



NSW/ACT Independent Education Union

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6 April 2009

DS:09/055

Catholic Employers Renege on Salaries and Conditions Settlement

Dear Rep and Members

The Catholic Commission for Employment Relations (CCER) has written to the Union advising that they will not agree to changes to Work Practice/Workloads Agreements.

The Union has been advised that negotiation of any change is "a local matter to be addressed with each Diocese" (letter attached).

This is a clear abrogation of an agreement reached between the Union and the CCER.

The Union has written to the CCER today (letter attached) advising that we expect undertakings given by employers to be honoured.

The Union seeks nothing more than the implementation of the agreement by the process outlined in a CCER/IEU Joint Statement to teachers issued in February 2009 in settlement of our dispute.

Members will be asked to meet early in Term II to consider a response to this unprecedented action by the employers in renegeing from the terms of agreement with the Union.

Yours sincerely

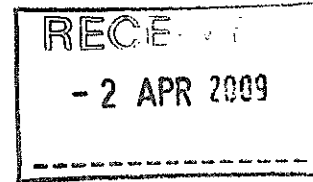
A handwritten signature in black ink, appearing to read 'Dick Shearman', written over a horizontal line.

DICK SHEARMAN
General Secretary

Encl



Catholic Commission for Employment Relations
leadership through service to strengthen work relationships.



1 April 2009

Mr Dick Shearman
General Secretary
NSW/ACT Independent Education Union
GPO Box 116
Sydney NSW 2000

Dear Dick,

Catholic Systemic Schools Teachers Negotiations

We refer to the above matter and acknowledge receipt of your draft proposed changes to the work practice/workload agreements for each Diocese to consider.

The draft amendments you have prepared arise from the agreement reached during teachers negotiations. More specifically, it was agreed that Diocesan work practice/workload agreements would be varied in relation to:

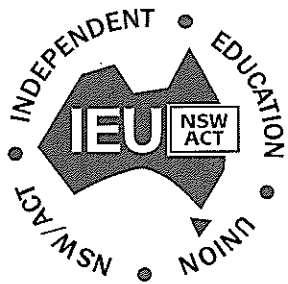
- release from face to face teaching;
- release for new scheme teachers and mentors; and
- class sizes in secondary practical subjects.

As you know, some Dioceses have work practice agreements, whilst others do not. Some work practice agreements already discuss one or more of these issues, whilst others do not. Further, some Dioceses do not have a work practice agreement with the IEU, such as Lismore and Wilcannia/Forbes.

It is important that any change to a work practice agreement appropriately reflects the existing context and wording currently within the agreement and local conditions within each Diocese. It is for this reason that the negotiation of a change to work practice agreements is a local matter to be addressed with each Diocese.

Yours sincerely,

Anthony Farley
Executive Director



6 April 2009

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DS:09/054

Mr Anthony Farley
Executive Director
Catholic Commission for Employment Relations
Level 14, Polding Centre
133 Liverpool Street
Sydney NSW 2000

Dear Anthony

I refer to your letter of 1 April 2009 in response to the "draft agreements" prepared by the Union and forwarded to you on 26 February 2009.

It was never intended that the Union should negotiate a change to Work Practice/Workload Agreements with each Diocese.

This is contrary to an agreement made with the Catholic Commission for Employment Relations and the Union in February which settled a dispute.

In a Joint Statement between the CCER and the Union, it was stated explicitly that the CCER was acting on behalf of all CEO Directors.

It is irrelevant whether Dioceses currently have a Work Practice/Workload Agreement or not. Indeed, all Dioceses, with the exception of Wilcannia-Forbes, have an agreement with the Union.

Your current position reopens this dispute. The Union will take this matter directly to our members early next term with a recommendation for a campaign of industrial action commencing in Catholic schools in response to your clear abrogation of a written agreement with the Union.

A co-operative industrial relations environment requires all parties to react with integrity.

Your response is disappointing and we ask that it be reconsidered prior to the commencement of the new school term.

Yours sincerely

DICK SHEARMAN
General Secretary