

Catholic systemic schools campaign **WHAT'S NEXT?**

VOTE 'NO' TO EMPLOYERS' EA

"The Union again urges Catholic employers to back pay members prior to the end of this school year and to meet with the Union to resolve outstanding matters including arbitration."

More industrial action on the cards

Members in all Catholic systemic schools in NSW and the ACT have received correspondence from the Union urging them to vote 'no' to an employer Enterprise Agreement (EA) that has not been approved by the IEU.

The Union understands that it is now the Catholic employers' intention to commence the EA ballot on or about the 5 December.

The Catholic Commission of Employment Relations (CCER) has refused to negotiate with the Union on the issue of arbitration despite overtures on our part to settle this dispute.

The IEU has reviewed the last employer EA draft and we continue to have significant concerns about technical errors and serious problems with the content.

Many of the dioceses are in a sudden rush to recommence and finalise Work Practice Agreements (WPAs). While we are seeing some progress, outstanding matters remain in most dioceses.

In any case, without the right to arbitration, the EA will be more difficult to enforce and WPAs will be impossible to enforce.

New Protected Action Ballots

As this *Newsmonth* goes to print, 110 Catholic systemic schools will be voting on the re-ballot for protected action. Most of these schools missed attaining the 50% required participation rate, although a strong majority of members voted 'yes' in the ballot. This occurred largely due to problems in the postal ballot. Some members never received

their ballot papers and others received them too late. The re-ballot is electronic and hopefully will involve a more manageable voting process for members. Once successful, these schools will be the next group to roll out industrial action, including stop work.

The IEU congratulates the many members who were able to participate in the recent morning stop work, rallies and marches that are highlighted in these pages of *Newsmonth*.

The Union again urges Catholic employers to back pay members prior to the end of this school year and to meet with the Union to resolve outstanding matters including arbitration.

Gloria Taylor Deputy Secretary



Season's greetings - safe and happy holidays!

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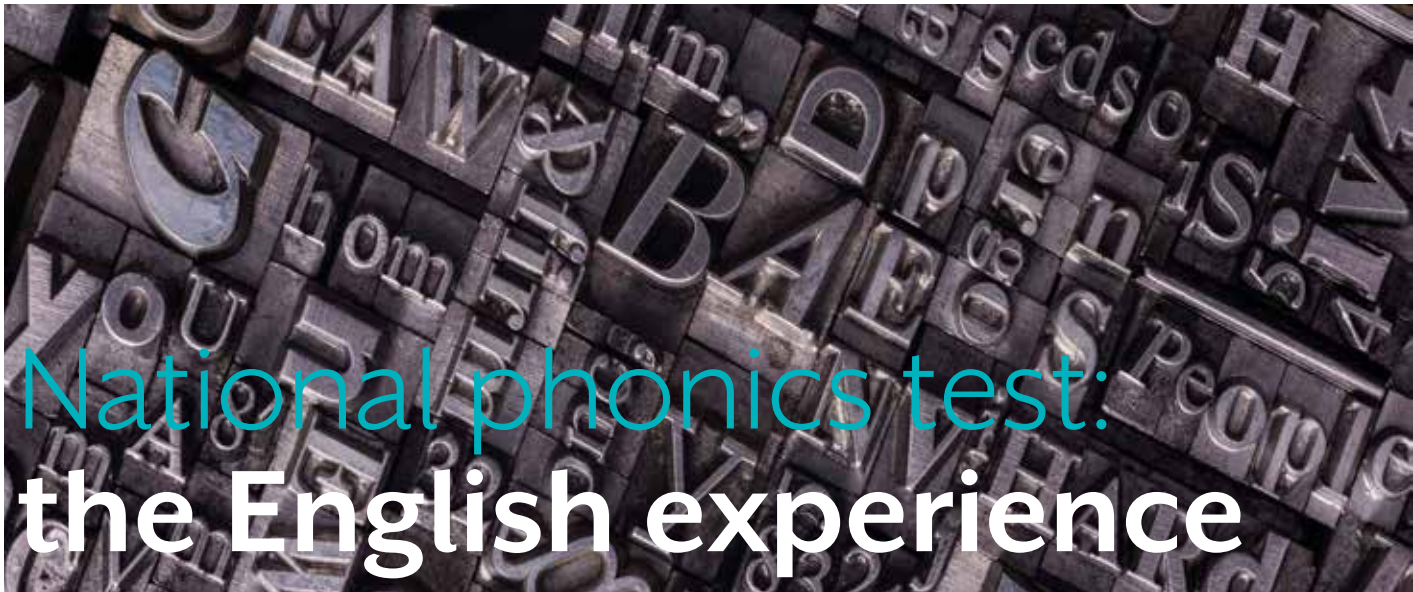
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Mark Northam
Assistant Secretary

A salutary lesson has been provided in advance for Australian educators. The English phonics test (in place since 2011) is described by University of Canberra Associate Professor, Language and Literacy, Misty Adoniou as being “ill conceived and poorly structured”. Yet it is the likely model coming to Australia.

Adoniou goes on to explain that the test for six year olds which involves 40 decodable words (20 are pseudo words and 20 ‘real’ words) has disturbing outcomes. Essentially it is not a ‘light touch’ assessment because of the impact of standardised testing. Teachers will change their practice and class time allocation to a ‘test’ phenomenon.

Interestingly, in 2016 91% of Year 1 students in England passed the phonics screening check. This was perceived as evidence of its

success because it forced teachers to focus on phonics.

Sadly, the same students sat a Year 2 key Stage 1 reading comprehension test. The pass rate was 76% but for low SES students it was 61%. The notion that a focus

“Indeed the check has been found to be no more accurate than a teacher’s judgement in identifying struggling readers.”

on phonics was a magic bullet was clearly flawed.

“Indeed the check has been found to be no more accurate than a teacher’s judgement in identifying struggling readers,” Adoniou said.

Hargreaves and Fullan in *Professional Capital* provide a cautionary note: “In the

face of solutions that haven’t worked, some people’s answer is simply to push these solutions harder”.

Jennifer Buckingham from the Centre for Independent Studies chaired the panel charged with conducting an independent review of the need (in Australia) for a Year 1 literacy and numeracy check.

The English experience captures what Australian educators know. There are multiple approaches to the teaching of reading. To impose is not to recognise the plethora of strategies utilised by teachers. Imposition is a rejection of teacher judgement.

Additional testing (of a standardised form) will not lead to improvements. Supporting teachers will.

The Year 1 Literacy and Numeracy Panel recommendations should be deemed unnecessary. The December 2017 Education Council meeting will consider the matter further. Hopefully, the English experience will inform the minister’s judgement.

Pre 2004 teachers: Will you be accredited?

If you are a pre 2004 teachers who has moved schools or you are concerned that NESA will not have a current email address to contact you regarding your 1 January accreditation, here is the latest advice from NESA.

When can I expect to hear from NESA?

Early December 2017
You will be emailed a letter from NESA

- confirming you have been approved for accreditation on 1 January 2018
- advising that you will be sent a Welcome Kit with your electronic Teacher Accreditation System (eTAMS)
- log in details and other information on 15 January 2018, and
- advising that you will receive the invoice for your annual accreditation fee in the last week of January 2018.

Mid January 2018
You will receive a Welcome Kit in the post. The kit includes:

- a welcome letter from the CEO, David de Carvalho
- your NESA account number
- your Proficient Teacher certificate
- the Australian Professional Standards for Teachers
- a Maintenance journey map, and
- information about using your online teacher accreditation account using eTAMS

18 January 2018
You will receive an ‘activate your account’ email. You should log on and check your personal details.

29 January 2018
You will receive an invoice for your annual accreditation fee. Do not attempt to pay until you receive your invoice.

What can I do now?
If you would like to you can give NESA a personal email address. Many teachers use their school email address. But if you change schools, NESA cannot contact you.

Note that hotmail accounts sometimes place emails in a junk mail folder.

How do I give NESA another email address?

You can send an email to contactus@nesa.nsw.edu.au . You must include your

- additional email address in the subject line
- full name
- date of birth, and
- additional email address.

Seeking best deal for Adventists

The North NSW Seventh Day Adventist Conference has commenced bargaining for three new enterprise agreements for employees in their nine schools.

These were presented to the employees at meetings in late October and early November. They have been drafted to align with the enterprise agreements that are being rolled out by the Sydney Conference.

Many of the terms and conditions in the proposed teachers’ agreement are inferior to those applying under the current North NSW agreements and the industry standards.

The Union met with CEO Dean Bennett and Jamie Roan, HR manager, on

9 November to address member concerns regarding the draft agreements.

Key aspects that were discussed included portability of accrued personal leave, improved paid maternity leave to match the industry standard of 14 weeks, payment of pro-rata long service leave on termination after five years of service, and reinstating clauses from the previous agreement that were more beneficial or simply clearer. The Union also proposed a more streamlined classification structure for teachers that reflects the one that applies in Catholic and department schools.

The Union has redrafted aspects of the teachers’ draft agreement document to

reflect these discussions and has forwarded it for consideration.

Taxation without representation

John Quessy
Secretary



In NSW, the *Teacher Accreditation Act 2004* provides for a Quality Teaching Committee made up of elected teachers and members appointed by the minister to provide advice on accreditation matters and other issues related to the Act.

Under the original iteration there were 11 elected teachers, however, with the change from BOSTES to NESA, the Federal Government reduced the teacher representation to five elected teachers, with a majority of members appointed by the minister.

Not satisfied with reducing the voice of teachers in their profession the minister has failed to appoint members to the QTC and there has been no meeting of the QTC since the establishment of NESA in January. By the time you read this article it will be one year since the QTC last met and a year since elected teachers had any opportunity for input into policy with impacts directly on their profession.

