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**CELEBRATING OUR 90TH YEAR ANNIVERSARY
ELICOS MEMBER ACTIVISTS**



Bruce Kent

QIEU's 90th Anniversary celebrations continue this month with the announcement of our 90 outstanding activists.

Chapters were invited to nominate an activist to be recognised as part of our 90th Anniversary celebrations.

Members Alison McMillan, Grace Blengini, Steven Seiner, Bruce Kent and Kyle Smith from QCE, ACE, Shafston and Kaplan Aspect respectively were nominated for their efforts at their college and for their active commitment to the ELICOS sector.



Alison McMillan



Grace Blengini

In the coming weeks Chapters will celebrate our union's heritage to acknowledge the efforts of all QIEU members and to congratulate the selected nominees on the outstanding activist list.

The outstanding union activists recognition celebrates what our union and active unionists have achieved and what we can achieve in building a strong collective voice in the ELICOS sector.



Steven Seiner

THE MINIMUM WAGE AND YOU

ELICOS teachers face at least a year without a pay rise unless they can negotiate a collective agreement following the July decision by the Australian Fair Pay Commission not to adjust the minimum wage.

The Commission's decision will see Australia's Federal Minimum Wage unchanged at \$543.78 per week. The Australian Pay and Classification Scales will also remain unchanged at their present levels throughout 2009.

Over 1000 ELICOS employees throughout Queensland will be affected by the commission's disappointing decision to freeze pay.

This decision highlights the importance of collective bargaining to ensure necessary improvements to pay and

conditions is achieved for all ELICOS employees.

The only way to improve and standardise wages and conditions within the ELICOS sector is for staff to negotiate as a collective with the representation and assistance of QIEU, to achieve a collective workplace agreement.

By working together, ELICOS industry members and your union can ensure that you no longer need to depend on a third party body to regulate your wages.

If you would like to start improving the pay and conditions in your college, please contact your QIEU representative.

Full text of the decision and their justifications can be found at the Commission's website <http://www.fairpay.gov.au>

Independent Education Union of Australia (IEUA) Makes Submission To Senate Inquiry Into International Student Welfare

The Independent Education Union of Australia (IEUA) recently made a submission to the Senate Inquiry into the welfare of international students.

In response to recent reports of violence directed towards international students the Senate has called upon their Education, Employment and Workplace Relations Committee to conduct an inquiry and report on the welfare of international students.

Members of the Queensland Independent Education Union (QIEU) were asked to give their input on the roles and responsibilities of education providers, migration and education agents, state and federal government and relevant departments and embassies, in ensuring the quality and adequacy in information, advice, service delivery and support.

They were also asked to give particular consideration to student safety, accommodation, social inclusion, student visa requirements, student support and advocacy, employment rights and protections from exploitation as well as appropriate pathways to permanency.

Members were further asked to share their views regarding the identification of quality benchmarks and controls for service, advice and support for international students studying at an Australian education institution and any other related matters.

In its submission the IEUA expressed great concern surrounding the employment practices used in this sector and the lack of sufficient regulation, as too many colleges pursue profit to the detriment of students and staff.

QIEU is grateful to those members who provided feedback for the submission.

If you wish to view this submission and others go to the Senate committee website at: http://www.aph.gov.au/senate/committee/eet_ctte/international_students/submissions.htm



GET ACTIVE AT ELICOS MEMBER TRAINING

QIEU ELICOS Members are invited to attend important member training to learn practical skills and knowledge for collectively addressing issues within their colleges.

The next member training seminar/ session will be mid November at the QIEU office, Turbot Street, Spring Hill.

Members will learn about the emerging industrial relations environment, workplace organising strategies, networking, dispute resolution procedures and interpreting employment conditions.

QIEU Organiser Nick Holliday said, "Members who are equipped with practical workplace organising skills and knowledge of industrial regulations are better able to work on issues and improve wages and conditions in their colleges."

A further important aspect of the training is to build strength and solidarity amongst members by examining how we as a union operate while providing members with an opportunity to learn 'hands-on' organising skills.

Training attracts a diverse cross section of members and as such provides an important opportunity to build the ELICOS Industry Network.

For further information on our member training seminar please contact Nick Holliday on 38397020.



Join Your Union Today

Help build strength in order to enhance the working rights and conditions of all ELICOS teachers in Queensland.

To join QIEU, download a membership form from our website www.qieu.asn.au or call our membership department on FREECALL 1800 177 937

HOW TO BARGAIN EFFECTIVELY

Collective Bargaining is an involved process that requires consideration by all staff before it proceeds.

