



Independent Education Union of Australia NSW/ACT Branch

IEUA (NSW/ACT Branch)
GPO Box 116
SYDNEY NSW 2001
The Briscoe Building
485-501 Wattle Street
ULTIMO NSW 2007

29 July 2022

MN: 58/22

Ms Colette Houghton Swann
Industrial Relations Specialist
Catholic Employment Relations
Level 14 Polding Centre
133 Liverpool Street
Sydney NSW 2000

Dear Colette

CATHOLIC SYSTEMIC NEGOTIATIONS FOR AN ENTERPRISE AGREEMENT

I am writing concerning the lack of progress in the current negotiations for a new enterprise agreement. The last correspondence we received from CER was on the 17 May 2022 and our last meeting was on 15 June.

SUPPORT STAFF

In the letter dated 17 May 2022, CER stated that a response to our pay claim on behalf of support staff would be provided "shortly". CER also committed to further discussions on Clause 12.3 of the EA, relating to General Employees on recurring fixed term contracts, and limitation of the circumstances in which a General Employee could be appointed on a temporary basis.

At the meeting on 15 June the support staff pay claim was again discussed, and the union understood a further meeting was to be scheduled with the union, following a meeting of the employers. On 15 June the union also raised again our claim for a new definition of Temporary General Employee, that would limit the circumstances in which a General Employee could be appointed on a temporary basis, and possible changes to Clause 12.3 of the EA.

At this stage we still have not received a response on these issues and no meeting has been scheduled despite repeated requests from the union.

PARENTAL LEAVE

Parental leave continues to lag behind NSW public sector conditions. Dioceses have agreed to some improvements but there is no time frame for improvements.

I also note members have raised with us the continued inclusion of Clause 37.1(i) in the EA that permits the employer to deduct from the parental leave payment received by the employee, any period of personal/carer's leave in the period of four weeks prior to the expected date of birth. It has also become clear to the union that the calculation of the 14 weeks paid parental leave is more beneficial in the Department, in that non-term weeks are excluded from the 14 weeks of paid parental leave (<https://education.nsw.gov.au/about-us/careers-at-education/roles-and-locations/roles-at-education/teaching/teachers-handbook/chapter-4-leave/adoption-maternity-and-parental-leave#4.2.54>).

TEACHER WORKLOAD

The union continues to press for improvement in teacher workload and we consider that more could be done to address these issues across all dioceses. The union remains available to meet directly with Directors on these issues.

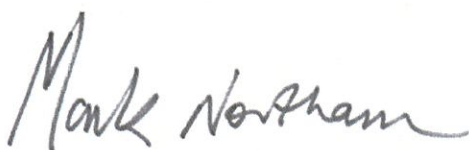
OTHER MATTERS

The union does not agree with CER's statement that the only substantive matter outstanding is percentage increase in salaries. For example, dioceses have not agreed to increases in long service leave for General Employees, as sought by the union. Other matters relating to the EA such as rural and remote allowances and boarding house staff conditions are still under discussion with particular dioceses.

EARLY IMPLEMENTATION

The IEU considers some of the agreed matters could be implemented immediately and we request that all dioceses consider the items that would fall into this category.

Yours sincerely

A handwritten signature in black ink that reads "Mark Northam". The signature is written in a cursive, flowing style.

MARK NORTHAM
Secretary