

From: Kenny, Michael (CESA)
Sent: Thursday, 23 June 2016 1:56 PM
To: Glen Seidel
Subject: your correspondence

Dear Glen,

As you know from our conversation a moment ago it has been brought to my attention that, in a recent correspondence with members (Catholic EA negotiations - Update 31) authorised by you, there are references to both Michael Honey and I and I wish to reiterate my concerns with you in the strongest possible terms.

The references to Michael Honey and video footage of him under the banner of, "Click here for a giggle" are clearly intended to "mock" him and are not only deeply and personally offensive but puerile. For your information Michael and two other school staff had inadvertently arrived at the wrong time for another meeting and were waiting for it to commence.

With respect to myself, the following words appear, "In response, Michael Kenny simply mocked teachers by stating that if workload is too intense we should consider a 48 week school year working 9 – 5." I absolutely refute any assertion of "mocking" teachers. I have never and will never mock teachers. I have the highest regard for teachers, the profession and their profound work. Secondly, my comment is, no doubt deliberately, taken out of context. My comment was a response to Frank's call for further regulation of aspects of workload and referred to the ultimate form of further regulation. It was a response to him only and only in that context. To misconstrue this as a view I hold about how teachers working arrangements should be constructed is both mischievous and opportunistic in the extreme.

Glen, despite robust exchanges of views between the IEU and employer reps on many matters over time we have always managed to remain polite and civil. In all of our correspondence with school staff we have refrained from personalising matters in any way. It seems however that the IEU wishes this to change. The IEU's reversion to personal insult and attacks plumbs a low in our relationship and is therefore a matter of deep regret. Your response when we spoke a moment ago, where you excused your direct involvement in the decision to authorise this material on the basis that it is merely a "broadening" of the campaign, only adds to my concerns. How you could countenance the kind of personally offensive conduct we'd be calling our students to account for beggars belief as does your refusal to resile from this position.

Glen, we are considering our options and therefore advise that the planned EA negotiating meeting scheduled for tomorrow afternoon will not proceed until such time as the IEU apologises, withdraws or amends the recent Update, or proposes some other mutually agreed way of continuing our negotiations in a spirit of enhanced professional and civil discourse.

Warm regards,

Michael Kenny
Assistant Director, People and Culture

From: Glen Seidel
Sent: Friday, 24 June 2016 1:14 PM
To: Kenny, Michael (CESA)
Subject: 160624 IEU reply to MK
Importance: High

Dear Michael,

I have been directed by last night's IEU(SA) Annual General Meeting to respond to your phone and email communication of yesterday.

I read to the meeting the full text of your email as a part of my annual report updating progress in the Catholic EA Campaign. Not only was there no suggestion that the IEU should apologise for, or withdraw Update #31 or any other communication or public comment, but the members directed me to put to the employers their outrage at the events surrounding the rally of 16 June.

The tone was set for members when you telephoned me the day before the rally intimating that there could be property damage at the hands of the rallying teachers and ESOs. Such a suggestion was insulting and I was amazed that you would suggest such a thing. To compound that insult members were greeted by a K9 security van in the carpark. It may have been that the security presence had nothing to do with the rally, but I suspect it was directly related to it in the context of your phone call the previous day.

Further, your insistence on a delegation to deliver the staff petition being strictly limited to two and the fact that the front door was locked upon arrival makes me assume it was no coincidence. News of this further outraged members at the AGM.

Our members believe it reveals how little regard you and the employers have for employees in treating them as a security threat rather than dedicated staff bringing you a message at some personal cost.

Members at the rally were vocal in expressing their feelings that the presence of Michael Honey lurking in the background taking notes and photographs of the proceedings was intimidating or at least intended to be perceived as such. They did not see the film clip as "a giggle". They saw Michael Honey's presence in a much more serious light. The speeches were being live-streamed to Face Book and are still there if you did want to see who said what. It might have in fact been seen as more mature and courageous to actually come out and acknowledge staff and accept their petition publicly.

Further the characterisation of comments attributed to you as "mocking" is exactly how it was received by our representatives at the table and reported to me. Our view is the "work 48 weeks 9 – 5" comment was no "throwaway line". It is not the first time it has been used and it was made in the context of your preceding comment "You want a salary increase and a reduction in workload?" Our representatives also found this to be insulting.

Your cancellation of the negotiating meeting today was seen as a petulant and 'thin-skinned' response. There will be no apology or retraction Michael. To demand that I apologise ignores the context in which events have unfolded. My light-hearted treatment of Michael Honey's presence was only possible because of his own actions for which he must take responsibility.

Members at the AGM formally directed me to seek a response from you and an apology from Michael Honey. They did not countenance an apology from the IEU.

Regards
Glen

Glen Seidel
Secretary
Independent Education Union SA

Michael Kenny

Assistant Director, People and Culture

From: Kenny, Michael (CESA)

Sent: Friday, 24 June 2016 2:39 PM

To: Glen Seidel

Subject: RE: 160624 IEU reply to MK

Dear Glen,

Thank you for your comments. While I note them it will come as no surprise to you that I completely disagree with them.

When you are ready to apologise, withdraw or amend update 31, or propose a more respectful and civil way forward regarding our EA negotiations I look forward to hearing from you.

Warm regards,