



NSW/ACT Independent Education Union

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19 August 2010

DS:10/114

FEDERAL AGREEMENTS IN NSW CATHOLIC SCHOOLS

Dear IEU Rep and Members

The Union is pleased to report that considerable progress has been made in meetings with Catholic employers to ensure a smooth transition to the federal industrial system.

As members are aware, this transition is necessary as a consequence of the NSW Government handing over its industrial relations powers to Canberra.

All NSW employees in every industry (except public servants) face the prospect of losing their state award salaries and conditions unless federal agreements are made before the end of this year.

A change of government in NSW early next year might find public sector unions also in the federal system.

An Orderly Transition

In relation to NSW Catholic schools, the Union and your employer have agreed that ALL current salaries, working conditions and general entitlements will remain unchanged as a result of this transition.

In effect, we are simply transferring all existing state award and other existing entitlements into a new federal agreement which will mirror and be just as legally enforceable as existing arrangements.

This is a time-consuming process. A joint IEU/employer committee is now meeting weekly to finalise these agreements.

The Process

While there will be no changes to your salary or conditions due to this transition, we still have to ensure we comply with the provisions of the federal Fair Work Act in the making of this new Federal agreement.

Many IEU school representatives have attended union training sessions and are familiar with the process.

Your employer is nonetheless required by law to fully inform you of your rights under federal legislation and will hold briefing sessions and distribute written material on the process involved.

IEU Advice

The IEU advises members as follows:

1. Materials provided by your employer deal with PROCESS ONLY.
2. The Union is your bargaining agent. You do not need to do anything at all regarding 'bargaining'.
3. The 'bargaining' has been done. The new federal agreement mirrors your existing state award/enterprise agreement.
4. This agreement remains in force until 2012. We will negotiate new salaries provisions next year.

There may be non-members on your staff who are confused by these proposed changes or there may be questions teachers or support staff have regarding process.

Union officers are available to visit your school if required.

Joint Statements/Training

The IEU and Catholic employers have agreed to distribute joint statements regarding the distribution of federal agreements and the voting process as we approach finalisation of this process.

Joint information sessions may also be held closer to the vote.

The Union has written today requesting that all Dioceses conduct such sessions during school time as half day seminars for IEU Reps, Principals and a support staff representative.

We will keep you fully informed regarding progress on finalising these matters.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Dick Shearman', written in a cursive style.

DICK SHEARMAN
General Secretary