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CIT Teachers' Enterprise Agreement Negotiations 2011

BREAKTHROUGH IN NEGOTIATIONS!!

Following TAFE Council's recent decision the Union continued negotiating with CIT. These negotiations have resulted in CIT's agreement to pay the first pay increase from 18 August 2011, and settlement of all outstanding clauses to the point where the AEU is comfortable to put them to members for consideration.

This breakthrough would not have occurred without the resolve of all AEU members. The Union office congratulates all members at CIT for your commitment, and thanks you for your support during this campaign.

This new offer now includes the following:

1. 3.5% salary increase effective from **18 August 2011** and 3.5% from 1 July 2012. These increases will apply equally to all permanent, temporary and casual teachers.
2. Maintenance of the current classification structure but identification of the specific qualifications needed for each level of Band 1 teachers, ASTs, STPs, Band 2s, Band 3s and Band 4s [i.e. all previous proposals to radically change the classification structure are now off the table]. In recognition of the RTO regulation provisions for CIT, this clause establishes clear teaching and industry qualifications for each incremental teacher position and aims to have all existing contract and permanent teachers achieve a relevant Certificate IV [or equivalent] within the life of the Agreement. A streamlined RPL process will be implemented to help achieve this objective.
3. The introduction of a new "Temporary Teaching Only" category on an "opt in" basis for eligible casual teachers.
4. Recognition of a full-time working contribution of 36 hours 45 minutes over a 42-week period.
5. The ability to negotiate flexible hours of attendance with your supervisor and to raise a dispute if agreement cannot be reached.
6. Changes to the operation of the Personal PD Fund allocations and replacement of Fellowships and Initiative Funds with a Qualification Achievement Fund and Strategic PD Fund.
7. Agreed "Coordination Duties" for which teachers can negotiate reductions in teaching load or duties other than teaching.
8. Payment for Casual teachers in the event of class cancellations and clarification of Casual teacher "teaching" duties and DOTT for which non-teaching pay rates apply.
9. A number of other changes to existing clauses, previously agreed by TAFE Council.
10. No reductions to teaching conditions [i.e. all previous proposals to reduce PD, remove DE and reduce access to paid non-attendance are now off the table].
11. The Union office will now consult with members [via Sub-Branch meetings and TAFE Council on 11 November] to seek their views on the "in principle" Agreement. This period will allow members to raise any concerns.

Following that, the final version of the entire Agreement will be put to teachers for a vote. If the vote is in favour and the Agreement approved by FWA, the first increase with back pay to 18 August 2011 can be paid.

Please contact Mike Fitzgerald in the AEU office should you have any questions.

PENNY GILMOUR
BRANCH SECRETARY