



NSW/ACT Independent Education Union

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27 January 2009

DS:05/09

Still No Settlement for Teachers in Catholic Systemic Schools

Dear IEU Reps and Members

Today, you should receive by post a large mailout from the Union that includes the annual 'Welcome Back' material as well as a package of material designed to assist with a meeting to be held this week re salaries and conditions. Also enclosed is a briefing paper on teachers' salaries and a motion for the meeting.

This material discusses delays in the Catholic settlement despite a settlement being reached in Government schools.

While the material remains relevant, the Union has received today correspondence from the Catholic Commission for Employment Relations (CCER) that adds to the necessity for a strong response from chapters. Anthony Farley, Executive Director of CCER, states that "it is the position of Catholic employers that the settlement (and payment) of the IEU's wages claim must coincide with a comprehensive settlement, ie the resolution of all claims in relation to wages and conditions." They do maintain that at that point, they intend to backdate the payment to match DET outcomes.

Catholic teachers are currently without a settlement, while their State school colleagues are beginning the school year with significant wage increases and a comprehensive package of conditions.

This situation has arisen solely because Catholic employers have been dragging their feet. The Union outlined its claim six months ago. We have discussed and dissected the claim on numerous occasions with the employers who have given scant responses, and then to only non-cost items. Prior to January, their concern was uncertainty about the financial implications of the DET settlement. Since the settlement, they have used school holidays as an excuse for delay.

The approach outlined above is in contrast to previous settlements where negotiations concerning conditions commenced early and Catholic teachers received their increases without delay.

As it is now clear that wage increases will not flow on unless and until all else is settled, it is essential that members express their commitment to a campaign that pressures employers to finally and immediately focus on a settlement.

Thank you for your ongoing support.

Yours sincerely

A handwritten signature in cursive script, appearing to read 'Gloria Taylor'.

GLORIA TAYLOR
Acting General Secretary

Briefing for IEU Reps and Members in Catholic Systemic Schools

Teacher Salaries and Conditions: Uncertainty Remains

As late as Friday, 23rd January there was no settlement over wages and conditions in Catholic schools. There is still no formal agreement with Catholic employers to pass on the salaries outcomes settled in the Government sector on 21st January outside of the interim 2.5% backdated to 1 January. The Union had anticipated immediate agreement and implementation.

Despite lengthy discussions over many months, the IEU claim for conditions remains unresolved. At meetings between the Union and the Catholic Commission for Employment Relations (CCER) on 19th and 22nd January, Catholic employers were non-committal and claimed they were in no position to do anything until they were able to have discussions with all Dioceses after the start of school. This is in stark contrast with the situation in Government schools where a comprehensive salaries and conditions settlement has now been achieved.

The Government Agreement

The new agreement delivers a salaries outcome aggregated at 12.48% over three years consisting of increases from the first pay period commencing on or after 1 January each year of 4.4% in 2009; 3.8% in 2010 and 3.8% in 2011.

This 'front loaded' approach is a solid outcome particularly in the current climate. The first payment incorporates the 2.5% that was paid on 1 January.

The agreement also settled the long standing transfer dispute as well as introduced some new benefits. While some concessions were made, hard 'offsets' dropped off the table. New sick leave arrangements provide improvements for many Government teachers.

Impact of Settlement on Catholic Claim

Apart from wages there are a few issues that the IEU has put to Catholic employers arising from the Government settlement.

Even after concessions, Government teachers on workers compensation still enjoy greater salary guarantees than teachers in Catholic schools. We have asked that this be rectified.

Importantly, the settlement includes two additional Professional Development (PD) days to be held on the last two days of term 4. There are also provisions for these days to be potentially held at other times during the year. This means that Government schools will be pupil free or closed altogether on the last two days of the school year. While some Catholic schools already have such a policy or practice, most are open to students. It would be unreasonable for Catholic schools to remain open beyond State schools and we have asked employers to implement this provision. Additional PD days formed part of our own claim.

Catholic Salaries

The Catholic employers have a known practice of matching state outcomes and they have indicated that there has been no change to this policy. Their failure to reach immediate

agreement to implement the policy raises two concerns:

- 1) Catholic teachers could experience unnecessary delays in receiving these increases;
- 2) Employers could use the salary outcome to deny a reasonable outcome on the conditions claim.

Conditions

Members would be aware of the IEU claim which includes:

- practical measures to support teachers with their workloads including an increase in Professional Development days;
- improved conditions in primary schools to match conditions applying in government schools including 2 hours release from primary face to face teaching per week (RFF)
- review of maximum class sizes including K-2 primary and secondary practical classes;
- appropriate guaranteed release for New Scheme teachers and mentors;
- other award provisions

The conditions claim has been with employers since August 2008 and there have been numerous meetings to describe and discuss the claim. The Union has taken into account employer concerns and put forward revised proposals to facilitate a settlement in the interests of both sides.

The main point of disagreement is the employers' refusal to improve primary RFF during the life of the agreement. This is extremely disappointing and the Union has advised CCER we would arbitrate this issue in the NSW Industrial Relation Commission (IRC) if it remains unresolved.

We believe that we are close to agreement on all other issues, but we have had no such confirmation from the Catholic employers.

What Next?

Meetings over the next few days will determine whether this situation is a genuine threat to a fair and just outcome or simply an irritating delay due to sluggish processes on the part of the Catholic employers.

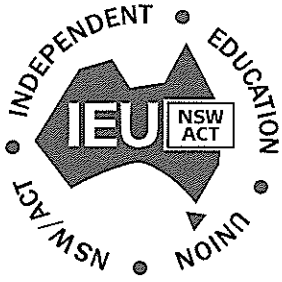
Given the importance of this matter we ask members to hold lunch or after school meetings as soon as possible and vote on the motion enclosed in this mailout.

In order to maintain the momentum of this campaign and to receive a successful resolution of the union claim it is essential that members vote on the resolution. Although a successful wages outcome is now in sight, there is still no agreement for Catholic schools.

The Union will advise chapter reps and members by fax and on the IEU website www.ieu.asn.au of any progress and an update will occur within the week if not before. If obstructions persist, the Union will escalate the industrial campaign.

The Union appreciates your ongoing support.

**Authorised by Gloria Taylor, Acting General Secretary
NSW/ACT Independent Education Union**



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23 January 2009

in reply please quote:

DS: 04/09

Motion for Meeting of Members in Catholic Systemic Schools

Motion 1

That this meeting of members

- notes that settlement has now been reached on salaries and conditions for teachers in Government schools.
- further notes that while Catholic employers are paying an interim 2.5% they have yet to formally agree to and implement the remainder of the government wages settlement.
- calls on Catholic employers to rectify this issue without further delay and without the imposition of any constraints on the settlement of other aspects of our claim.
- is extremely disappointed with the Catholic employers' position on additional primary release from face to face teaching and asks for reconsideration of this matter. If agreement is not reached this meeting supports the union proposal to take this issue to arbitration.
- sees no justification for delays in the settlement of conditions, particularly in the light of the comprehensive settlement reached in the Government sector.
- demands that Catholic employers give immediate attention to these issues.
- calls on the union to escalate the industrial campaign if the major issues are not resolved by mid next week.
- Resolves to meet again in the week beginning 2 February.

Members at _____
(School Name) (Suburb)

have voted on the motion:

For

Against

**After the meeting, please fax back a copy of this page with the outcome to
Jade Fowler on 02 9261 8850 or toll free 1800 804 042.**

Authorised by Gloria Taylor, Acting General Secretary
NSW/ACT Independent Education Union