The current NSW Minister Rob Stokes, who was sworn in in February and immediately admitted that he was “no expert in matters of education”, has compounded that ignorance, demonstrating a complete contempt for the teaching profession by his failure to consult and to seek the advice that the Act obliges.

During this period with no teacher oversight or input, the NESA board has determined or amended numerous policies with a direct impact on aspects of teacher accreditation including a policy to suspend and revoke accreditation. Policy

“Elected teachers have been completely removed and had their voices silenced in regard to the most fundamental aspects of their profession.”

relating to the teaching profession continues to be made by politicians, employers, academics and bureaucrats.

The Maintenance of Accreditation Policy to operate from 1 January, the same day pre 2004 teachers will be accredited and commence their first maintenance period, is a further example. While there are numerous positive features of this document it is insulting to the backbone of the teaching force that they are ignored.

The NESA board recently approved a completely rewritten Policy for Accreditation at Proficient Teacher which has significant implications for the workloads of those teachers

and their experienced colleagues, however few if any practising teachers have seen or have any knowledge of it. Such is the esteem with which this government and its instrumentalities holds the teaching profession.

Elected teachers have been completely removed and had their voices silenced in regard to the most fundamental aspects of their profession.

It is of course teachers who pay the accreditation fee to fund the accreditation aspects of

NESA and to develop and implement policy. Employers don't pay, Teacher Accreditation Authorities don't pay and those engaged in Initial Teacher Education don't contribute financially. Only teachers are taxed but not represented and as early American colonists declared taxation without representation is tyranny.

This is but one aspect of how teachers in NSW and across Australia are sidelined on matters relating to their profession. The federal education minister's company ATSIL purports to speak on behalf of teachers and school leaders, but is not in any way representative of them.



Bargaining in NSW Christian schools

Carol Matthews
Assistant Secretary



The current NSW Christian Schools Teaching Staff Multi – Enterprise Agreement (MEA) expires in December and the Union is bargaining for a new agreement with employers.

For the first time, the Association of Independent Schools (AIS) is representing a small group of schools covered by this MEA. However nearly 50 schools continue to be represented by the Christian Schools Association (CSA).

AIS group

The Christian schools represented by the AIS are the Northern Beaches Christian School, the Pacific Hills/ Pacific Coast/ Valley Hope group of six schools and Nepean Christian School. An MEA for these eight schools was circulated for voting between 20 and 24 November 2017 with the Union recommending a vote in favour of the MEA. The initial pay offer of 1.8% per annum was increased following negotiations with the Union to a 2.3% pay increase from February 2018, and 2.5% from February 2019 and 2.5% from February 2020. Although the Union would have preferred a pay rise of 2.5% in 2018, we note that all existing conditions are maintained.

CSA group: Attack on carer's Leave

CSA schools are proposing a significant change to personal leave (sick leave and personal/carer's leave) in the new MEA. The Union has been provided with various drafts of proposed clauses. Although each of these drafts differ and later clauses have been a slight improvement on the first draft

“Employers have advised the Union that teachers in Christian schools are taking too much carer's leave and that their spouses should be taking more caring responsibility.”

provided by employers, it is clear that under the new arrangements schools intend to reduce access to carer's leave for both existing teachers and new teachers.

Employers have advised the Union that a key consideration is their view that teachers in Christian schools are taking too much carer's leave and that their spouses should be taking more caring responsibility. However employers concede that overall the level of personal leave being taken

is not high and that the need for leave is genuine. In response, the Union has stated that we consider the attitude of employers to be totally unreasonable and discriminatory and we have pointed out that the proposed CSA clause provides a level of personal leave below that existing in NSW government, Catholic systemic and independent schools. The Union has advised CSA that we do not accept these changes and will be advising members to vote against the new MEA unless there are significant improvements to personal leave.

The Union has received a pay offer of 2.3% (2.5% top step and promotions allowances) from February 2018, 2.5% in 2019 and 2.5% in 2020.

CSA has advised the Union that a draft MEA reflecting the above will be circulated to teachers in schools for voting around the end of November. Members should discuss these issues with their colleagues, particularly the proposed reduction in carer's leave and the entrenching of a standard of personal leave below that applying in other NSW schools. In each case the vote on the new MEA will be determined school by school, based on the number of votes cast in support of the MEA and against the MEA at each school and there is no minimum number of votes required in the ballot.

Encourage your colleagues to vote 'no'.

Restructuring in independent schools

The Union has been advised by the Association of Independent Schools of redundancies in a number of independent schools. Most of the schools identified are in regional areas.

Under the provisions contained in enterprise agreements, the employer must consult with the Union and employees concerning restructuring and redundancies.

The school is also under an obligation to mitigate the effects on employees, for example by considering voluntary redundancies or redeployment to other duties.

The Union has also recently been advised of a major restructure affecting All Saints College and The Scots School at Bathurst.

During this process, the Union assists members in whichever way we can in what is a very difficult situation.

Carol Matthews Assistant Secretary

RALLYING —FOR THE CAUSE—

Thousands of members in Catholic systemic schools took industrial action and participated in rallies throughout November to make sure employers heard their voice protesting attempts to push through an enterprise agreement which does not guarantee the right to arbitration and does not address other Union demands.

IEU Secretary John Quessy said Union members must not vote 'yes' to any enterprise agreement presented by employers and not endorsed by the IEU. He urged members not to be swayed by blackmail linking the delayed pay rise to the vote.

Rallies were held in Sydney, Parramatta, Gympie, Bateau Bay, Canberra, Newcastle, Aberdeen, Armidale, Tamworth, Albury, Wagga Wagga, Campbelltown, Wollongong, Bathurst and Tomakin. There were also stop work meetings at St Bernard's Catholic Primary School Berowra Heights, Good Shepard Primary School Plumpton, and St Joseph's Primary School Bulahdelah. Here's some of what was said at the Sydney and Parramatta rallies:

"Teaching for 33 years, I remember when the Catholic system used to respect teachers, it used to be behind unions. Now it's basically union busting. Even the Pope supports unions, so why doesn't our local Catholic system?"
Peter Fitzgerald
Champagnat Catholic College Pagewood



"It's important to remember that for over 100 years, unions have fought for the rights of workers to get fair wages and decent working conditions, and since the time of the Harvester Judgement in 1907, have insisted on our right to arbitration. Unfortunately, the CEO and CCER are trying to take away that historic unilateral right."
Steve Bridges
Cerdon College
Merrylands



"It's great to see so many young people here. We want the CCER to respect our right to arbitrate."
Marita Wells
St Therese's Primary Catholic School
Mascot



"Catholic employers can talk the talk but can't walk the walk. They've proved themselves all piss and wind."
John Quessy
IEU Secretary



"We are expected to be compliant, not to speak out about the injustices that occur in work places - classes of 34 - how is that fair on any teacher and their students? I am very sorry to report it is many, many teachers in the Sydney Archdiocese. And why is it wrong for us, this collective to speak out and say it should not be happening?"
Bernadette Baker
St Mary's Cathedral College
Sydney





“I’m always telling the kids to stand up and do what’s right. We’re here to practice what we preach.”
 Pauline Quealey
 St Therese’s Primary Catholic School Mascot



“The work and responsibility of support staff continues to grow. Their wages and conditions are modest, and many experience changes in work hours from year to year.”
 Patricia Murnane
 McCarthy
 Catholic College
 Emu Plains



“The right to arbitration is not some fantasy. It exists in Victoria and Queensland for Catholic teachers. Why not ACT and NSW? “
 Chris Watt
 IEUA Federal Secretary



“There is nothing more important you can do as a union member than take industrial action.”
 Mark Morey
 Unions NSW
 Secretary

“They invited us to drinks and nibbles but we had to bring our data with us. One young teacher was told she was not committed enough because she didn’t attend.”
 Colleen Walsh
 St Michael’s
 Catholic Primary
 School Blacktown
 South



“I believe in a collective voice, being present with each other as a community to send a strong message to employers that we care about each other and the future, demonstrating our commitment to our rights and the children we teach.”
 Maryanne Griffin
 St Paul of the Cross Catholic Primary School Dulwich Hill

Stay strong. Stand up. Have a voice.



At rallies all over NSW and the ACT, members were not afraid to stand up and say what they believed.

At Tamworth, Raelene Maxworthy asked "how on earth would anything get sorted out, if two teams had to decide among themselves who was the legitimate winner? Could you imagine the chaos that would ensue?"

In Albury Simon Goss said "there are a lot of things happening at the moment. We want certainty. Catholic employers do not. We want fairness. Catholic employers do not. We want

a fair, impartial guaranteed process. Catholic employers do not.

"Hope remains. I hope that we, the employees of the Catholic systemic schools across NSW, do not sacrifice our conditions so freely. I hope Catholic employers are not easily fooled into thinking themselves as benevolent employees through their current actions. I hope the words of Pope Francis echo in their ears.

"I am not stopping work today for me. I am here for the young contracted teachers,

too scared to stop work for fear they might never receive a permanent job. I am here for the 50% of young teachers who will quit the profession in the first five years of entering their vocation.

"I am here because, if we allow our agreement to be voted in as it currently is, the agreement itself becomes a moot point. Our Work Practice Agreement, which no one has seen, will become enforceable, and the collateral of all of this will be those who are trying to teach the next generation that

the world is good, and just, and fair."

Vince Cooper reported from Aberdeen that St Joseph's Aberdeen, St Mary's Scone, St James Muswellbrook and St Catherine's Singleton members "came together to protest as a united front, sending a clear message to our CSO Maitland/Newcastle and the CCER that we won't be bullied into an EA that is not fair and just".



“I am not stopping work today for me. I am here for the 50% of young teachers who will quit the profession in the first five years of entering their vocation.”



