SINGLE BARGAINING UNIT
QUEENSLAND LUTHERAN SCHOOLS

JOINT COMMUNIQUE

Issue No 7, 22 April 2013

SINGLE BARGAINING UNIT (SBU) MEETING

Dear Colleagues

The seventh meeting of the Queensland Lutheran Schools Single Bargaining Unit was held on Friday, 19 April 2013. A factual account of the issues discussed at that meeting, indicating where agreement has been reached and outlining ongoing matters still under discussion, follows:

1. Matters Agreed “In Principle” Subject to Agreement Being Reached on “Overall Package”

The meeting reached agreement “in principle” in respect of the following matters. The Employer Representatives confirmed, from the employer perspective, that each of the items below form part of the “overall package” and that final agreement in respect of these matters are subject to agreement being reached on outstanding matters including salaries/wages:

1.1 Overpayments
The meeting agreed on the contents of a clause for insertion into the replacement Enterprise Agreement to provide that, where it is established and accepted by the employee that the employee owes the employer money (e.g., overpayment of wages), the employer will have the right to recover such overpayment.

1.2 Implications for Public Holidays on Term Time Employees
The meeting agreed on the contents of a clause for insertion into the replacement Enterprise Agreement to provide that continuing term time non-teaching staff shall be paid for their normal rostered hours for any public holiday that occurs on the day before the employee’s first day of work for that term, or on a Friday where the employee’s last day of work for that term is the Wednesday or Thursday immediately preceding such public holiday if they would normally be rostered to work on a Friday.

1.3 Lunch Break
The meeting agreed on the contents of a clause for insertion into the replacement Enterprise Agreement which outlines an entitlement for teachers to an unpaid meal break of at least 30 minutes per day or a total period for meal breaks of no less than 150 minutes per teacher per week.

1.4 Assessment and Reporting
The meeting agreed to amend clause 6.4.2 of the current Enterprise Agreement to include timing of assessment and reporting amongst the matters which the head/ principal shall consider when striving to arrive at equitable amounts of work for each teacher.
2. Matters Remaining Under Discussion

In addition to salaries/wages (refer to paragraph 3 below), the following matters remain under discussion by the SBU, however are moving close to resolution:

2.1 Review of Annexure "D" – Complaints Against Staff;
2.2 Directed Attendance at Camps (Teaching Staff);
2.3 Preparation and Correction Time;
2.4 Casual Loading;
2.5 School Counsellors;
2.6 Occupational Health & Safety (National Harmonisation of legislation).

3. Salaries/Wages

Employee Representatives advised that they had consulted with members regarding the revised employer wages offer tabled at the 21 March 2013 SBU meeting and members in schools had advised they sought a further review of the employer position on wages.

Following discussion, the meeting agreed that both Employer and Employee Representatives give further urgent consideration to the matter of salaries/wages during the week commencing 22 April 2013, with a view to collaboratively developing a model for serious consideration by the 26 April 2013 SBU meeting.

4. Next Meeting Date

The next meeting of the Queensland Lutheran Schools Single Bargaining Unit is scheduled to be held on Friday, 26 April 2013 from 9.00 a.m. p.m. to 12.30 p.m.

Sue Kloeden
Executive Director
Lutheran Education Queensland

Chris Seymour
IEUA-QNT Officer supporting the Employee Team at the SBU Negotiations