

# NewsExtra

15 October 2024

## Teachers MEA – Now's the time!

The IEU has been negotiating since May this year with the Association of Independent Schools (AIS) for new co-operative multi-enterprise agreements for teachers and support staff. Although the AIS has agreed to some of [our claims](#) (for example, improved paid parental leave), key issues are still outstanding.

### What are the outstanding issues?

Your union has pushed for a satisfactory outcome in the current bargaining process. However, there are two key outstanding issues which are still unresolved:

1. Inadequate pay rises – the unsatisfactory offer from the AIS means you are paid below or just above the anticipated government school salary rates over the life of the proposed agreement. [Click here](#) to see a comparison of proposed rates with teachers in NSW government schools.
2. Lack of fairness and transparency about teacher workloads. Your union is calling for school-based standards that clearly set out the workload expectations at your school. The school-based standards should include your face-to-face teaching hours, PD days, meeting times, term dates. The AIS continues to categorically reject this claim.

We have reached a deadlock in bargaining.

### What is a school-based standard for teachers?

Your union is simply asking that each school clearly set out the usual workload expectations for teachers at your school. Teachers are required to perform these professional duties so why should they be a secret? Contrary to what the AIS says, we are **NOT** seeking the same standards across all schools, as we recognise that each school is different.

Your school-based standards should include:

- **face-to-face teaching hours** – the usual face-to-face teaching hours per week at your school
- **extracurricular duties** – required duties outside of normal timetabled school hours including any weekend work
- **meeting times** – the number of school-directed meetings that you have to attend in each term
- **term dates** – the number of term dates for teachers' attendance in a school year
- **mandatory PD days** – the number of mandatory staff professional development days in a school year
- **primary school: RFF** – release from face-to-face teaching for professional planning time
- **secondary school: extras** – the number of extras you can be allocated above your regular timetabled teaching load
- **other duties** – parent-teacher meetings and other compulsory evening commitments expected of teachers in your school.

## Getting to a better MEA: Single-Interest Bargaining

The AIS has chosen to commence bargaining in the **co-operative bargaining** stream under the *Fair Work Act* (the Act). This gives your union, as your bargaining representative, fewer rights in bargaining, and we have not agreed to this. These limitations on our bargaining rights have also applied in previous rounds of bargaining with the AIS.

Under changes to the Act which took effect from June 2023, we can access the new single-interest bargaining stream which gives us stronger bargaining power by giving us access to the Fair Work Commission (FWC) and an opportunity to take protected industrial action as outlined below:

	Single-Interest	Co-operative
Apply to FWC to deal with bargaining dispute	✓	✗
Seek bargaining order from FWC for breach of good faith bargaining requirements	✓	✗
Seek an intractable bargaining declaration from FWC	✓	✗
Take protected industrial action (such as bans, stopworks and strikes)	✓	✗

Without these rights, our ability to get a fair outcome for you is severely hampered.

### What are the next steps?

To convince the FWC to authorise us to bargain under the new single-interest bargaining stream, we need to show that at least 50% of all teachers (not just union members) at your school want to bargain under this stream.

We need our members and union reps to step up and make this happen – **for the first time in over 20 years, we can rebalance the power in bargaining between schools and their employees.**

Show your support and:

- [Sign our petition here](#) (or by scanning the QR code below) and say ‘yes’ to a better deal.
- Ask your union rep to share the petition with teacher colleagues at your school. If you do not have a union rep, please contact your Union Organiser on how to elect a rep at your school.
- Encourage your colleagues who are not members to [join the IEU](#).

The union will collate this petition, and names will only be provided to the FWC, not your employer. Your Organiser will be in contact with members at your school shortly to check how you are going and provide you with any assistance you may need. [Click here for an explanation about the key issues.](#)

## A once-in-a-generation opportunity to rebalance the power in bargaining.

Sign the petition!