Facebook feedback

Join the conversation
facebook.com/ieunswact

Rob: I'm a member of the IEU and I work in the Bathurst Diocese. I'm annoyed that my school didn't get the numbers to support our colleagues. We must stand together, or we face being push overs as always.

Kylie: Sending solidarity

Peter: Compulsory arbitration was brought in by the Labor Party, one of many social and economic reforms brought about by the Labor Party to improve the living standards and quality of life of working people and their families, it removed from our society that horrible blight and disgusting sight of big business starving workers into submission when wages and conditions were on the chopping block, it is one of many of the social and economic reforms the Liberal Party came into being to dismantle, the Liberal Party under Howard achieved this when introducing WorkChoices.

Lyn: So very proud of our members!!!

Vincent: Well done Upper Hunter IEU members.

Therese: It is good to see so many women. Well done girls.

Michael: With falling standards of living I don't blame them for becoming disillusioned with pay rises between 1-2% and worsening conditions.

Shelley: I dream an enterprise agreement that is agreed upon and signed by both parties by the due date.

Pamela: Without unions Australia would have third world conditions but so many who grew up benefiting from them are now voting LNP because of union membership decline because of a few rogues. Workers conditions have deteriorated so our youth have trouble getting anything like a permanent job.

Robert: All teachers deserve good conditions. We are looking after the next generation.



Messages of support

IEU branches from around the country have sent messages of solidarity to IEU NSW/ACT members as they take industrial action over a dispute with the Catholic Commission of Employment Relations, who are denying Catholic school teachers and support staff the right to arbitration.

Messages of support were also received from Federal Member for Grayndler Anthony Albanese MP (pictured above top left), Federal Member for Parramatta Julie Owens MP, State Member for Granville Julia Finn MP, State Member for Newcastle Tim Crakanthorp MP (pictured above: top right), Federal Member for Paterson Meryl Swanson MP (pictured above bottom right), State Member for Liverpool Paul Lynch MP, Federal Member for Scullin Andrew Giles MP (pictured above: bottom right), Peter Primrose MLC, Parramatta Labor Councillor Patricia Prociw and social justice law firm Maurice Blackburn Lawyers.

Messages from IEU branches

IEU Victoria Tasmania stands with our comrades in NSW. We commend your determination and strength in this protracted dispute. We deplore the stance that your Catholic employer representatives have taken again in bargaining, particularly their

opposition to ensuring that you continue to have access, as is your right, to an independent umpire. Why are they so afraid of re-committing to a protection that you have always had? The right to arbitration is a final step in a disputes process, and a natural step. It does not increase disputation, it serves to resolve disputes.

Stay strong, stay united, and you will win. Solidarity.

Deb James, General Secretary IEUA VicTas Branch

What a surprise - Catholic employers prefer to deal with disputes in-house. Is this fair? Is this just? Is this transparent? We don't think so.

The Fair Work Commission is the independent umpire established to transparently and objectively make decisions on matters in dispute.

IEUA members in Western Australia urge the Catholic Commission for Employment Relations to listen to what so many of their employees and their union are saying - the right to seek arbitration is fair and reasonable.

Angela Briant, General Secretary, IEUA WA Branch

It ain't rocket science.

You don't have any rights you can't enforce. In the interests of objectivity and closure, all industrial matters that can't be agreed by negotiation and conciliation must be able to be resolved by an independent umpire through arbitration.

This cannot rely on the agreement of one of the protagonists.

The SA Branch of the IEU supports and applauds your strong stand against the hubris and arrogance of the employers as they hold themselves out to be above the law ... to be judge, jury and executioner in matters in dispute.

Stay strong...your issue is important locally and nationally.

Glen Seidel, General Secretary IEUA SA Branch

IEU members are congratulated for their solidarity and resolve in the face of the Catholic employers' attack on fundamental worker rights. Our members in Queensland know from their 15 month campaign that Catholic employers do not listen until industrial action forces them to understand that they are wrong and need to change their position. All strength to the

members as you defend worker rights.
Terry Burke, General Secretary IEUA-QNT Branch

From Canada

On behalf of the 45,000 members of the Ontario English Catholic Teachers' Association (OECTA), I am writing to express our unreserved support for your stop work action. We have been following your dispute with the Catholic Commission on Employment Relations closely, hopeful that a satisfactory and fair resolution would be soon reached. And while we are disappointed this has not been the case, we deeply appreciate your members' tenacity and commitment in fighting for their rights. The right to arbitration is at the core of a fair collective agreement. We proudly stand in solidarity with our colleagues in Australia as they further the cause for workers' rights and unionism with this action. We will continue to monitor the situation, hopeful that a resolution will be reached presently.

Liz Stuart, President, OECTA



Acting for a purpose

When he was a youngster, Simon Goss wanted to be an actor, but his family talked him in to a 'steady career'.

"There was talk about joining the police force, becoming an accountant or teaching," Simon said.

As it has turned out, teaching was the top choice for Simon, as he's been able to blend his thespian skills with his teaching and Union activism.

The Riverina Branch President was recently elected a general member of the IEU executive, and said he was looking forward to playing a role in Union governance.

He became IEU rep at Holy Spirit Primary School Lavington in 2003, one year after he became a member of staff.

"Previously they'd been taking turns once a month being the Union rep. That wasn't really working, with the lack of continuity, so I put my hand up."

Service to a greater cause runs in the family, with Simon's father Harry having been as a state MP and Mayor of St Arnaud, their home town.

Harry was certainly a principled politician rather than a party man, as he stood for Labor, Liberal and Democrats in his time.

Simon hasn't given away his interest in the arts. He is Performing Arts Coordinator at Holy Spirit and has set

up his own company, the Other Theatre Company, to help aspiring actors and directors receive mentorship. He also does some acting, paid and amateur, on the side.

Those skills have been very useful during the current Catholic campaign, with good communication and motivation from the Union Rep vital.

"I've been trying to make sure staff understood the issues at hand without being sideswiped by misinformation from the employer," Simon said.

"Some of the younger staff are uncertain and some have a belief that the

"I don't want to bombard them but to make sure they are clear on the severity of the situation we find ourselves in."

Catholic employer would not do anything to reduce their working conditions.

"I don't want to bombard them but to make sure they are clear on the severity of the situation we find ourselves in."

Simon was a speaker at the Albury rally held during the stop work for the Catholic systemic schools campaign, and he said he was "humbled" by the response from the audience.

At his first IEU executive meeting recently Simon said he felt humbled again and "in awe" to be in the presence of union executives he had long admired from afar.

"It's a great thing to be part of a large team all working together to do things in the best interests of all employees."



Photos courtesy of Southern Cross photography, video and digital imaging students

College offers best of both worlds

Southern Cross Catholic Vocational College in Burwood is a unique cross between a school and a TAFE college. The college was founded in 2010 on the site of the former Christian Brothers College Burwood, which catered for boys from Years 7-10.

In 2010 the Rudd government was offering funding for schools to set up trade training centres.

Schools in the Sydney diocese had the ground breaking idea of applying for funding en masse. The successful bid resulted in an \$11 million federal grant to set up a unique trade centre catering for senior students seeking an applied learning pathway.

The Sydney CEO had done research which showed it was losing a lot of students to TAFE colleges at the end of Year 10. Southern Cross takes students from the catchment post Year 10. It also provides external studies for students from other colleges that come in once a week. All up about 500 students attend the college.

Principal Patrick O'Reilly said the initial \$11 million grant, backed with money from the Sydney CEO, enabled the college to be set up to offer its vast range of courses, including automotive, hairdressing, construction, retail services, fitness, IDT, business, music industry, entertainment, hospitality, health and many more.

Charles Sturt University partnered with the college in its early years and advised how to deliver vocational education.

The college includes an impressive theatre, which is also used by Sydney Catholic Schools Performing Arts and a restaurant. The students serve meals to real clients. The hair and beauty students also service real clients.

The college does offer the HSC, and has a real emphasis on preparing students for the workforce, although it does have an arrangement with Notre Dame University, to allow its Certificate III Business and IDT students to go on to the Bachelor of Business without an ATAR.

Catholic and English Studies are taught, but always with an emphasis on the practical.

For instance, in Religious Studies students might learn about varied religions, and talk about the different types of people they might encounter in the workplace.

“The most eclectic group of people I have ever worked with in a school setting.”

Retail Services Learning Facilitator Maria Tripolone said students “get the best of both worlds” with access to staff from an industry background that can provide real world advice and experience and connect them to the workforce.

At the same time, the college provides a wellbeing program and mentoring more like a traditional Catholic college. Tuesday is the only day all students are on campus,

and they participate in clusters and join a mentor group.

“Mentors provide the home connection and maintain a relationship with the students throughout their time at the college,” Maria said.

“We try to provide them with mentoring that relates to their chosen field,” she said.

“We still have cultural and sporting activities like carnivals that would take place in a school.”

Patrick said the staff at the college was “easily the most eclectic group of people I have ever worked with in a school setting”.

As many staff are not from a traditional teaching background, Patrick said he decided early on to drop the title ‘teacher’ in favour of learning facilitator.

He said there is no differentiation between formally trained, NESA accredited teachers and industry staff.

Part of the advice from Charles Sturt University was to set up professional learning teams comprising people from a variety of backgrounds who could provide peer observation and offer professional support to each other.

“There’s no caste system here,” Maria said.

