

NewsExtra

November 2021

MEAs – Vote YES

The Multi-Enterprise Agreements (MEAs) applying to teachers and support staff in independent schools expired in January 2021. The union has now reached agreement with the Association of Independent Schools (AIS), as the representative of independent schools, over the content of new MEAs to apply to teachers and support staff from 2022.

Pay rises for 2022, 2023 and 2024

The pay offer has been increased by the AIS since the low offer initially made on behalf of schools. The union has accepted this offer because we do not think a higher outcome is achievable across all schools involved in the bargaining. The pay rises in the MEAs will be:

Increase in pay if superannuation <i>increases</i> in that calendar year		Increase in pay if superannuation <i>does not increase</i> in that calendar year	
February 2022	3.28%	February 2022	3.5%
February 2023	2.28%	February 2023	2.5%
February 2024	2.53%	February 2024	2.75%

There are two sides of the table because the amount of the salary increase in a particular year depends on whether or not compulsory superannuation increases in that year, in accordance with the current legislated schedule of an additional 0.5% from July in 2022, 2023 and 2024.

The 3.28% pay rise for 2022 is inclusive of the pay rise for 2021. The union considers all staff should receive a pay rise of 2% in 2022, in addition to the pay rise for 2021. **However, even if this is not agreed at your school, the union is still recommending a YES vote.** This is because the total increase over four years (2021, 2022, 2023 and 2024) is in excess of 8% and there are other improvements.

Progression on attaining Proficient status (Standards Model Teachers and Hybrid Model Teachers MEAs)

The proposed Standards and Hybrid Teacher MEAs provide that progression to the next pay band on attaining Proficient status will occur immediately in the next pay period rather than only occurring in February and July each year.

Emergency disaster leave (all MEAs)

The IEU claim for emergency disaster leave of two days per year has been agreed. The leave would be available if an employee was unable to attend work because of a declared natural disaster such as bushfires, severe storms or flooding.

Notice of meetings and professional development (all Teacher MEAs)

The proposed Teacher MEAs contain a new provision requiring schools to advise teachers of the term dates and teacher attendance dates by the end of Term 3 in the preceding year. Any PD and meetings must occur on the advised attendance dates. Reasonable notice must be provided of all other meetings, PD etc with schools being required to give the maximum possible notice of such commitments, and where practicable, include such commitments in the annual school calendar.

Promotions positions – payment of allowance to part-time teachers (all Teacher MEAs)

The proposed Teacher MEAs provide that payment of leadership allowances to part-time teachers holding such positions may be paid pro rata if the teacher is not carrying out the full leadership role. The union considers this change will assist part-time teachers to attain leadership roles.

New protections for part-time teachers (all Teacher MEAs)

The proposed Teacher MEAs require part-time teachers to be told in their letter of appointment the percentage of a full-time teaching load that they have been given. The school can only vary the teacher's load or days of attendance by agreement or in certain other limited circumstances.

Flexible working arrangements (all MEAs)

All proposed MEAs contain for the first time detailed provisions applying if an employee requests part-time or other flexible working arrangements, including a requirement that the school consider if there are other options available to accommodate the employee's circumstances.

Reduced penalties if insufficient notice of resignation is given (all MEAs)

The proposed Teacher MEAs provide that a maximum of two weeks notice will be owed to the school if the teacher resigns without giving the required four weeks notice. In the case of the Support and Operational Staff MEAs, the maximum that will be owed by an employee is one week's pay.

Support staff hours of work (NSW and ACT SAO MEAs)

There are a number of minor improvements in the proposed Support Staff MEAs broadly relating to hours of work. Casual employees will now be paid overtime if they work additional hours outside of ordinary hours. The unpaid meal break will now only apply to staff who work more than five hours per day – this means part-time staff working less than five hours will not be required to take an unpaid break. Hours of work are now also much clearer for boarding house staff and ensure staff are not in effect working more than 38 hours for which they do not get a benefit. The entitlement to on-call, recall and sleepover allowances (payable to nurses and boarding house staff) has also been reworded so that the employee receives the allowance unless the employee has an entitlement to accommodation for their exclusive use all week and all year.

Vote YES

A vote on each MEA will be conducted by your school. All employees covered by each MEA will vote on that MEA.

The timeframe for the vote is **8.00 am Thursday 18 November to 4.00 pm Wednesday 24 November 2021.**

Please do not hesitate to call the IEU Organiser for your school to arrange a Chapter meeting via Zoom, or in person where possible, to discuss the MEAs and encourage your colleagues to vote YES.

Invite your colleagues to join here: <http://www.ieu.asn.au/join-page>

