



NEWSEXTRA

19 May 2022

Full day stop work: Friday 27 May

Protected Action Ballot carried in all dioceses

The protected action ballot conducted by a private ballot agent for the IEU closed on Tuesday 17 May. The ballot was carried in all dioceses so IEU members in all 540 schools that participated now have the right to take protected action. Two types of protected action were included in the ballot questions:

- the right to stop work for periods of varying duration
- the right to wear or display union insignia or provide information to the community about the union's campaign.

Members overwhelmingly endorsed both types of action – for the voting results by diocese [click here](#).

Following the declaration of the ballot, the IEU Executive met on Tuesday evening to consider the next steps in the campaign. The Executive endorsed a **full day stop work on Friday 27 May 2022**. The union has given formal notice to employers of the stop work and all members are urged to participate. The union has also given notice that from **Wednesday 25 May**, members will commence wearing or displaying union badges or insignia about the campaign or provide information to members of the community including parents.

What to do before 27 May

Members are urged to meet in your Chapter to ensure all members are aware of the stop work. Encourage maximum participation amongst your colleagues. Stop work and other industrial action included in the ballot questions is protected so members (including casual and temporary employees) cannot be victimised for participating. Non-members who join prior to the action are also protected even if they did not vote in the ballot or did not receive a ballot. As stated above, members can start wearing or displaying union material from next Wednesday.

School administration should assume all members will be participating in the stop work, given the formal notice we have given on their behalf. If a school principal wishes to determine whether a school can remain open or the level of supervision that will be provided, it is reasonable to ask who will be working on 27 May. **It is not reasonable to ask individual members if they are going on strike.** Members will be docked pay for the period they stop work – so if you are a teacher who is full-time you can expect to be docked one-tenth of your fortnightly salary. If you are part-time, you will be docked an amount based on the hours you would normally work on the day.

What to do on 27 May

Rallies have been organised in Sydney and around NSW and the ACT (see attached). Please wear your yellow T-shirt (and a yellow hat if you have one) to the rallies and bring friends and family. There will be media coverage and signs identifying your school and any slogans will add to the interest. T-shirts will be available at the rallies and please ask your Organiser for some in advance if you wish. Members are free to attend the rally that is most convenient. If there are no rallies organised in your area, you may wish to meet with other members from your school at a local club or coffee shop.

The negotiations

We met with the representatives of the dioceses most recently on Wednesday 18 May and we have a further meeting scheduled.

The union acknowledges that progress has been made. However, the response falls short in key areas. For example:

- there has been no pay offer for teachers in addition to the 2.04% already paid in NSW or the existing 1.5% increase in July for teachers in the ACT
- although dioceses have agreed in principle to increase support staff pay rates to a level comparable with the rates paid in NSW government schools, no specific proposal has been put to the union and the phase-in of the new rates is still slow (although the final instalment has been brought forward to 2023)
- there has been no offer to improve casual teacher pay
- employers have refused to improve long service leave for support staff
- employers have not agreed to additional face-to-face release other than a one-off offer of an additional pupil-free day in 2022, which will be principal-directed. The employers have stated that further discussion will occur at diocesan level on this issue but to date, no real improvements have been offered (instead the dioceses have offered extra PD)
- there has been no comprehensive attempt by employers to address teacher workload.

The union does **NOT** accept a claim by employers that “the only substantive claim outstanding in the Enterprise Agreement negotiations is the percentage increase in salaries” (Catholic Employment Relations letter to IEU dated 17 May 2022). Teacher workload is an issue that must be addressed to ensure that teaching is a viable profession in the short and long term and to maintain the quality of teaching and learning for our children.

What do you need to do

Please help us by doing the following:

- encourage any colleagues (support staff or teachers) who are not currently IEU members to join the union – only members at the time of the stop work on 27 May can participate in the industrial action
- assist the IEU Rep in gaining support for this campaign by arranging a team of members from your school to attend the closest rally – bring signs and collect your yellow T-shirts (at the rally) or meet with colleagues during the stop work if there is no convenient rally.

Invite your colleagues who are not members to [join the union](#).



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