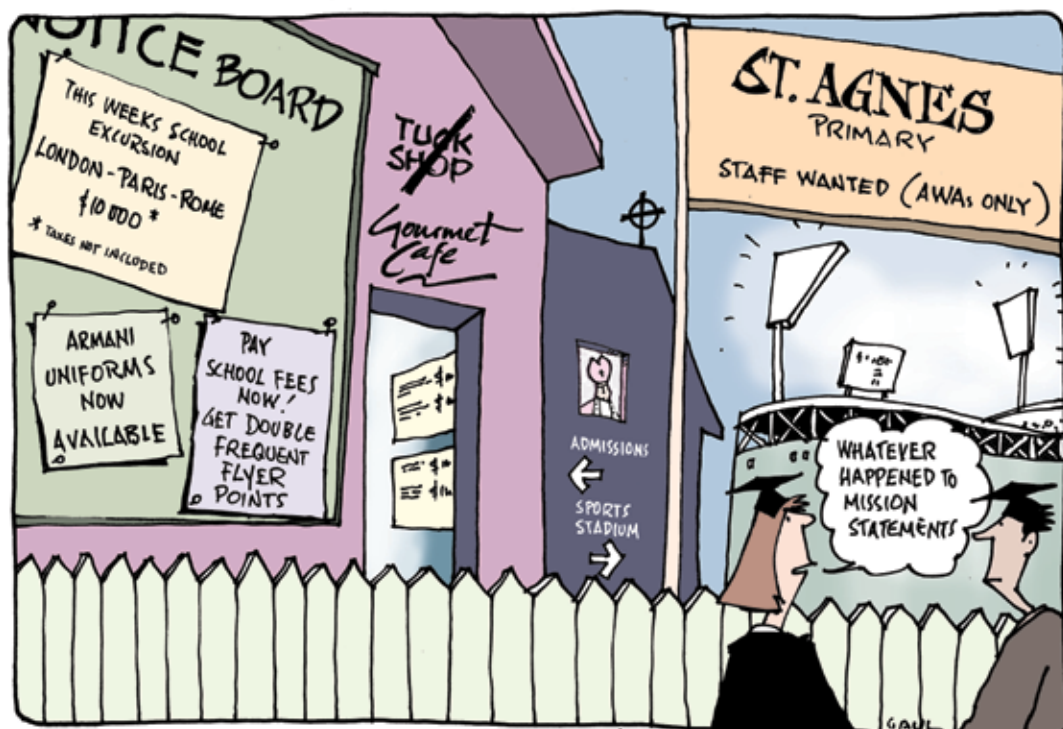
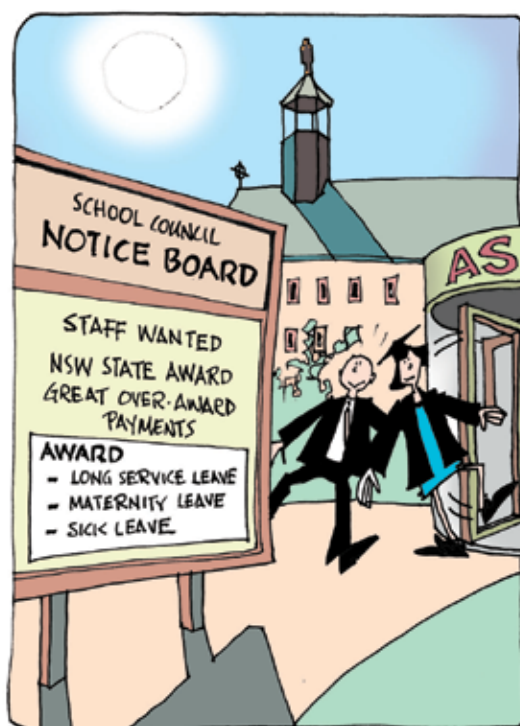
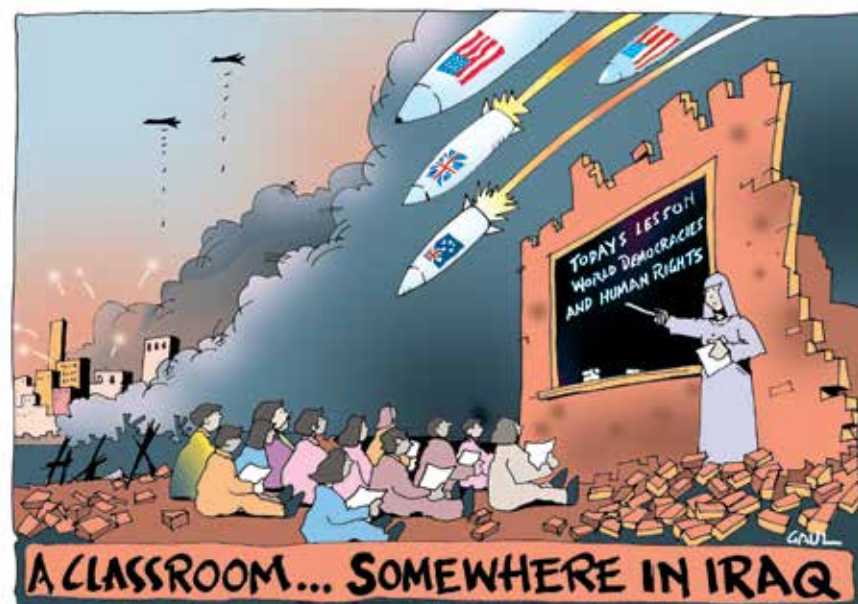
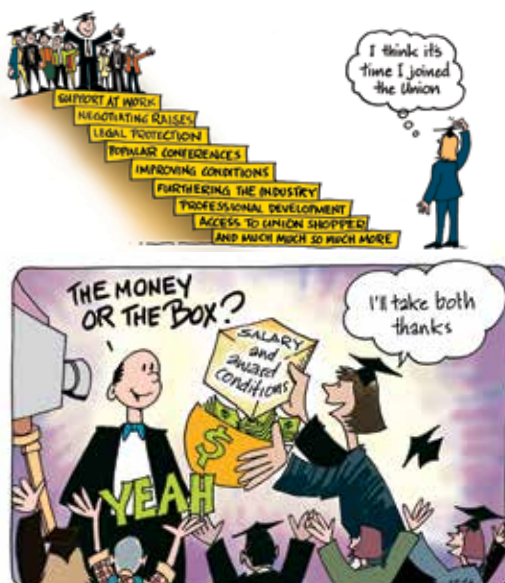
The unique style of delivery seems to be working as the college has been recognised as a centre of excellence through the Australian Training Awards, winning the School Pathways to VET award in 2013 and 2015, the only school in Australia to have won this award twice.

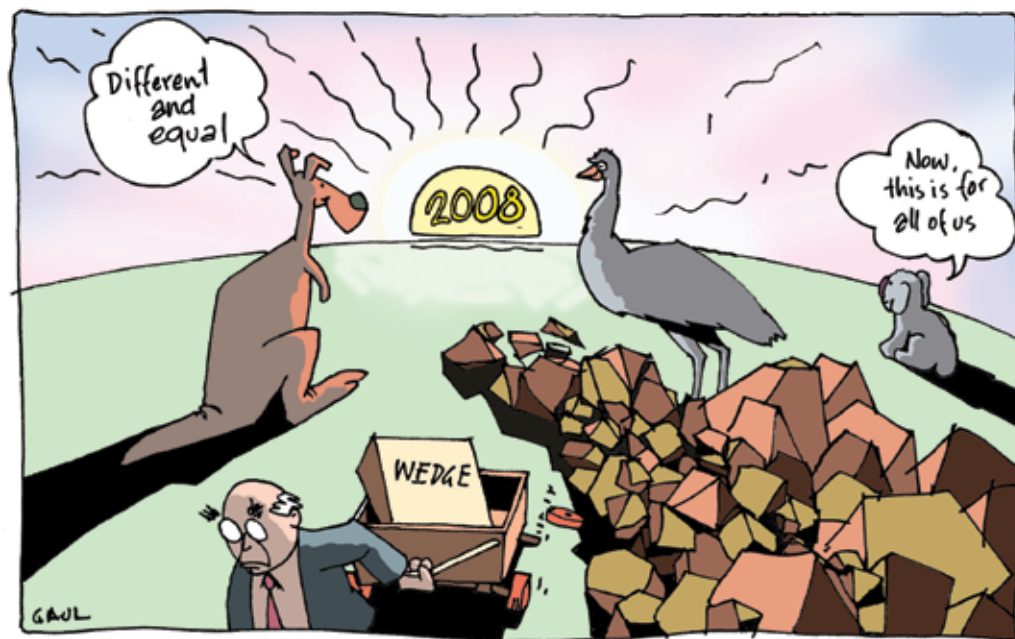
Sue Osborne Journalist

GREG GAUL RETROSPECTIVE



At the IEU AGM, Cartoonist Greg Gaul (centre) with Gloria Taylor (left) and Liam Griffiths (right)





The IEU took the opportunity to pay tribute to its loyal supporter cartoonist and illustrator Greg Gaul at this year's AGM, displaying a retrospective of his work.

IEU Officer Peter Bishop said Greg's work often "cut through the verbiage" with a strong direct message.

Greg has been drawing for the IEU for around 30 years, and the NSW Teachers Federation for 40 years. His clients are mostly unions or social justice organisations.

Greg started his career doing engineering drawings, but it wasn't long before he moved into cartooning.

As well as unions, he works for the Welfare Rights Centre, the Tenants' Union of NSW and the Immigration Advice and Rights Centre. He does some engineering drawings for Blue Mountains Council.

"I've always believed strongly in unions," Greg said.

