because your employer refuses to negotiate in good faith on the issue of professional rates of pay.

Your employer can resolve this dispute now by making an offer that moves employees towards professional rates of pay as has happened in Victorian, South Australian and Northern Territory Lutheran schools.

Protected Industrial Action Scheduled

The Lutheran Schools' Employee Network has authorised the wearing of badges by members to promote the need for the employer to return to the negotiating table to discuss professional rates of pay.

Your employing authority has been notified, in accordance with the provisions of the Fair Work Act (FWA) of the action and the commencement date.

This action will commence on Thursday, 12 November and will continue until Thursday, 19 November 2009.

Additional actions, including stopwork rallies will be discussed at the Lutheran Schools Employees Network on Thursday, 5 November 2009.

School Officers and Ancillary Staff

School Officers and ancillary staff in LEQ and Bundaberg schools voted overwhelmingly to support protected industrial action.

The nexus between professional rates of pay for teachers and percentage increases for School Officers is a strong and traditional one and your support in this ballot is noted and appreciated by teachers.

Lutheran Schools Employee Network Meeting

An urgent meeting of the Lutheran Schools' Employee Network is scheduled for this Thursday (5 November) commencing at 4pm at the QIEU office and by teleconference.

It is vital that all schools be represented to consider the next steps in the "Professional Rates of Pay" campaign which could include half day or full day stopwork and the banning of overtime.

Next Steps

Protected action is a serious step, especially if members need to engage in stopwork activities.

Unfortunately, your employer is still refusing to negotiate meaningfully on professional rates of pay even though they now acknowledge you are the lowest paid teachers in Lutheran schools in mainland Australia.

Your support for the protected action will be critical in the campaign to secure professional rates of pay in this round of bargaining.

Kind Regards



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



LUTHERAN SECTOR CHAPTER FAX BACK



Chapter Briefing No 15

Monday, 2 November 2009

School Name:

Town / Suburb:.....

Employee Network Teleconference Thursday, 5 November 2009

Chapter Representatives:

| Name | Telephone contact number |
|------|--------------------------|
| | |
| | |
| | |

**PLEASE FAX BACK TO
CHRIS SEYMOUR
ON FAX NUMBER (07) 3839 7021
Or email jrymer@qieu.asn.au**

BY 12 noon on THURSDAY, 5 NOVEMBER 2009