
QUEENSLAND INDEPENDENT EDUCATION UNION



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ALL QUEENSLAND GRAMMAR SCHOOLS



MEMBER BRIEFING No. 6

DAY OF COMMITMENT – 8 NOVEMBER 2006

Campaign to secure our working rights and conditions intensifies

Dear Colleagues

Employers fail to secure working rights and conditions

On 1 November 2006, Queensland Grammar school chapters convened urgent meetings to assess the adequacy of employers' responses to our recent sector-wide petition calling for employee working rights and conditions to be legally and effectively secured through a Deed of Settlement.

Queensland Grammar school employing authorities have so far failed to agree to follow the positive lead of Catholic, Anglican and Educang Ltd schools and enter into a Deed of Settlement arrangement.

Member campaign escalates

Employees have been left with two simple choices:

- Either accept the diminution of working rights and conditions, as well as the limitation on issues that may be negotiated in future bargaining rounds, resulting from the application of the federal industrial relations laws in our schools;
- or
- Escalate our sector-wide campaign in order to demonstrate the strength of employees' resolve to achieve a Deed of Settlement that protects working rights and conditions and enables collectively negotiated enhanced provisions to be secured.

In meetings held on 1 November 2006, Queensland Grammar school chapters determined to stand firm in defence of existing working rights and conditions. Chapters have now endorsed resolutions:

- Calling on Queensland Grammar school employers to positively respond to the sector-wide employee petition for working rights and conditions to be secured through a legal Deed of Settlement alternative;
- Confirming employees' continued strong support for the campaign to protect working rights and conditions through the concept of a Deed of Settlement; and
- Committing chapters to reconvene again on 8 November 2006 to initiate a schedule of campaign activities as part of a sector-wide "Day of Commitment" in Queensland Grammar schools.

Day of Commitment - 8 November 2006

The purpose of the "Day of Commitment" is to:

- Highlight the working rights and conditions that are effectively lost by the employers' unilateral determination to questionably join the federal industrial relations jurisdiction; and
- Show employees' continued strong support for a Deed of Settlement.

On 8 November, chapters are asked to:

- **Convene an urgent chapter meeting;**
- **Encourage mass attendance at the meeting** to demonstrate strong support for securing working rights and conditions;
- **Distribute Fact Sheets highlighting working rights and conditions lost** as a result of the application of federal industrial relations laws;
- **Consider a set of resolutions;** and
- **Visibly demonstrate employees' opposition to these threats to collegial school workplaces by wearing stickers** which read "27 March 2006" (the date the federal industrial relations regulations came into effect).

Campaign packs will be posted to Chapter Executives enclosing all materials needed for the sector-wide "Day of Commitment" activities.

Employers must listen

Employees have no choice but to escalate the campaign to protect working rights and conditions, in the face of unprecedented intransigence by Queensland Grammar school employers despite:

- Provision of QIEU's legal advice showing a Deed of Settlement is an effective civil law mechanism that enables the entire question of state versus federal industrial relations jurisdiction to be completely set aside;
- The mass employee petition of 595 signatures calling for a Deed of Settlement;
- Correspondence from the Hon. Rod Welford to Queensland Grammar school Boards indicating he has no objection to a Deed of Settlement as an alternative legal mechanism for Boards wishing to provide employees with a secure entitlement to the workplace rights and conditions currently provided and at levels comparable with the vast majority of the Queensland education sector. This correspondence followed the professional representation by a QIEU delegation of Grammar school employees from across the state;
- Chapter resolutions; and
- Correspondence from QIEU identifying the threats inherent in the federal industrial relations to employee working rights and conditions and explaining the positive alternatives chosen by other major Queensland non-government education employers.

Your participation in the "Day of Commitment" campaign activities on 8 November 2006 will be absolutely critical.

Strong and continued member support will be vital to let Boards of Trustees know that you and your colleagues in Grammar schools across the state will not let your working rights and conditions be placed at risk by a questionable, unilateral determination on the part of most Grammar School employers to announce their move to the federal industrial jurisdiction.

Grammar school employees' rights at work are worth fighting for!

Kind Regards



ROS McLENNAN
ASSISTANT GENERAL SECRETARY