

LUTHERAN EA NEGOTIATIONS

The IEU Perspective...

The IEU, unfortunately, cannot endorse a yes vote to the proposed Lutheran Enterprise Agreement.

While cordial, the negotiations have not resulted in your main interests being addressed. We are aware the LESNW has, or will shortly, brief staff about the EA negotiations. *We want to give all staff the full picture.*

WORKLOAD	
Co-curricular hours - Reduction of total hours or spread of hours was rejected . As a result your workload will not reduce.	LESNW REJECTED
Student Contact Time - A reduction in Student Contact Time for Primary teachers from 24.5 hours to 24 hours a week. This modest decrease would bring it in line with Catholic schools and DfE preschools, but still behind the DfE teacher contact time of 22.5 hours. This was rejected . Primary teacher workload will remain higher than similar schools.	LESNW REJECTED
RESPECT AND RECOGNITION FOR SUPPORT STAFF	
Workload for LSO's - Workload issues for LSO's such as unpaid overtime, access to TOIL and access to PD are unresolved, with the LESNW's position being that they are dealt with as part of the Workplace Culture and Practice and conveying to Principals of LSO rights.	LESNW REJECTED
STAFF WELLBEING AND HEALTH AND STAFF MORALE	
10 days of paid domestic violence leave - People experiencing domestic violence or supporting a family member will be entitled to take paid leave to deal with associated matters.	
Staff wellbeing - The LESNW would not commit to instituting a parental code of conduct in the EA and has instead broadly referenced Clause 9, <i>Workplace Culture and Practices</i> , and their desire to have schools working within this framework. They have referenced AITSL's future work in this space and have made verbal commitment to look at this in the future.	
PARENTAL LEAVE	
Parenting Leave - Our interpretation of the current Parental leave clause has been that each year the person on leave could confirm if they want another year. The LESNW's interpretation has been different and the proposed changes would confirm their interpretation. This would mean that someone would need to nominate how long they are going to be away for (up to a maximum of 5 years).	This is a major change for people on parenting leave. We rejected this change but it is in the current draft.
Superannuation guarantee on parental leave payment - It has been agreed to increase from the current 9% and refer to the superannuation guarantee (currently at 9.5%).	LESNW AGREED
SUPPORT FOR STUDENTS WITH SPECIAL NEEDS	
Class size and additional support for students with Special Needs - Where a class has significant number of special needs students, class sizes below the optimum class size should be considered, or, additional support considered such as: LSO support, reduced classroom responsibilities, specialist support, additional PD, variation to contact time or reduction in other duties.	LESNW AGREED
SALARY	
We believe the salary offer of 2% for 2019, 2020 and 2021 falls short considering workload and other matters have not been addressed.	
CONSULTATION	
Sharing of Teacher workload agreement - We will now be able to check that workload agreements are in place and compliant. This will be done outside the agreement via an exchange of letters.	LESNW AGREED
Sector wide consultation forum - This has been rejected	LESNW REJECTED

If you wish to discuss our position further or any other matter related to the EA, feel free to get in contact with us via the contacts below.

Not yet a member? There are many protections and benefits to membership which we can also discuss openly, without pressure. Or go to our website: ieusa.org.au/join-the-ieusa

Tim Oosterbaan timo@ieusa.org.au 84100122
Vesna Jadresic vesnaj@ieusa.org.au 84100122



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213 Currie Street
Adelaide SA 5000

P: 08 8410 0122
E: enquiries@ieusa.org.au
ieusa.org.au/join-the-ieusa

LESNW CLAIMS:

WORKLOAD AND HOURS OF WORK	
Workload agreement - could last up to 3 years - as long as there are no changes. Agreed	IEU AGREED
Workload agreement lodgement time increase - change from Term 4 to by the beginning of the school year. This would allow a school more time to put in place the workload agreement and be compliant. Agreed	IEU AGREED
Camps - the LESNW wants the local workload agreement to decide if teachers going on camp have the commitment counted towards the co-curricular cap (17.5 hrs per overnight) or be paid \$75 per night or get TOIL. We believe that this will result in most schools agreeing to the preferred employer option of \$75 a night. This would mean that co-curricular hours would be freed up, which no doubt would result in increased workload for teachers. We rejected this change but it is in the current draft	IEU REJECTED
Teacher Meal Break - the LESNW wants to expand the times when a meal break could occur. Currently, it is between 11:30 and 2:30 The proposed change would have that meal break between 11:00 and 2:30 and can be varied by up to half an hour. This would mean that someone's meal break could occur at 10:30am or as late as 3pm. We rejected this change but it is in the current draft	IEU REJECTED
LEAVE	
Parental Leave - The LESNW's drafting limits PL to women. Leave entitlements should be available for a family to decide who the primary carer is to be. We rejected this change but it is in the current draft	IEU REJECTED
REPRESENTATION	
Representation at meetings - Union representation only for matters which could materially impact in a negative way on employment. Agreed	IEU AGREED
Representation and support - The LESNW wanted to be able to call people into a meeting without notice of the purpose and without support. We have been able to agree to wording which reinstates these protections other than to give a direction.	IEU AGREED
Any party to a dispute can have representation - The employer will be able to be represented by AISSA or lawyer and thus they can speak on their behalf. Agreed	IEU AGREED
CONSULTATION	
Consultative Committee - structure defined only for schools larger than 30 staff. There would still be consultation required but this could take other forms such as during an all-staff meeting for small schools (currently 9 schools). Agreed	IEU AGREED
PAR POSITIONS	
Simultaneous PAR positions could occur under some circumstances. Agreed	IEU AGREED
EMPLOYMENT AND CONTRACT OF HIRING	
Fixed term extended for unforeseen vacancy - The LESNW wants to remove the requirement to fill the vacancy with an ongoing employee for the next school year. Agreed but limited to schools outside of 50km radius of the city.	IEU AGREED
Fixed term allowed for less than one term - mutual agreement needed as to whether it is to be casual or fixed term. Agreed	IEU AGREED
Incapacity clause - complete rewrite of clause but through our drafting gives enhanced processes which allow for better protection for employees. Agreed	IEU AGREED
Disciplinary action for teachers on fixed term contract - The LESNW proposed to remove the two term process for all fixed term employees who have performance concerns. Considering that either party can terminate the contract with the giving of two terms notice this proposal has been accepted . We have been able to clarify and change a related part of the clause which gives more certainty to the process for ongoing staff.	IEU AGREED
UNION MATTERS	
Timeframe for IEU to respond to redundancies - The LESNW wanted to put a time limit on when the IEU respond to a redundancy. We don't believe there has been an issue, but we have agreed to 7 working days.	IEU AGREED
On balance we do not believe this is an agreement which your Union can endorse. However it is your agreement and you need to decide if you vote NO in its current form.	

Authorised by G Siedel – Secretary, Independent Education Union (SA)

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