

# NewsExtra

20 November 2024

## Catholic Schools Broken Bay Bargaining Update

Catholic Schools Broken Bay (CSBB) and the IEU have now held several meetings negotiating your new enterprise agreement. CSBB have put forward an attractive salary offer which would deliver pay outcomes in excess of those received in government schools. CSBB has advised that these pay rises are conditional upon accepting a 'package' that involves the elimination of the current Work Practices Agreements (WPAs) replacing them with a document which they have entitled, 'Operational Guidance' (OG).

Members at sub branch and chapter meetings have raised significant concerns in relation to the CSBB documents that have been distributed in anticipation of your employer's claims, for example, *Be Your Best Self* and CSBB 'Gen 2' Enterprise Agreement 'Broken Bay Way'.

### What is at risk?

Of particular concern at a time when workload demands continue to have a substantial impact on our members' work-life balance, CSBB are proposing to abandon limits on meeting times. The union asserts that there is already sufficient flexibility for principals to determine, in consultation with their staff, the schedule and length of meetings up to a limit of 10 hours per term.

CSBB have also proposed to reduce administration time for teacher librarians and water down consultation provisions included in the current WPAs.

### Your claim

As per our communication to you on 7 November, we have presented a formal claim to CSBB ([see the claim](#)) and we have not yet received a formal response. This claim was formed in consultation with our members. Once again, we thank those who found the time to respond to the union's survey.

### Timing of the new Enterprise Agreement

CSBB has advised the union that if the agreement is not put to a vote of staff and approved this year then the 3.5% salary increase will not be paid in January 2025, nor will backpay be restituted when the agreement is made in the new year. Our members know that CSBB's offer (3.5%) has already been budgeted for and that school fees have been adjusted accordingly.

What is being proposed is a four-year agreement – so collectively we must get this right.

### It is time to stand together for the best deal

Call a chapter meeting and arrange a visit from a union officer to discuss this critical issue. Encourage your colleagues to [join our union](#) as we continue the campaign to improve your salaries and conditions.

