

# Bargaining update – IEU claim

## Model A Catholic Independent Schools – Teachers and Support Staff

The IEU is seeking three year multi-enterprise agreements (MEAs) for teachers and support staff incorporating changes recently agreed by 30 other NSW Catholic independent schools. Our claim also reflects part of our claim for other schools paying teachers on a three band model.

### Pay rises

The IEU is seeking pay rises broadly in line with those agreed for 2021 in other Catholic schools and for 2022 and 2023 broadly in line with those agreed in NSW Christian schools. The pay claim for teachers and support staff is as follows:

- 1 February 2021 – 2.5%
- 1 February 2022 – 2.5%
- 1 February 2023 – 2.5%

### Specific claims relating to 3 Band standards pay structure

IEU claims include:

- easier access to the Band 3 (Experienced Teacher) classification and alternate options to access Band 3 (such as relevant tertiary study)
- increase in the Band 2 Proficient pay rate which is currently \$99,000 – this is well below the 2021 top pay rate for Proficient teachers in some other Catholic independent schools of up to \$112,000 and in Catholic systemic schools of at least \$108,000
- pay increases as a result of band progression to apply immediately
- payment of ISTAA fee to access Experienced Teacher by employers.

### Lead Teacher

The IEU is seeking the inclusion of Lead Teacher, with a pay rate the same as that applying to a Highly Accomplished Teacher.

### Other teacher classification changes

The classification of “Proficient Pending” Teacher should be included to ensure that experienced teachers who have transferred from interstate or who are from overseas, or who have not maintained their Proficient status with NESAs, are not disadvantaged under the standards classification model.

Teaching service after 1 January 2020 in early childhood services should be recognised for classification.

### New forms of leave

**Emergency disaster leave** – in line with conditions agreed in other Catholic independent schools, the IEU is seeking a new form of leave, called emergency disaster leave, which would be available when employees are unable to attend work because of floods, fires and other natural disasters.

**Paid family and domestic violence leave** – 10 days paid leave has been agreed in Catholic systemic schools for this purpose.

**Cultural and ceremonial leave** – in line with conditions agreed in other Catholic independent schools, schools should provide leave for Aboriginal and Torres Strait Islander employees to attend community meetings and for ceremonial purposes.

### **Part time support staff – additional hours paid at casual rates**

The IEU is claiming that additional hours worked by a part time employee beyond their normal rostered hours should be paid at either casual rates or, if the hours are outside ordinary hours or more than eight hours per day, overtime rates.

### **Disputes procedure**

Disputes between employees (or the union on behalf of employees) and schools should be able to be resolved by the Fair Work Commission in a binding way (that is, by arbitration). Under the current provisions in the multi-enterprise agreements, if the union refers a dispute to the Commission, the Commission may conciliate but not arbitrate unless all parties agree. The right for the Fair Work Commission to arbitrate a dispute makes it much easier for the union to enforce entitlements in the MEAs or contained in the National Employment Standards without going through a legalistic process in a court. Other Catholic independent schools represented by the Catholic Commission for Employment Relations have agreed to such a clause.

### **Choice of superannuation fund**

The union is seeking choice of superannuation fund for employees.

### **LSL for casual employees**

Catholic systemic schools have agreed that where casual employees have an entitlement to long service leave because they can establish continuous service, the rate of accrual of long service leave should be no less than for comparable part time employees. Catholic independent schools should have the same provisions.

### **Calculation of years of service for LSL and redundancy**

IEU is seeking that where an employee has worked for all of the term time of a school year, this should be counted as a year of service for the purpose of calculating the entitlement to long service leave and redundancy. This is standard practice but not required under the current enterprise agreement.

### **Changes to reflect recent changes in industry standards**

Most enterprise agreements contain more specific procedures to assist employees in negotiating flexible working arrangements and other improvements to reflect changes in the Modern Awards.

### **Workload conditions**

Workload conditions (such as face to face teaching hours, class sizes, release in primary schools, meeting times, etc) should generally reflect those in Diocesan schools in the same area. Staff should not be required to attend school during term breaks and compensatory start/finish times should be provided if teachers are required to teach classes outside of the regular timetable (eg late afternoon).

Many but not all Catholic independent schools already adopt this approach.

### **Bargaining for a new EA**

Schools should be required to commence bargaining for a new enterprise agreement no later than three months prior to the expiry of the agreement.