

NewsExtra

August 2020

VOTE YES

ACT Christian Schools Teaching Staff MEA

Your school has circulated to teachers a proposed multi-enterprise agreement to be known as the *ACT Christian Schools Teaching Staff Multi-Enterprise Agreement 2020* (the MEA).

The proposed MEA has been negotiated between the union and Christian Schools Australia on behalf of Brindabella Christian College, Emmaus Christian School and Trinity Christian Schools and contains significant pay rises. The pay rises will only come into effect if employees at your school vote "Yes" for the proposed MEA. **Please make sure all teachers, including any who are not union members, are aware of the MEA vote and the reasons why they should vote "Yes".**

Increases in pay

The proposed MEA provides for three pay rises, in addition to a 1% pay rise offsetting a reduction in superannuation contributions from the commencement date of the agreement, from the first pay period on or after the dates set out below:

Year	Increase
1 July 2020	3 %
Start of EA	1 %
1 July 2021	3 %
1 July 2022	2.5%

The MEA will be in force until 30 June 2023.

Lead teacher classification

The EA now includes the new classification of Lead Teacher for a teacher who is accredited by TQI as a Lead Teacher. The rate of pay is approximately \$6,000 above a Band 3 teacher, but the additional amount is not paid on top of a promotions allowance, if the teacher holds a promotion position.

Flexible work arrangements

For the first time, the MEA sets out clearly the right of a teacher to seek flexible working arrangements, for example part-time work because of caring responsibilities, and the obligations of the school in responding to a request for flexible working arrangements.

Concurrent parental leave

The timing of the two weeks paid concurrent parental leave (including paternity leave) will now be more flexible as the leave can be taken any time within twelve months of the date of birth or date of adoption.

Changes to personal leave

Existing MEA

Under the existing MEA there are two buckets of personal leave:

- “personal leave” of 10 days per annum which a teacher may take because of circumstances affecting the teacher - their own personal illness or injury, an unexpected personal emergency, or domestic violence - or to provide care or support to a family member in specified circumstances (for example, because the family member is ill) **AND**
- “additional sick leave” of 15 days per annum that the teacher may use for any of the reasons for which personal leave may be used, if the personal leave is exhausted. Additional sick leave may also be used for one day per year for family purposes and for the purposes of paternity leave.

Base personal leave accrues indefinitely, and additional sick leave accrues to a maximum of 75 days in addition to the current year.

New MEA provisions

The new MEA makes the following changes:

- personal leave is now called “base personal leave” of 10 days per annum and “additional personal leave” of 15 days per annum (the same number of days as the existing two types of personal leave)
- previously the 10 days of personal leave and the 15 days additional sick leave (except in the first year) were available at the commencement of each year of service. Now the additional 15 days will accrue progressively each year (which is less beneficial). However, the total number of days of personal leave is still 25 days per year
- medical evidence is not required for the first three days of illness or injury in a year nor for single days absence for reasons of illness or injury – previously evidence could be required for every day after the first four days in a year of absence for illness or injury. This will generally be an improvement as no medical evidence will be required for single day absences unless there are frequent absences. There is still a requirement to provide medical evidence for each day of personal leave for reasons other than illness or injury of the teacher.

Next steps

Your school has circulated a copy of the proposed MEA and explanatory materials, including on the voting process. The union understands the vote on the MEA opens at 9.30am on Monday 24 August and closes at 1pm on Friday 28 August. It is important for the approval of the MEA that as many teachers as possible vote on the MEA and Vote “Yes”. **Make sure you participate in the vote and encourage your colleagues to vote.**

The Union recommends that members vote YES

Contact IEU Organisers Jackie Groom, Berna Simpson or Lyn Caton for further information on 6120 1500.

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



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