



# e-bulletin

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No 5 – 21 June 2011

## CIT ENTERPRISE AGREEMENT BARGAINING AT AN IMPASSE

### Whole of Government Bargaining Parameters:

On 10 June CMD advised the bargaining representatives that the whole of government offer had now changed to (a) a 3.0% per annum wage increase (b) an Agreement of 2 years duration (c) the removal of a range of conditions from Agreements and (d) the possible inclusion of a clause about implementing the Hawke Review. If agreement is not reached by the 30 June 2011 the government will not provide back pay to that date.

This is the third offer and the only differences between this one and the first two are that the salary increase is an extra 0.5% per annum and the number of conditions they wish to cut has been reduced.

### CIT Bargaining:

CIT confirmed in writing on 14 June that this offer applied to AEU members and requested that we respond by 23 June. However they subsequently indicated that the CMD position is not the full offer they wish teachers to consider. They also want a raft of unfinalised matters that CIT has put on the table for negotiation to be part of any final deal.

These matters include:

- The abolition of daylight equivalent hours for all teachers to fund a salary increase for Education Managers only. The amount of this increase has not yet been costed by CIT.
- The removal of one week paid non-attendance and a decrease in the PD teaching load reduction from 36 hours to 16 hours to fund a salary increase for all Band 1 teachers only. Again this is not yet costed.
- Introducing a radically different classification structure that would see teachers progress through it by gaining specific qualifications and being assessed as meeting a new set of competencies for each teaching level. It also includes replacing the criteria based AST and merit based STP with a new merit based only classification paid at the current STP level. The number of these new positions would be determined by CIT and successful teachers would have 5 year tenure only. The proposed impact on current ASTs is not yet known.
- The creation of hourly paid contract teachers with no leave entitlements. This proposal is likely to impact adversely on the number of proper contracts with conditions offered to teachers.



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## **TAFE Council and Branch Council Response**

On Saturday 18 June Branch Council endorsed the following decisions of TAFE Council:

*TAFE Council rejects the Enterprise Agreement offer from CIT dated 14 June 2011, noting that much of the detail of the alleged "offer" remains unknown and, of what is known, it is demeaning to AEU members.*

*TAFE Council requests Senior Officers of the AEU to take whatever action is necessary to initiate a Protected Industrial Action ballot for CIT members.*

This means that while the AEU continues negotiating with CIT, members will be required to formally vote on what kind of industrial action you are prepared to take. The AEU will now hold a meeting on each campus to update members on the bargaining and explain the ballot process. These meetings will be held as follows:

1. **E207 REID Campus: Tuesday 28 June 10.00am - 11.00am**
2. **D102 SOUTHSIDE Campus: Tuesday 28 June 12.30pm - 1.30pm**
3. **D103 BRUCE Campus: Wednesday 29 June 12.30pm - 1.30pm**
4. **FYSHWICK Campus- Thursday 30 June 12.30pm – Toyota Room**

**Glenn Fowler**  
**Acting Branch Secretary**