All staff should have input into the development of a log of claims to present to the employer.

However, to ensure that they are effective in pursuing collective bargaining, members need to feel the strength of their collective.

The strength of the collective is built through ensuring that all staff are members of their union, so that everyone is supported and represented.

The first step on the road to building a collective and bargaining effectively with your employer is to establish a Workplace Organising Committee (WOC).

Does your workplace have a WOC? A WOC is a representative group of elected members who convene meetings to build a collective culture at their workplace.

A WOC performs many tasks. Two key tasks of the WOC are mapping and networking.

Maps of the workplace are used to ensure that each section of staff is adequately represented, for example: casuals, part-time, full time, administration and support staff.

The second key task is the development of member networks. This helps establish how well organised your collective is at your college. Member networks are also an important tool in ensuring that information can be passed on equally so everyone stays informed. Existing member networks are often revealed through the mapping exercise.

Once your workplace is mapped and networks become established, membership density within your college will grow.

Effecting change on any issues is dependent on the collective strength of the staff. Staff need to be members, educated about the issues and willing to work together to make improvements.

Next QBiZ: Engaging Your Employer



EIN REPORT

On the 8 and 15 July 2009 members and non members from our sector attended ELICOS Industry Network (EIN) meetings in Brisbane and on the Gold Coast.

Members and non members from colleges across the two regions came together to discuss current issues at their individual sites as well as across our industry. The Brisbane meeting was attended by representatives from the Australian College of English (ACE) who spoke about their new conditions and rates of pay achieved through collectively bargaining.

At this meeting we discussed the decision of the Fair Pay Commission to leave the minimum wage as is for the remainder of this year. This means that nobody in our sector will receive a pay increase without the help of collective bargaining.

Also discussed was the best way to start a collective agreement at ELICOS colleges and what can be covered under the agreement.

EIN meetings are a great opportunity to meet other ELICOS employees, find out about changes to your industry and to speak to both QIEU officers and other ELICOS workers about how to start to improve workplace conditions.

NEXT EIN MEETINGS

Wednesday November 4
ZEN BAR
POST OFFICE SQUARE - BRISBANE

Wednesday November 11
THE COFFEE CLUB
PARADISE CENTRE-CAVILL AVE-SUFERS PARADISE



Member Snapshot

Name: Rebecca Axelson
College: Kaplan Aspect - Brisbane
Position: Teacher
QIEU Member: 7 Months

How long have you been working at Kaplan Aspect and what is your position?

I've been working at Kaplan Aspect for 8 months and I am a Senior Teacher.

Why have you chosen to teach in the ELICOS sector?

I have an education degree in secondary drama but I didn't want to move into government schools. Instead I went to Japan to teach English and loved it. I stayed for 5 years and learned so much. Now I'm happy to be back and continuing my career in ESL. I get a great deal of joy from my work, I know that I make a difference in people's lives – that's really important for me.

Why did you become a member of QIEU and why is membership of your union important to you?

My grandmother was always pro-union and she has encouraged me to be a union member since I was about, say, 4? Now that I

am an adult and can critically think for myself I can really see how that without union membership one hasn't a voice. There is great strength in numbers and I believe that as a united front we can make a real difference.

What would you say to colleagues who are not yet members of our union?

Join! The more people that join, the better and fairer our industry can become. While its not a decision to be taken lightly, membership is important. Individuals can choose the level of involvement they wish to have and every little bit helps.

What do you enjoy most about being an ELICOS teacher?

I love the students and their passion. I love the unspoken understanding or misunderstanding in communication that makes everyone laugh. I love it when I can see the penny drop. I love that I can access another view of my own country and it's culture, and speaking with people from all over the world every day. And of course I love the occasional Friday afternoon barbecue!

What are the specific challenges you face as a teacher in the ELICOS sector?

Advanced students and their incessant grammar questions. Elementary students that don't make "the leap". Helping students understand that language is highly contextual, that language is always changing and that being flexible and relaxed is key.

How has QIEU helped you and your colleagues achieve better pay and conditions?

Actually, I am only a recent member – but I have heard about situations in the past where QIEU has been supportive, particularly in our company buy-out last year. The new collective bargaining agreement laws have also made the staff at our school fairly excited, and QIEU is ever present in our communication with management.

Need Your Questions Answered?

Do you have queries or concerns?

Do you need answers to questions about your workplace or conditions?

Please contact QIEU and speak to a Member Services Officer or your organiser on

FREECALL: 1800 177 937

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QBiZ

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