

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



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Tuesday, 20 October 2009

Prpcbs01bhc

Professional Rates of Pay Campaign



**CATHOLIC SECTOR PROTECTED ACTION BALLOT
CHAPTER BRIEFING No. 1**

**New Protected Action Ballot Orders Approved
Members to Vote to Determine Protected Action
Employers Misrepresent Voting Outcome**

Dear Colleagues

The Fair Work Authority (FWA) yesterday approved new applications for protected action ballots.

Effectively 4 in 5 teacher members who voted in the earlier ballot cast a vote in favour of protected action. However, marginally insufficient members in your employing authority cast a vote to meet the onerous nature of the federal laws which require at least 50 percent of ballots be returned before it is a valid vote.

A further ballot is appropriate.

School officer and services staff members employed in each of fourteen Catholic school authorities will also now vote in a ballot to determine if protected action occurs in support of the campaign for benchmark professional rates of pay.

Attempts by employing authorities to misrepresent the ballot outcome are offensive to members who only seek the majority outcome to be put into effect.

Background

Catholic employing authorities have adopted a position that they will only negotiate a wage outcome once arbitration is concluded in the public sector. The arbitrated outcome would not be expected before February/March 2010.

In the most recent ballot members voted overwhelmingly that protected action was necessary to send employers a message that they must start to negotiate in good faith on the issue of professional rates of pay.

Members in all employing authorities that are to now be balloted again voted in favour of protected action. Very few additional votes needed to be cast to make that ballot valid. (Please see list attached)

In the case of Brisbane Catholic Education (BCE) for example, an additional 75 votes cast would have meant that BCE was dealing with strike action next week rather than trying to argue away the fact that nearly 4 in 5 of BCE teachers who voted in the ballot voted for protected action.

Protected Action Ballots

The secret ballots will be conducted by the Australian Electoral Commission and will involve union members only. Non-members who wish to participate in the ballot will need to join before orders are formally issued. This can be done as soon as possible. A membership form is available for Staff Reps or by phoning the union office on 07 3839 7020 or 1800 177 937.

Again two separate ballots will be held for each employing authority.

Teachers will consider one set of actions and school officers and services staff another set of actions reflecting considerations of solidarity on the log of claims as well as the degree of direct interest each group has in the issue of teacher professional rates of pay.

Voting is important.

To be valid the ballot must have 50% of the electorate voting and of those who vote 50% plus one must endorse the actions if these are to be 'protected actions' where members are legally protected in taking the action.

The proposed actions are deliberately phrased in language which enables maximum flexibility in determining what action members take.

Non-members are not legally protected in taking actions. However if they join by the date of action they would be legally protected in taking the action.

Next Steps

Chapters should be brought up to date with these developments at the Chapter meetings which have been requested to be scheduled as soon as possible to consider the new ballot and maximising voter turnout.

Staff Representatives are requested to fill in the attached Faxback form with notification of your intention to meet and return to the IEUA-QNT office by Friday 23 October.

Further briefings will be forwarded to ensure members are kept up to date on developments.

Kind regards



TERRY BURKE
SECRETARY

Attach.



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**CATHOLIC SECTOR AUTHORISED PROTECTED ACTION
BALLOT
CHAPTER FAXBACK**

Chapter Meeting

The Chapter at _____ will be
holding a Chapter Meeting on _____
to discuss the forthcoming protected action ballot.

Questions:

PLEASE FAX BACK TO
TERRY BURKE, SECRETARY, IEUA-QNT
ON FAX NUMBER (07) 3839 7021
by 4:00 pm Friday, 23 October 2009

EMPLOYING AUTHORITIES TO RE-BALLOT – RESULTS OF THE BALLOT ALREADY HELD (13 October 2009) (Teachers)

Ballot	No. on Roll	No. Voted	Voted Yes	Voted No	Informal Votes	% Voted Yes	% Voted No	% of Informal Votes	% Voted	No. Extra Votes to be valid
CEO Brisbane (T)	3113	1482	1155	326	1	77.94	22.00	0.07	47.96	75
CEO Rockhampton (T)	747	318	265	53	0	83.33	16.67	0.00	43.37	56
CEO Townsville (T)	589	237	198	39	0	83.54	16.46	0.00	40.23	58
Iona College (T)	52	23	17	6	0	73.91	26.09	0.00	44.23	9
St Patrick's College, Townsville (T)	23	11	11	0	0	100.00	0.00	0.00	47.82	1

EMPLOYING AUTHORITIES TO RE-BALLOT – RESULTS OF THE BALLOT ALREADY HELD (13 October 2009) (Others)

Ballot	No. on Roll	No. Voted	Voted Yes	Voted No	Informal Votes	% Voted Yes	% Voted No	% of Informal Votes	% Voted	No. Extra Votes to be valid
CEO Brisbane (S)	838	335	242	91	0	72.24	27.16	0.00	40.21	84
CEO Rockhampton (S)	211	100	78	21	1	78.00	21.00	1.00	49.28	6
CEO Townsville (S)	181	62	49	13	0	79.03	20.97	0.00	34.25	29
CEO Toowoomba (S)	98	47	37	10	0	78.72	21.28	0.00	47.96	2
Marist College Ashgrove (S)	19	9	7	2	0	77.78	22.22	0.00	47.36	1
Christian Brothers (S)	115	44	35	8	0	79.55	18.18	0.00	38.00	14
Padua College (S)	10	4	3	1	0	75.00	25.00	0.00	40.00	1
Mary Mackillop College (S)	6	2	2	0	0	100.00	0.00	0.00	33.33	1
St Ursula's College, Yeppoon (S)	4	2	1	1	0	50.00	50.00	0.00	50.00	1
All Hallows' School (S)	16	7	5	2	0	71.43	28.57	0.00	43.00	8
Stuartholme School (S)	15	6	5	1	0	83.33	16.67	0.00	40.00	2
Downlands College (S)	11	4	3	1	0	75.00	25.00	0.00	36.36	2