



2009 AEU Schools Enterprise Agreement - Circular 3

PLEASE BRING THIS MATERIAL TO THE ATTENTION OF ALL AEU MEMBERS

SPECIAL COUNCIL CALLED FOR 30 JUNE TO DEBATE ENTERPRISE AGREEMENT NEGOTIATION OUTCOME. SUB-BRANCHES ASKED TO CONSIDER THEIR RESPONSE

This Circular contains important information about the current Schools Enterprise Agreement negotiations.

Branch Council met on Saturday 20 June. At the meeting an extensive report and discussion on the outcome of Enterprise Agreement negotiations took place. No debate about endorsement of the proposed settlements occurred. Council determined that a Special Council should be convened on 30 June for this purpose, and that Sub-Branches should be asked to consider the outcomes of negotiations prior to that meeting. Council also endorsed the recommendations that will be listed for debate at the Special Council meeting.

A range of documents are available to assist members in their consideration of this matter. All documents can be accessed on the AEU website through the links provided.

- 1: AEU analysis of negotiation outcomes vs. AEU Claim:
<http://www.aeuact.asn.au/documents/AEUAnalysisofDETNegotiationOutcomes-22June09.pdf>
- 2: DET salary table 2009 – 2011:
<http://www.aeuact.asn.au/documents/DETSalaryTable2009-2011.pdf>
3. DET incremental progression table:
<http://www.aeuact.asn.au/documents/DETincrementalprogressiontable-22Jun09.pdf>
4. DET letter re policy matters not included in EA:
<http://www.aeuact.asn.au/documents/DETLetterrePolicyMatters-June09.pdf>
5. AEU salary comparison ACT vs. NSW 2009-2011:
<http://www.aeuact.asn.au/documents/AEUsalarycomparisonACTvsNSW2009-2011-22June09.pdf>

Members are asked to discuss the outcome of negotiations and the recommendations for debate prior to the Special Council meeting on 30 June. Do you want an AEU Officer to attend your Sub-Branch meeting? Call the AEU Office on 6272 7900 to make your request.

The full text of the Council Decision is as follows:

Branch Council Decision 20 June 2009 re Enterprise Agreement Negotiations

Branch Council notes the reports on Enterprise Agreement negotiations with DET and CIT. The outcome of negotiations in both sectors represents limited success in achieving the objectives of the AEU Claim, even when the Claim's status as a long-term blueprint for public education is taken into account.

Action:

1. Branch Council directs the Secretary to convene a Special Branch Council meeting commencing at 5.00pm on Tuesday 30 June in the Hall of the Centre for Teaching and Learning.
2. Senior Officers are directed to circulate to sub-branches prior to the Special Council meeting any recommendation/s for consideration at the Special Council meeting.
3. All Councillors are requested to convene a meeting of their sub-branch members prior to the scheduled Special Council on Tuesday 30 June for the purpose of reporting on the Enterprise Agreement

- negotiations and considering any recommendation/s that will be debated by the Special Branch Council.
4. All Councillors (or Alternate/s) are requested to attend the Special Council meeting on Tuesday 30 June.

Recommendations for debate at Special Branch Council:

The following recommendations will be provided for the Special Branch Council meeting. Recommendation 2 will only be considered if Recommendation 1 is defeated.

Recommendation 1:

Special Branch Council endorses in principle the outcome of negotiations between AEU Officers and employers for new Enterprise Agreements for DET and CIT. Senior Officers are authorised to undertake the work required to incorporate the negotiated outcomes into formal agreement documents, and to undertake other steps necessary to comply with the requirements of Fair Work Australia for conduct of a ballot of employees.

In endorsing this outcome, Special Council asserts the following:

- i. The salary quantum is insufficient and will not close the growing gap at a number of salary points between salaries paid in the ACT and interstate rates. The starkest example of this is the \$15,000 differential by the end of the agreement between ACT Deputy Principals and their counterparts in NSW;*
- ii. The small salary offer has not been off-set by adequate improvements in either entitlements or workload;*
- iii. The acceptance of this outcome represents a significant contribution by ACT public education teachers to wage restraint in the current global economic climate;*
- iv. Endorsement of the proposed settlement is given on the expectation that future agreements will recognise the goodwill exhibited by teachers at this time and consequently provide for better outcomes.*

*In recognition that the outcome of this bargaining round is insufficient, the AEU commits to conducting an extended campaign to seek community and political support to increase the ACT Government's investment in public education. The AEU Office is directed to develop a campaign strategy for approval of Branch Council using the AEU's Claim as the blueprint for future investment in public education. The strategy **will not include industrial action** and will be used at sub-branch/workplace level and with groups such as school boards, politicians, parent organisations, industry groups, the media and supporters of public education to build understanding of the issues, support for the AEU's position in future bargaining rounds, and achieve greater levels of government funding for ACT public education.*

If Recommendation 1 is not carried, Recommendation 2 will be debated.

Recommendation 2:

DET negotiations

Special Branch Council rejects the outcome of negotiations between AEU Officers and DET for a new Enterprise Agreement.

In rejecting this outcome the AEU condemns the ACT government for failing to provide adequate funding to maintain competitive salaries and sustainable working conditions to attract and retain teachers within ACT public education.

*In recognition that the outcome of this bargaining round is insufficient, the AEU commits to conducting an extended campaign to seek community and political support to increase the ACT Government's investment in public education. The AEU Office is directed to develop a campaign strategy for approval of Branch Council using the AEU's Claim as the blueprint for future investment in public education. The strategy **will include industrial action** and will be used at sub-branch/workplace level and with groups such as school boards, politicians, parent organisations, industry groups, the media and supporters of public education to build understanding of the issues, support for the AEU's position in this and future bargaining rounds, and achieve greater levels of government funding for ACT public education*

CIT negotiations

In relation to negotiations with CIT, Branch Council endorses in principle the outcomes of negotiations between AEU Officers and CIT for a new Enterprise Agreement. Senior Officers are authorised to undertake the work required to incorporate the negotiated outcomes into formal agreement documents, and to undertake other steps necessary to comply with the requirements of Fair Work Australia for a conduct of a ballot of employees.