

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



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Monday, 26 October 2009

Prpcbs07bhc

Professional Rates of Pay Campaign



**CATHOLIC SECTOR PROTECTED ACTION BALLOT
CHAPTER BRIEFING No. 3**

**Catholic Teachers Across Queensland Take Protected Industrial Action
New Ballot Authorised by FWA for Members Denied Protected Action
Members Asked to Attend After Work Rallies**

Dear Colleagues

On Wednesday, 28 October 2009 teachers in schools of 18 employing authorities will be engaging in protected industrial action in support of our campaign for professional rates of pay.

As well, in nine employing authorities, school officer and services staff will support their teacher colleagues in this quest for professional rates of pay by holding a stop work meeting.

Various protected actions are in place in these schools from Monday, 26 October 2009, which will include 30 minute work stoppages and a ban on work beyond the hours of duty.

Members Denied Action

In five employing authorities teacher members were denied the opportunity of taking protected industrial action because of federal laws that require 50% of votes returned for the ballot to be valid.

Effectively 8 out of 10 members across the sector who voted, endorsed action. However, teacher members employed by

Brisbane Catholic Education
Townsville Catholic Education
Rockhampton Catholic Education
Iona College
St Patrick's Townsville

are unable to engage in protected action in support of their claim for professional rates of pay because the requirement for at least 50% of the ballots issued to be returned was not met.

Catholic employing authorities have attempted to make much of the protected ballot outcomes and are claiming in effect a 'non-vote' is a 'no-vote'.

It is bizarre in the extreme, for employers to claim that if union members didn't vote (for whatever reason) it should be considered a 'no-vote'.

A full summary of the ballot outcomes is attached for the information of members. The number of additional ballots required to make the ballot valid is also included.

New Ballots Sought

New Orders were sought from Fair Work Australia (FWA) for the employing authorities that are unable to take protected industrial action on Wednesday, 28 October 2009.

Despite strong opposition again from employers for a ballot going ahead, FWA has issued Orders for the ballots to proceed.

Currently eligible voter lists are being prepared for the Australian Electoral Commission (AEC) and the AEC will distribute ballot materials to home addresses of eligible members.

Members immediately should advise the AEC of any address changes.

The ballot will open on 6 November 2009 and close on 20 November 2009 with the ballot outcome notified by the AEC shortly after.

Next Steps

Chapter Meetings – Wednesday, 28 October 2009

Chapters are requested to schedule a Chapter meeting on Wednesday, 28 October 2009 in support of those taking the protected action and consider the attached resolutions.

Member After School Rally

Members unable to engage in protected action are invited to attend, where possible, mass meetings being held after school, outside the following employing authorities on Wednesday, 28 October 2009. A Chapter Briefing was sent last Wednesday, 21 October 2009 with details.

Townsville Catholic Education Office at 4pm, 2 Gardenia Avenue, Kirwin.

Brisbane Catholic Education Office at 4pm, Gladstone Road, Highgate Hill.

Rockhampton Catholic Education Office at 4pm, 143 West Street.

While members employed by some employing authorities have at this time been denied the right to take protected industrial action, this action outside of working hours is an opportunity to express your Chapter's determination to achieve professional rates of pay.

This rally will be a significant demonstration of solidarity with your Catholic school colleagues who are taking protected action on this day and with Lutheran school members who are currently balloting on protected action in their sector.

Your attendance at the after school rally will make a strong statement to your employers on the need for professional rates of pay.

Kind regards



TERRY BURKE
SECRETARY

Attach.



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Professional Rates of Pay Campaign



CATHOLIC SECTOR PROTECTED ACTION BALLOT CHAPTER FAXBACK

Chapter Meeting – 28 October 2009

The Chapter at _____
commends those union colleagues taking protected industrial action on
Wednesday, 28 October 2009 in support of benchmark professional rates of
pay and congratulates them on their determination to see wage justice in
Queensland Catholic schools.

CARRIED / NOT CARRIED

The Chapter at _____
calls on our employer to take note of the employee dissatisfaction with the
employer wage position and further calls on our employer to enter into
immediate negotiations for a wage outcome consistent with established
benchmark professional rates of pay.

CARRIED / NOT CARRIED

**PLEASE FAX BACK TO
TERRY BURKE, SECRETARY, IEUA-QNT
ON FAX NUMBER (07) 3839 7021
BY 4:00 PM FRIDAY, 30 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 | 3 |
| 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 |