SINGLE BARGAINING UNIT (SBU) MEETING

Dear Colleagues

An informal meeting of the Queensland Lutheran Schools Single Bargaining Unit was held on Tuesday, 9 February 2016.

A factual account of the issues discussed at, and outcomes of this meeting follows:

1. Basis upon which meeting was held

Prior to the meeting, in a spirit of goodwill and co-operation, LEQ and IEUA-QNT Officers agreed that the meeting be held on an informal and without prejudice basis, given that LEQ Employers are not yet in a position to agree to or initiate bargaining for a replacement enterprise agreement pending issue of the necessary Single Interest Employer Authorisation (Authorisation) by the Fair Work Commission.

As in previous rounds, an Authorisation, issued by the Fair Work Commission, is required to enable the two (2) Queensland Lutheran School employers (and so all 27 Queensland Lutheran Schools) to bargain together as one group with their employees and representatives for a proposed replacement single-enterprise agreement under the provisions of the Fair Work Act 2009 (Cth).

LEQ Employers confirmed that they will keep employees and the IEUA-QNT advised as to the progress of the LEQ Employers’ application for the Authorisation through the Fair Work Commission.

2. Tabling of Employee Log of Claims and Employer Negotiation Points

Employee Representatives tabled and spoke to an Employee Log of Claims, and Employer Representatives tabled and spoke to an Employer Points for Negotiation document. Both Employer and Employee Representatives were then provided with an opportunity to raise points of clarification in respect of the items included within these documents. Key points arising from this discussion included:
2.1 Employee Representatives advised that wages are a significant issue for employees. The parties agreed to continue discussion on the matter of wages at the next SBU meeting.

2.2 A number of additional issues within the following groups of areas were also raised within the Employee Claim for discussion:
   2.2.1 Allowances, annual leave and minimum wage increases for School Officers/ Ancillary staff;
   2.2.2 Consideration of elements of the PAR Scale;
   2.2.3 Paternity/ Family Leave;
   2.2.4 Preparation and Correction time; and
   2.2.5 Practices to facilitate curriculum development and delivery.

2.3 Pending issue of the necessary Fair Work Commission Authorisation, Employer Representatives confirmed that the Employer Points for Negotiation document was tabled in draft form and on a without prejudice basis. Key elements were raised in the following areas within the Employer Negotiation Points document:
   2.3.1 The objectives of keeping Queensland Lutheran Schools sustainable, affordable and accessible to families within a broad socio-economic range, and maximising the learning outcomes for students through quality teaching;
   2.3.2 The factors to which LEQ Employers have regard when seeking to negotiate wage increases in a fair and reasonable manner including, amongst other things, the large percentage of overall funding received from Federal and State Governments;
   2.3.3 As in previous rounds, that the replacement single enterprise agreement be negotiated as a “total package” (that is, taking into account and in the context of the overall cost to the Employers of all matters negotiated, inclusive of (but not limited to) pay increases).

3. Next Meeting Dates

The meeting noted the following future meeting dates:

3.1 Wednesday, 24 February 2016 at the offices of LEQ;
3.2 Tuesday, 8 March 2016 at the offices of IEUA-QNT.

[Signatures]

David Bliss
Executive Director
Lutheran Education Queensland

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