"I see cartoons as the hook, the bookmark that draws the eye and

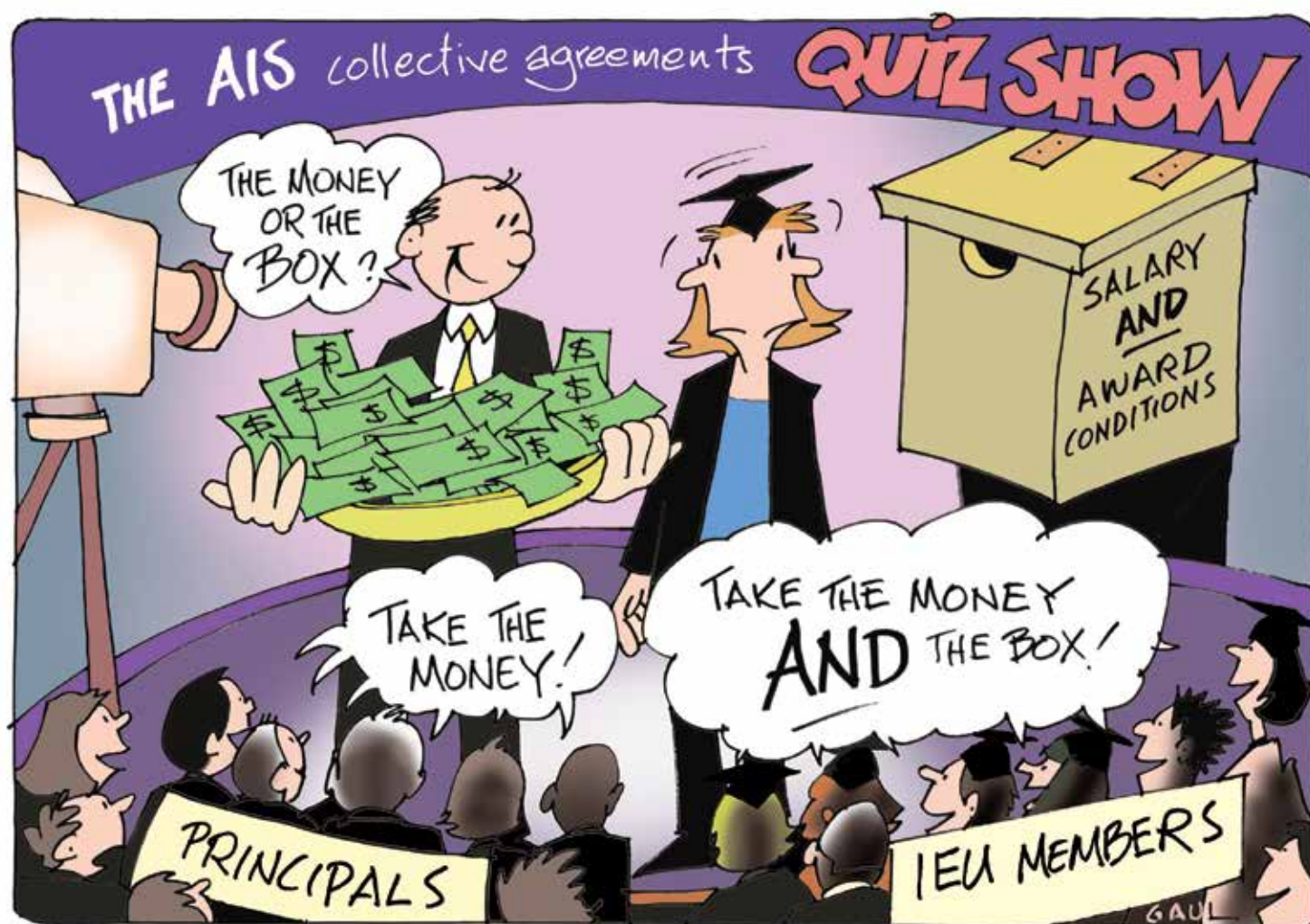
the journalist or the activist does the real work," Greg said.

He's also illustrated educational books for McGrath Hill and children's books for Bay Books and Blake Education. Greg lives in the Blue Mountains.

He has a bachelor's degree from the University of New England in Archaeology, specialising in Indigenous archaeology in the Blue Mountains (Gundungurra and Darug people).

Greg's wife Carol worked as a casual public school teacher for about 40 years and stood for election at Blue Mountains Council as an Independent and a Green. They met when they were travelling in Canada, living in Carol's native England for three years before settling in Australia.

Greg and Carol have three children, a geologist, a cook and teacher.





Go your own way

A caring and non confrontational man, Jeremy Arthur was initially apprehensive when “tapped on the shoulder” to take up the IEU rep’s role at William Clarke College, Kellyville.

“I had the feeling a union rep was somebody really tough and staunch and all about fighting,” Jeremy said.

“But I spent some time speaking to other staff members and the school chaplain, and discovered the union rep could be a caring, loving member of staff who supports others.”

The PDHPE teacher was particularly swayed by the advice of his chaplain, who encouraged him to become rep, and his father, a former rep for HESTA at Westmead Hospital.

Jeremy has been rep at William Clarke College for about 18 months, and said he will keep the role for as long as he’s wanted.

He’s been at the college about eight years, having worked part time initially before landing a full time permanent role.

He came to the school after two years teaching in London and some casual work at Rouse Hill Anglican College.

He’s experienced some of the difficulties young teachers face finding a permanent role.

When his head of faculty decided to step down as IEU rep, Jeremy was his first pick.

“I’m a laid back, gentle person. I try to find common ground and listen to both sides of the story.

“I see being rep as a wellbeing role. If a staff member is unhappy then I try and find out what the issue is and nut it out, so they can be comfortable and happy at work.”

“I’m a Christian, and it fits well with my sense of love, kindness and understanding.

“The support of my Union organisers has been great, and the advice they have given me is ‘don’t try and change, find your own way of doing things’.

“I appreciate that the organisers have always been honest with me.”

With three girls of his own aged under four, Jeremy hasn’t been able to make it to any rep’s training days or other Union events or training, but he’s happy with the support he receives.

“I see being rep as a wellbeing role. If a

staff member is unhappy then I try and find out what the issue is and nut it out, so they can be comfortable and happy at work.

“The staff have been appreciative of what I do. I’m not sure if they would want me to be stronger, but as advised, I try and do things my way, and find a resolution that keeps both sides happy.”

Jeremy’s tips to anyone contemplating a rep’s role: listen carefully with an open mind, and read up on agreements.

“If you go into a meeting with the knowledge, it really helps you have a position,” he said.

The mediation skills he is developing as a rep will help him in all walks of life, Jeremy said.

Union wins back pay for support staff



IEU Rep Sharon Geyer has left a lasting legacy at Northside Montessori School, Pymble. Sharon worked at the school for about three years as a teaching assistant, helping in the classroom with student learning and students with a disability.

She was the IEU rep for teachers and support staff during her final year at the school in 2016.

Teaching assistants at the school were expected to attend end of year productions and graduation ceremonies in the evening without pay.

“We always knew it was wrong but didn’t have the courage to act on it,” Sharon said.

“But then I realised that if we took any time off, even an hour, it was docked from our pay,” she said.

She organised a chapter meeting for the school, which had to be held offsite.

“Speaking to our Union organiser, I realised we had rights. Being part of the Union made it so much easier for us to know what to do and how to do it.”

Sharon collected information from all the teaching

“It’s a low amount of money to pay the Union for the amount of support you get in return.”

assistants on what unpaid hours they had worked at the end of year events and the Union compiled a letter on their behalf and sent it to school management.

“It was a very long time before we got a response, and they said we would be paid in the next pay cycle. It ended up being four or five pays before we got the money.”

The five teaching assistants received more than \$2000 collectively in back pay for all the unpaid events they had attended between 2011-2016.

“Joining the Union was the best thing I ever did,” Sharon said.

“It has bought massive changes to the school.”

Although Sharon has since resigned and is now studying to be a teacher, she said the school’s IEU members now know they have the right to have a Union representative accompany them in meetings with management.

“It’s a low amount of money to pay the Union for the amount of support you get in return,” she said.



#ChangeTheRules



The rules that made Australia fair are broken. They are crumbling under the weight of bad government policies that hurt Australian workers and benefit the rich and powerful.

In 2017, the top 1% own more wealth than the bottom 70% of Australians combined.

And it's not just growing income inequality. Our conditions at work are being dismantled. Our right to job security, industrial action, arbitration and fair enterprise bargaining are being stripped away.

Some rules have never been fair: the gender pay gap, exploitation of foreign workers and government employment programs that discriminate against Indigenous Australians.

This inequality isn't just the result of a few rogue employers and corporations; systemic abuses of power and workers are becoming the norm.

But governments and corporations are spinning a different story:

- that the casualisation of the workforce offers 'more opportunity', not more uncertainty
- that double digit youth unemployment is due to a lazy and entitled generation, not insecure work, and
- that tax cuts for big business and 'trickle down economics' lead to more equality, not less.

It sounds true. It just isn't.

And the truth is no different for teachers and support staff.

Fifty per cent of teachers leave before their first five years. Unnecessary workloads and lack of autonomy are burning out the best teaching minds. Along with standardised testing, this is the result of interference by big corporations

like Pearson, which enjoy government complicity and support.

This year Catholic employers have fought tooth and nail to deny their staff the right to arbitration, and early childhood teachers, predominately women, continue the struggle for pay equity with male professionals in similar jobs.

This is why we need to join in ACTU's campaign to Change the Rules. We need to expose the overwhelming evidence of widening inequality. We need to tell our stories.

It's no secret that union membership is declining in most sectors. But unions are our best check and balance to these growing powers. The link between wage growth and union membership levels is undeniable. With more support unions can swing the pendulum the other way, giving back our rights at work.

Things you can do

Volunteer for the Change the Rules campaign using the website address below.

Attend Change the Rules rallies – check the Australian Unions Facebook page for dates and times.

Share your story of inequality and broken rules at australianunions.org.au/yourstories

Ask your workmates, friends and family to join their union.

