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# QUEENSLAND INDEPENDENT EDUCATION UNION



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Tuesday, 11 March 2008

ECE-CB0802lw

## EARLY CHILDHOOD EDUCATION SECTOR



### CHAPTER BRIEFING No. 2

## **C&K's mean-spirited attitude unacceptable Urgent support for colleague member needed**

Dear Colleagues

The Crèche and Kindergarten Association Inc (C&K) has recently provided deplorable industrial advice regarding a long-standing employee in an affiliate centre.

The actions taken by C&K in this case not only show total disrespect for the work and contribution an employee has made over 32 years in C&K centres but also a heartless and mean-spirited attitude.

#### **Background**

The shameful actions of C&K relate to the request by the employee to access her pro-rata long service leave (LSL) under the "domestic or other pressing necessity" provisions in the *Industrial Relations Act*.

The request came after the employee had spent many months struggling to balance work and increasing family commitments given the very serious health issues of her elderly mother as well as her husband.

Having worked part-time at two different C&K centres concurrently, the responsibilities as primary care giver for her mother forced the employee to resign from one of the positions after eight years and eleven months at that centre.

In resigning at this point short of ten years of service, she failed to have her LSL paid out to her as an automatic entitlement.

However, provisions exist in the *Industrial Relations Act* for such a payment to be made on the grounds of "domestic or other pressing necessity".

While the position in the second C&K affiliate centre enabled your fellow colleague to be closer to her family it resulted in a reduced salary level.

Given the serious and critical nature of the situation the application for LSL was subsequently made mindful that she was short of the designated period of employment to access her LSL accrual as an entitlement.

#### **C&K denies employee in need**

Despite the years of hard work and commitment by the employee, C&K has turned its back on our fellow QIEU member denying in their advice the employee's access to the leave.

In fact, C&K has instead questioned whether the employee's need to care for her ill family members actually constitutes a "pressing necessity".

The lack of compassion and mean-spirited nature of C&K's advice is further underlined by the fact that its steadfast determination to deny the employee access to this provision has led to the matter having to be taken to the Queensland Industrial Relations Commission for resolution.

That this situation has reached this stage is deplorable and reflects the lengths to which C&K will go to deny an employee support in a time of need.

### **Members support and action vital**

The actions of C&K in this matter are shameful and all QIEU members are called upon to stand together in their condemnation of C&K on this issue.

Members in both C&K branch and affiliate centres as well as ACSEA member centres are asked to reiterate this condemnation by endorsing the attached resolutions:

- condemning the treatment of their early childhood education colleague by C&K in this matter; and
- calling on C&K to instead take the opportunity to show its good faith with advice which resolves this matter by providing the necessary support for this employee.

Once endorsed, members are asked to forward the attached resolutions to both QIEU and to C&K Head Office to let them know the full extent of our outrage at this situation.

A number of Regional Organising Committee (ROC) meetings are also scheduled (see attached) to provide members the opportunity to discuss the implications of C&K's actions and to determine further ways of supporting our colleague in this matter.

Kind regards



**TERRY BURKE**  
**GENERAL SECRETARY**



**yourrightsatwork**  
worth fighting for

## EARLY CHILDHOOD EDUCATION CHAPTER FAXBACK

11 March 2008

Chapter Briefing No. 2

Centre Name: .....

Town/Suburb: .....

### RESOLUTION

#### Members condemn treatment of early childhood education colleague

Members of the QIEU chapter at \_\_\_\_\_ condemn the treatment of

*(insert centre name)*

our early childhood education colleague by C&K in this matter.

**AGREE/NOT AGREE**

### RESOLUTION

#### Members call for C&K to resolve matter

Members of the QIEU chapter at \_\_\_\_\_ call on C&K to instead take

*(insert centre name)*

the opportunity to show its good faith with advice which resolves this matter by providing the necessary support for this employee.

**AGREE/NOT AGREE**

**Please faxback to the QIEU office on (07) 3839 7021 and to  
C&K Head Office on (07) 3856 5340  
BY CLOSE OF BUSINESS Wednesday, 19 March 2008**



# Regional Early Childhood Union Meetings

Early childhood education professionals are invited to attend the following Regional Organising Committee (ROC) meetings to discuss the implications of C&K's actions and to determine further ways of supporting our colleague in this matter.

All meetings are scheduled for 3.30pm with a 4.00pm start and QIEU members are asked to ensure that at least one person from your Centre attends a ROC meeting in your area where possible.

The details of the meetings and venues are as follows:

<b>Date</b>	<b>Place</b>
Wednesday, 19 March 2008	Sunnybank Kindergarten & Preschool 101 Lister Street, Sunnybank
Tuesday, 25 March 2008	St Thomas' Riverview Kindergarten 186 Macquarie Street, St Lucia
Wednesday, 26 March 2008	South Pine Community Kindergarten & Preschool 200 Stanley Street, Strathpine

Please RSVP to Jan Rymer prior to the meeting on 1800 177 937 or email [jrymer@qieu.asn.au](mailto:jrymer@qieu.asn.au)