16 July 2013

Dear Colleagues,

EMPLOYEE BALLOT - APPROVAL OF ENTERPRISE AGREEMENT

As advised recently, at its tenth meeting (held on Monday, 27 May 2013), the re-convoked Queensland Lutheran Schools Single Bargaining Unit (SBU) endorsed a new Queensland Lutheran Schools Single Enterprise Agreement (EA) for employee ballot which incorporates the agreement in principle reached by the parties in respect of all matters the subject of negotiations. Once approval of the EA by Queensland Lutheran School employees is obtained, the next step will be to lodge the EA for approval by the Fair Work Commission under the provisions of the Fair Work Act 2009 (Cth) (FWA).

Electronic copies of the EA (and its attachments) are available for access by employees via the following links:


Further, as employees are aware, from 1 January 2010, the National Employment Standards (NES) form the minimum terms and conditions of employment of most employees in Australia, including in Queensland Lutheran Schools. Accordingly, a copy of this document is also available for access by employees via the following link:


In addition, hard copies of the EA, its attachments and the NES are available now for inspection in all employee staff rooms.

The SBU has agreed that the employee ballot will commence on WEDNESDAY, 24 JULY 2013. Ballots will close at noon on FRIDAY, 26 JULY 2013. Please see the attached document entitled Procedure for Balloting, which clearly outlines the time and place at which the vote will occur, and the voting method that will be used.

Under the FWA, in addition to providing access to and/or copies of the above documents to employees at least seven (7) days prior to ballot, the employer is required to take all reasonable steps to ensure that the terms of the agreement, and the effect of those terms, are explained to employees.

Accordingly:

1. Please see the attached document entitled Queensland Lutheran Schools Enterprise Agreement 2013– Agreement in Principle (Overview) (Overview) for your perusal, which outlines the changes to the existing Enterprise Agreement (and their effect) resulting from the latest round of enterprise bargaining negotiations.

   Electronic copies of the Overview are available for access by employees via the following links:


2. Apart from the changes referred to in the Overview, the terms and conditions of your employment remain unchanged from those contained in the Queensland Lutheran Schools Single Enterprise Agreement 2009 (As Amended 30/03/12).

3. If you have any questions at all in relation to the changes outlined in the Overview, or their impact upon your current working arrangements, please do not hesitate to contact the following officers prior to the ballot date, who will be more than happy to receive and address your query:

   3.1 Ms Lisa Walker, Industrial Relations Research and Project Officer, Lutheran Education Queensland (LEQ)
       Tel: (07) 3511 4065
       E-mail: lisa.walker@lutheran.leq.edu.au

   3.2 Mr Chris Seymour, Co-ordinator Industrial Services, Independent Education Union of Australia – Queensland and Northern Territory Branch (IEUA-QNT)
       Tel: (07) 3839 7020
       E-mail: cseymour@qieu.asn.au

A ballot result in favour of the EA will be made if a majority of employees who cast a valid vote in accordance with the attached ballot procedure approve the EA.

It is pleasing that the SBU has reached agreement in respect of all matters the subject of negotiations. Both employer and employee SBU representatives are of the view that the agreement reached is the best negotiated outcome that could be reached in the circumstances.

Once again, if employees have any queries at all in relation to the EA, they are encouraged to contact either Ms Lisa Walker of LEQ (see 3.1 above) or Mr Chris Seymour of IEUA-QNT (see 3.2 above).

Kind regards,

Sue Kloeden
Executive Director
Lutheran Education Queensland

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