Find out more and sign up for the campaign at: https://www.australianunions.org.au/change_the_rules

A large advertisement for the 2019 Teacher Exchange program. It features a red banner at the top with the text 'APPLY NOW FOR 2019 TEACHER EXCHANGE' in white. Below the banner, on the left, is a photograph of a commercial airplane flying through a cloudy sky. On the right is a photograph of a stack of five suitcases in various colors (brown, blue, dark brown, and red). At the bottom left, there is a red box with the website 'www.ieu.asn.au' in white, and a grey box with the text 'For more information' in white.

APPLY NOW FOR 2019 TEACHER EXCHANGE

www.ieu.asn.au
For more information

Labour bites



No settlement for court staff

The Federal Court could see delays because of ongoing strike action by staff.

Community and Public Sector Union (CPSU) Deputy National President Rupert Evans says court staff had gone four years without a pay increase and faced cuts to workplace rights and conditions under EBA proposals. "CPSU members in courts feel they have no other option but protected industrial action," he said.

During strikes at the start of November, court registries in Darwin, Adelaide and Melbourne were closed as workers walked off the job.

Ongoing industrial action has returned to the Federal Court this week as staff walk off the job for the third time.

The CPSU has warned the Federal Court, Family Court, Federal Circuit Courts and the National Native Title Tribunal could see staff shortages until Friday as staff ramp up strike action.

"Courts management refuses to hear workers' concerns about the cuts, they've been through mergers, job losses and more changes are planned. Staff have been put through the wringer and enough is enough."

The union restated calls for Attorney-General George Brandis to step in, however, a spokesman for Senator Brandis said the federal courts were responsible for their own operation and management, including enterprise bargaining matters. (Source: Fairfax Media)



Undies protester wins job back

Following a concerted union campaign led by the CFMEU, the Wollongong miner at the centre of the 'undie' protest, Dave McLachlan, has been reinstated by the Fair Work Commission this afternoon.

The Commission found Dave's unfair dismissal by Illawarra Coal's South32 to be "harsh, unjust and unreasonable".

Workers at the Appin Colliery participated in a 10 minute protest by stripping to their undies last May over South32's refusal to provide replacement work clothes and a laundry service for miners at the Appin Colliery – a condition of their enterprise agreement.

Dave's dismissal by South32 for his quirky protest became a symbol around the country for workers fighting the erosion of their rights and conditions by big corporations.

The Fair Work Commissioner found the undies protest did not constitute unlawful industrial action and found Dave to be a person of good character and an "honest and decent person". The Commissioner ordered Dave reinstated with full continuity of employment and the amount of backpay owing to be agreed by the parties. (Source: CFMEU)



Another bizarre job for teachers.

Florida Christian School is selling bulletproof panels that go inside students backpacks. George Gulla, dean of students and head of school security at Florida Christian School, said the bulletproof panels would add "another level of protection" to students of the pre-K through grade 12 school "in the event of an active shooter."

"The teachers are trained to instruct the students to use their backpacks as a shield to protect themselves," said Gulla.

The cost of the panels is \$120 and are part of a new industry dedicated to the manufacture of bulletproof products which includes whiteboards notebooks, computer briefcases, barrier blankets, furniture, and even underwear. (Source: CNN)



Uber drivers are not self employed

In the UK the ride hailing firm Uber has lost its appeal against a ruling that its drivers should be classed as workers with minimum wage rights, in a case that could have major ramifications for labour rights in the growing gig economy.

The US company, which claims that drivers are self employed, said it would launch a further appeal against the Employment Appeal Tribunal decision, meaning the case could end up in the supreme court next year.

Drivers James Farrar and Yaseen Aslam won an employment tribunal case last year after arguing they should be classified as workers, citing Uber's control over their working conditions. Uber challenged the ruling at the tribunal in central London, warning that it could deprive riders of the "personal flexibility they value". It claims that the majority of its drivers prefer their existing employment status.

The Independent Workers' Union of Great Britain (IWGB), which backed the appeal, said drivers will still be able to enjoy the freedoms of self employment – such as flexibility in choosing shifts – even if they have worker status.

The Labor MP Jack Dromey commented that "No British worker should be denied basic employment rights which we have worked so hard to secure."

"Uber is a 21st century company behaving like a 19th century mill owner, when workers had no rights. It is now up to Uber to change its employment practices and grant its drivers the rights they deserve and are entitled to in law." (Source: The Guardian)

Compiled by

John Quessy
Secretary



Working towards the Sustainable Development Goals for 2030

The Council of Pacific Education (COPE) held a special workshop this year in Nadi, Fiji to address and report on the United Nations' Sustainable Development Goals (SDGs). Born out of the Millennium Development Goals, which expired in 2015, the three day conference focused on the goals of quality education (SDG4), gender equity (SDG5), and decent work and income (SDG8).

The conference was attended by delegates Lubna Haddad (NSW/ACT) and Simon Schmidt (VIC/TAS) who represented the IEUA along with Christine Cooper (Federal Assistant Secretary), who joined 38 delegates from the Pacific Islands and New Zealand.

Speakers came from the International Labour Organisation, UNESCO and Pacific Island Forum Secretariat. Delegates outlined the progress and challenges faced by islands of the Pacific, Australia and New Zealand in implementing and achieving educational outcomes, decent work, and the empowerment of women facing employment challenges, educational barriers and domestic violence.

Since 2015, the SDGs remain partly achieved, and this year's COPE workshop tasked education unions and teacher organisations with rejuvenating national and regional conversations to implement and meet the SDGs.

The education goal (SDG4), is broken down into 10 targets for 2030 (and in some cases earlier):

- universal completion of quality primary and secondary education
- universal access to early childhood education
- universal access to affordable technical, vocational and tertiary education
- empowerment of youth and adults with skills relevant to decent employment
- elimination of gender disparities, and equal access to education for all, including indigenous people, vulnerable groups and people with disabilities

- universal literacy and numeracy amongst youth, and improved rates amongst adults
- education for sustainability, and the teaching of sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity
- safe, nonviolent, inclusive and effective education facilities and learning environments
- quality scholarships for developing countries, and
- Increasing the supply of properly qualified teachers in developing countries.

The sessions were thought provoking, especially the individual country reports. Australia achieved many of the education goals but the watered down funding under Gonski 2.0, and the neoliberal approach to education, has damaged the equality of access to education. The education of Indigenous, migrant and students with a disability is of concern.

Throughout the workshops, the IEUA delegates worked closely with others and played a key role in facilitating sessions, assisting by applying SWOT analysis of progress, and guiding discussions to create effective and measurable action plans for implementation by individual countries. A follow up agenda for the IEUA was finalised, with a particular focus for quality education by 2030.

In coming months IEUA will plan its strategy for engaging with and advancing the SDG agenda and co-ordinating its approach with the AEU and NTEU, as fellow affiliates of Education International.

In the meantime, we want you, teachers and schools who are going to, or have been implementing or adapting the SDGs in your curriculum and classrooms, to share your success story, by emailing Organiser Lubna Haddad lubna@ieu.asn.au

Exchange teachers depart packed with memories

Farewell to our visiting exchange teachers. We hope that your experience has been a rewarding one and that you take home many memories from your exchange experience so that others may benefit from your time here.

Get involved in your local exchange leagues. Those who attended exchange weekends, dinners and walks organised by the NSW Exchange Teachers League would realise how hard the regional reps and the central committee work for the good of the exchange program.

Farewell to our outgoing exchange teachers. You are off to some exciting (yet cold) destinations: Alberta, Ontario, British Columbia, Nova Scotia, England and Scotland. You and your families will have a wonderful year. You will continue to receive the Union's publications while on exchange to keep abreast with all the news.

We are still accepting applications for 2018 – for all provinces in Canada, the UK and Colorado in the USA, and international schools in Europe (are you under 30 years of age or do you have an EU passport?)

For those of you who missed out on a match for next year, you will be our priority for the next round of matching, so please think seriously about reactivating your applications. Most who miss out the first time do not miss out the second time!

So if you want to experience one or two winter festive seasons (you may also apply for a mid year exchange) download an application from the IEU website (www.ieu.asn.au and click on teacher exchange); You could also call Helen Gregory on 8202 8900 or 1800 467 943 or email a brief profile to helen@ieu.asn.au

Best wishes for a good holiday

Chris Wilkinson
President



It is hard to believe that 2017 is almost over. It is such a busy time for everyone as we tackle the ever growing amount of work that needs to be completed by the end of the term.

I must personally thank all members in Catholic systemic schools who supported the stop work rallies held throughout NSW/ACT.

It was encouraging to see the number of enthusiastic members wearing t-shirts, badges, waving flags and paddles and letting diocesan directors know that enough is enough and an end to this dispute must happen soon.

Good luck to the schools who are in the second round of voting. We need to send a clear message to all concerned.

Thanks also goes to reps in the schools who have supported the IEU by holding chapter meetings, explaining the process and encouraging members to vote. Your help, assistance and dedication is

much appreciated and a job well done.

To all members who are retiring at the end of the year, best wishes and I do hope that you enjoy your time doing all the things that you have been looking forward to.

To our exchange teachers who are heading off overseas, have a great time, enjoy the experience, see as much of the country as you can and remember to keep in touch.

To all who are changing schools or taking on new roles or promotions – positions good luck and best wishes, I am sure you will continue to do good work.

To the rest of us who are continuing on, all the best and keep up the good work.

I wish you all a very happy and holy Christmas and a safe and enjoyable holiday so that you return in 2018 refreshed, enthusiastic and ready for the challenges that the new year brings.

Stay safe and thank you for your support and encouragement throughout the year and I look forward to working with you again in the new year.

Indigenous language Gamilaraay saved through dance and music

There are dire predictions for the future of Indigenous languages in Australia, with estimates from UNESCO suggesting they could be completely wiped out by 2050.

