



e-bulletin

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TAFE COUNCIL REJECTS CIT's DEMANDS TO CUT TEACHING CONDITIONS

The progress of the CIT Enterprise Agreement negotiations between the CIT and AEU are reaching a stalemate.

The ACT Government has offered all ACTPS staff 3.5% from 18 August 2011 and 3.5% from 1 July 2012 with no trade off of any conditions.

CIT is offering a 3.5% pay increase to all classifications except TB4 [no increase at all to this classification] from the date of "in principle agreement" and a 4.5% pay increase to permanent and contract teachers only on 1 July 2012 [casuals will receive only 3.0% and TB4 nothing]. This offer is only valid if members accept a significant and new reclassification of teachers' roles. There are some minor benefits to this model but it includes many undesirable trade-offs which CIT require to fund the reclassification.

Proposed cuts to conditions are:

- Reduction in teacher annual professional development teaching reduction allocation from 36 to 16 hours pa.
- Implementation of a sliding scale for allocation of Paid Non-Attendance for all Band 1 to 2 teachers. [This policy introduction would preclude many teachers from accessing the full 4 weeks Paid Non-Attendance.]
- Removal of daylight equivalent hour allocations for Monday to Friday from 1 January 2012.
- Under the new reclassification, AST positions would no longer be criterion based but merit based and the number of positions would be capped.

In essence CIT wants you to trade off all these conditions in return for an additional 1% pay increase compared with the rest of the ACTPS!

Your representatives on the Union's TAFE Council have rejected this position and put forward a counter offer that includes:

- The same wage offer as the rest of the ACTPS with NO trade off of conditions.
- Some agreed changes to improve some current clauses.
- Agreement to negotiate over the next six months a new classification structure.

The **recent ballot for protected industrial action** was unsuccessful as the ballot return fell slightly short of the 50% return of ballots required under the Fair Work Act to allow AEU members to institute industrial action in support of the claim. Despite the fact that those members who did vote overwhelmingly supported industrial action we are unable to take it at this stage.

Consequently, we will continue negotiating with CIT to try to reach an "in principle agreement". The option of conducting a second industrial action ballot remains and, if agreement can't be reached, will be actively pursued.

Members retain the best TAFE conditions in the country at present but these **will be lost** if you do not actively engage in your enterprise agreement campaign.

It is time for individuals to stand up and be counted. Stronger together!

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