Qualified teachers of these languages are hard to find, but artists believe the languages can be kept alive through the use of songs, dances and children's games.

Buddy Hippi proudly sings the songs of his people, the Gomeroi of northern NSW and southern Queensland in a bid to save them.

He believes song and dance are the most powerful Indigenous education tools.

"I didn't really have much knowledge, so to speak, back when I was growing up in Tamworth. But I could always feel that I was connected to our country and our people," he said.

"Growing up, [the language] wasn't there for me so I know how important it is.

UNESCO's language atlas categorises the vast majority of Indigenous languages as 'vulnerable' or 'critically endangered'.

Buddy Hippi felt compelled to do something about it.

Over the past few years he has been on a journey of rediscovery.

He has learned to speak the language of the Gomeroi people, Gamilaraay. He also became a traditional dance teacher.

"So basically providing [what] I like to call an edu-cultural healing practice," he said.

"It's about educating ourselves through our culture and using that as a foundation to pass on our song stories and law. In particular to the young 'gyanjuuls', which are the children."

After school, Cherise Hinch and Laporsha Dennison paint their faces and armed with music clapsticks are learning the dhinawan, or emu dance.

"It's good to come back now to our community here in Boggabilla and Toomelah and pass that on to our kids," Mr Hippi said.

"We struggled to get kids to dance with us at the start, but to see now 15-30 kids painted up and being proud of who they are is a big difference, and it is working."

Teaching Gamilaraay through song

Mr Hippi is not the only one trying to preserve the Indigenous languages of the region.

Artist Simon Mellor is working with Indigenous elders in Armidale and Moree to also learn the local tongue Gamilaraay.

Mr Mellor's latest project took him to Boggabilla, a small community near the Queensland border.

"I tend to focus on stuff they know so I wrote this song called 'riding the bus to school' which is significant part of their day. And we learn a lot of animal names," he said.

Suitably qualified Indigenous language teachers are hard to find and state governments is struggling to meet demand.

In October this year, the NSW

Government enacted the Aboriginal Languages Bill to help promote and preserve languages.

"I'm not a language teacher, what I can do is spark that interest in those children to learn their language," he said.

Mr Mellor works with his partner Irene

Lemon in Armidale where they have access to the smart region incubator – a NSW Department of Industry funded hub for businesses to meet with people who can help roll out their language program.

Mr Mellor has recorded songs with Indigenous children, singing mixed English and Gamilaraay songs which they are selling online.

Some of the proceeds will go towards expanding language programs to regional preschools.

"Just to spark that interest, because these kids are absorbing information and it's a great time to plant that seed of interest," he said.

This story first appeared on ABC news online: <http://www.abc.net.au/news/2017-11-10/artists-work-to-save-indigenous-language-through-music/9133118>

We'd love to hear from our Aboriginal Education Workers and teachers about what you are doing to promote Aboriginal languages and culture in your classroom. Contact newsmonth@ieu.asn.au



Early childhood equal remuneration – help needed

The IEU is currently running a case in the Fair Work Commission for equal pay for early childhood teachers and directors with primary teachers and other professionals.

As part of this case, we are asking all early childhood members to complete a short survey of 13 easy questions, such as whether you are covered by an enterprise agreement and your employment status.

It is a very short survey – any information that you provide will be treated confidentially. Any data produced from the survey will not identify you or any other participant in the survey.

Please use this link to complete this short survey: <https://www.surveymonkey.com/r/eroremun>

Researching your future wellbeing

Pam Smith
Principals Organiser



The Term 4 IEU Principals Sub Branch met at the Union's Parramatta office on 4 November, with input from Teachers Health on principals' workloads and wellbeing.

IEU Deputy Secretary Gloria Taylor also addressed the meeting on the current industrial situation regarding the enterprise agreement (EA) negotiations for Catholic systemic teachers and support staff.

Rachel Hurst from Teachers Health reported on the ongoing research being undertaken by Professor Phil Riley from ACU and thanked principals for their participation in the annual wellbeing surveys.

At this stage, around 5000 of Australia's 10,000 principals across sectors are engaging with the principals' health and wellbeing research.

From both an industrial and professional perspective, data from the research helps to inform the IEU's negotiations with employers, including information for future EAs for principals. Further information and access to previous reports are available at www.principalhealth.org/au/reports.php

In her address, Gloria thanked principals for their support during the current systemic EA dispute and highlighted the vital importance of access to arbitration without veto, including for principals.

While the wording of the arbitration clause has not changed, its interpretation by Catholic employers altered earlier this year, despite a clear written statement from the Catholic Commission for Employment Relations (CCER) director to the IEU during the transition to the federal industrial relations system in 2010 that "the employers have agreed that disputes about the content of an agreement and or work practices agreement may be arbitrated by Fair Work Australia".

Gloria referred to the success of the recent rallies and that re-ballots would be offered to members in some schools which faced technical difficulties in their original ballot process. The IEU would also urge a strong 'no' vote for any agreement which was not endorsed by the Union.

Principals Sub Branch meeting dates for 2018 are proposed for 10 February, 5 May, 4 August and 3 November.

The meeting closed with appreciation to Louise O'Sullivan from the Armidale Diocese for her contribution over many years to the Principals Sub Branch and as a delegate to IEU Council. (Louise is moving to a CSO role).

Sub Branch President Sidonie Coffey thanked all those present for their engagement and advocacy on behalf of principals and extended best wishes for the remainder of Term 4 and for the Christmas/January school vacation period.

Mediation is our middle name

Carolyn Collins
Vice President Support Staff



The Catholic Commission for Employment Relations (CCER) website states it is committed to creating workplaces of innovation and excellence, imbued with dignity and justice. Not so if they deny us the justice of arbitration.

I'm not going to rant and rave about the lack of justice and total contempt from the CCER for support staff. The proof is in our low pay and lack of access to a fair incremental step structure.

The barriers they put in front of us, when we try to access higher levels, are outrageous. Support staff are never treated fairly by the CCER. For instance, they flatly refuse to allow us parity with teachers with our long service leave. You would think same industry, same conditions! Not so, not in their eyes!

They have total disregard for our access to a fair and equitable arbitration process for both support staff and teaching staff. CCER says the IEU is seeking to modify this clause, so that arbitration will be sought without consent and without first trying to work things out at a local level. Lies! Blatant misleading lies! We have and will always mediate to conciliation, but want the option of arbitration when this falls down.

Why do we need arbitration? It is the quickest, fairest and most cost effective way to resolve conflicts – we need an umpire. Catholic schools and staff pride ourselves on justice and fairness. Mediation is our middle name. We use it every day. It is part of our job is to act fairly and justly for our students, yet we are not afforded the same from the CCER. Why can't we have an independent umpire? We need access to fair arbitration; not every dispute is or can be settled with mediation. When in dispute we need an independent umpire to make decisions that are binding.

CCER has endeavoured since 2010, to remove our right to arbitration. Since then they have been fairly consistent with their wish to remove it from our enterprise agreement. We can't let them do this. In 2017 the Fair Work Commission asked for a tightening up of this clause. This is all we are trying to do. We want to make it clear and fair. We need an umpire – we need the right to arbitration.

The employers dangle a measly 2.5% increase in front of us. This should have been in our pay packets from 1 January this year. It's pathetic. They're treating us

as idiots. They promise it will be in before Christmas if a 'yes' vote goes through. This is impossible. It can't possibly get through the Fair Work Commission by then. Again – lies. Blatant lies! It is not about the money. We want access to arbitration.

Let's look at other Catholic sectors. Catholic schools in Queensland and Victoria have access, as do nurses in NSW Catholic hospitals and most government sector employees.

I'm pretty sure our counterparts in the state system have it. So, why not us?

Staff are frightened for their future. We will lose good teachers and staff if the protection of a fair umpire is gone. Why would we stay in an industry where there is no guaranteed protection of our rights?

We want access to fair arbitration. If we lose it now, it's gone forever. This is not just for us, but also for future staff. We have a responsibility to fight this until a fair resolution is gained. The fair resolution is the right to arbitration.

Alone we can do so little. Together we can do so much. Make solidarity our middle name.

For a worker to refuse to belong to a union is to not exercise a democratic freedom, it is to accept the benefits that others have worked for, without contributing to the cost. Democracy flourishes only when freedom is fought for.

A big thank you to support staff who saw the need to fight for justice and take part in stop work days and stop work rallies throughout the state. You are the backbone of the Union. I applaud you.

Don't forget...

Time is marching by to have your Working With Children Check.

This check is a requirement for anyone working in child related industry. Those currently employed in secondary schools need this check done by 2017 and primary schools by 2018. The following YouTube site gives explicit instructions on how to go about getting your Working With Children's Check. <https://www.youtube.com/watch?v=HmfvQWrqMZk>

The following website is for the application and must be done first <https://www.ccheck.cyp.nsw.gov.au/Applicants/Application>

Once filled in and submitted, you will be given an application number. When you have this, you need to go to a NSW Motor Registry Office with your application number, proof of identity and \$80.



The IEU continues to honour its loyal and long serving members in workplaces all over NSW and the ACT with 30 year badges.

Frances McHugh from McAuley Catholic College Grafton - 30 year IEU membership.



Labor citation

The following citations have been awarded to IEU Assistant Secretary Pam Smith and IEU NESA Consultant Denise McHugh.

Denise McHugh

Denise has been a dedicated member of the Labor Party in the New England region for over a decade.

Denise ran a strong campaign as a Labor candidate in the 2007 state election for the seat of Tamworth.

Denise is a considered and consistent contributor to Tamworth

branch meetings and has provided an intelligent and thoughtful voice in policy development.

She has held the position of president, SEC and FEC delegate, and state conference delegate.

Denise has helped on every election campaign since becoming a member, often campaigning under very difficult circumstances in tiger country.

As a former school teacher, she is an active long term member of the Independent Education Union and sits on the Union's executive.

Pam Smith

Nominated by the Hills Branch Supported by Peter Primrose MLC

Pam Smith joined the Party in 1976 as a student at the University of New England.

Pam has held a number of positions in the Goondiwindi, Narrabri, Guildford and the Hills Branch, of which she is currently President.

Pam is also secretary of Mitchell FEC, Vice President of Seven Hills SEC and a delegate to Parramatta LGC.

In 1984 Pam stood as the candidate for the electorate of Gwydir, and was a

councillor for Parramatta City Council from 1991-1995.

A committed unionist, Pam is an Assistant Secretary at the Independent Education Union at Parramatta. Pam is also a member of the NSW Labor Education Policy Committee.

What are they afraid of?

Bernadette Baker

Vice President Catholic Systemic Schools



I have been an employee of the Catholic sector for my whole teaching career. Thirty plus years serving the mission of the Catholic Church in my role as a primary teacher, and all that entails.

Mostly it has been fulfilling and satisfying. Sometimes it has been extraordinarily hard and soul destroying. As an employee of the Catholic system, you have a similar philosophy of teaching and working for the Catholic Church in a teaching /support role.

We know that education is a complex and messy business – children, their parents, societal and cultural forces. It would not work without us, the teachers who work with all those stresses.

We are the ones on the ground, at the chalk face. We are the 'face of the Church' on a daily basis – in partnership with the Church, but when it comes to our working conditions and rights and professional judgment, suddenly we are persona non grata.

We have nothing to contribute to our employment conditions and work life. We are encouraged and expected

to be vocal and contribute to social justice, but not in the arena of our own employment conditions.

We are expected to be compliant, not to speak out about the injustices that occur in workplaces – classes of 34. How is that fair on any teacher and their students? I am very sorry to report it affects many, many teachers in the Sydney Archdiocese.

Why is it wrong for us, this collective, to speak out and say it should not be happening? And in the communications to parents, did you notice that there was no explanation of the issues at the heart of our dispute and their side of the argument?

If historically we could trust our employer, we wouldn't need a workplace agreement; all would be rosy, fair, just and trusting. But unfortunately, we live in the real world and we know their track record.

The pay rise is not the real sticking point in this dispute, we have gone without all year. We have stuck to our principles of social and workplace justice.

We believe in a reasonable expectation of dispute resolution (like our colleagues in Victoria and Queensland), classes that are not over crowded, RFF, and mysteriously are prepared to discuss them in a reasonable professional matter with our employer. It is evident that there is a

discord of philosophy and practice on their side.

It begs the question 'What are they afraid of?'

Regarding being in the courts for rogue employees (non members)? They already spend enormous amounts of money on legal representation in cases that they do not have a good track record of winning.

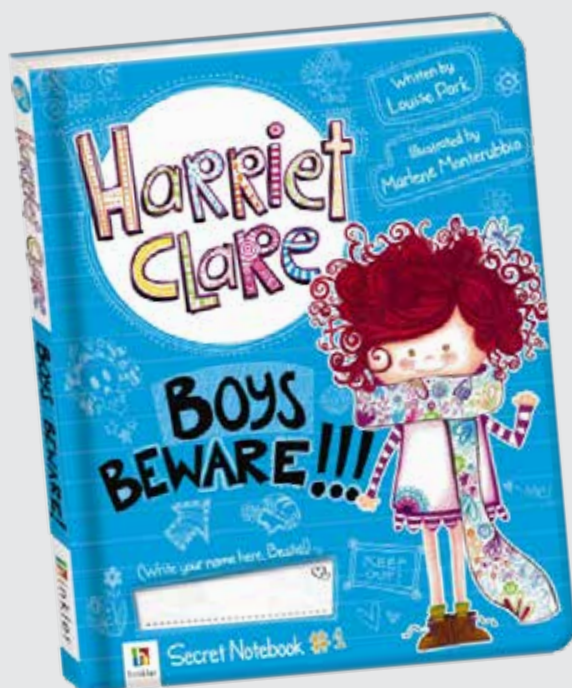
Afraid that a teacher may do a better job with less than 34 students?

That RFF may be abused and a coffee will take precedence over classroom tasks?

The message we want to send to our employers is, 'yes we are dedicated, yes we care about our profession, yes we care about our colleagues'.

We care enough to protest at the pettiness and failure to genuinely negotiate. We care enough to be dedicated to ensure that your employees are well serviced and supported in their industrial agreement. We care enough to ask 'What are you afraid of?'

Giveaways



Harriet Clare – Boys Beware

Author: Louise Park

Illustrator: Marlene Monter Rubio

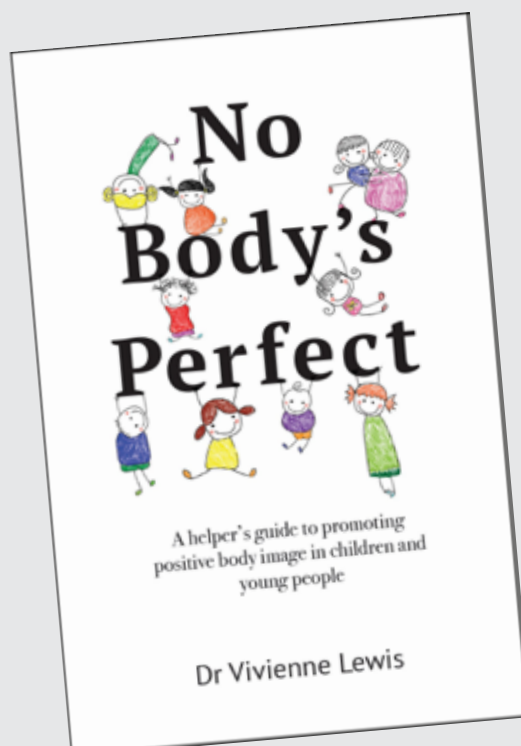
Publisher: Hinkler Books

Three copies to give away

The Harriet Clare series is unique in newly independent children's fiction. You, the reader become Harriet's new bestie. Harriet will ask you for advice, to draw a picture of your own BFF, or even to design a cool skateboard!

A visual feast of fun, the Harriet Clare books draw in even the most reluctant of readers with charming illustrations, illustrated text and sketching activities. Harriet also encourages problem solving, self understanding and empathy in the reader.

Harriet Clare is set apart from similar books on the market by its interactivity with the reader – Harriet asks children to participate in writing her diary and requests that the reader colour/draw/ write in the book!



No Body's Perfect

Author: Dr Vivienne Lewis

Publisher: Australian Academic Press

Three copies to give away

Body image doesn't discriminate gender or age. Yet its importance to our health, both mental and physical, is vital. A negative body image in childhood can lead to a lifetime of struggle and self doubt.

In today's image conscious world it is important that we help children and youngsters feel better about their bodies. *No Body's Perfect* is designed to do just that. Written for teachers, counsellors, parents, and carers, it promotes positive body image and good mental health using easy to implement evidence based strategies.

It is appropriate for use with children aged six years and up and features stories and examples from children, young people, parents and teachers of both genders, different cultural backgrounds, and a range of ages to help inspire and engage.



Amelia's Maze Adventure

Author: Jane Gledhill

Publisher: Lonely Planet Kids

Three copies to give away

Get ready for an a-maze-ing globetrotting adventure!

Lady Vivian Winthrop has returned from a round the world expedition, and her precious jewels are missing. It's up to young explorer Amelia to retrace her steps and track them down – but she'll need your help!

Travel the world in this brilliant book of mazes brought to you by Lonely Planet Kids, an imprint of Lonely Planet, the world's leading travel guide publisher. In *Amelia's Maze Adventure* complete fiendish mazes and discover incredible facts on every page as you tackle the Tomatina festival in Spain, waltz through the Palace of Versailles, rush to Mt Rushmore, and journey to other world famous locations.

Packed with fun illustrations and a gorgeous two colour palette, *Amelia's Maze Adventure* will provide hours of brain-boggling fun for children aged 7 plus.

Email entries to giveaways@ieu.asn.au with the giveaway you are entering in the subject line and your name, membership number and address in the body of the email. All entries to be received by 1 January 2018.

Why take the chance?



Bernard O'Connor
NGS Super



It's generally recognised that superannuation is an individual's second largest asset after residential property (or the family home). Yet, many Australians do not fully understand the nature of their superannuation account as it does not automatically form part of their estate.

Indications in a will of where a superannuation account is to be paid upon death are strong directions for the fund trustee to consider, but they are not binding. The trustee has the ultimate legal responsibility to pay the benefit to the appropriate beneficiary, but in some circumstances disputes do occur among family members or other potential claimants and the Trustee must decide between competing claims. This is especially true where there are blended families or previous marriages.

Valid binding death nominations remove trustee discretion and, except in rare circumstances where a court directs otherwise, must be paid to the named recipient!

A valid binding death nomination must be paid to a 'dependant', or a legal personal representative (executor of your will) if you wish the benefit to be paid to your estate.

A 'dependant' is:

- your spouse – by marriage, de facto or a registered relationship (including same sex relationships)
- your children including step children, adopted children and children of your spouse
- any other person wholly or partially dependent on you at the time of death, and

- any person you have an interdependency relationship with.

An 'interdependency relationship':

- a close personal relationship
- they live together
- one or each of them provides the other with financial support, and
- one or the other of them provides the other with domestic support and personal care.

So, if you want certainty regarding your super benefit or income stream account, a valid binding death nomination cannot be overridden by a trustee decision and must generally be paid to your nominated recipient.

If you would like to make a binding death nomination, download the form from the NGS Super website (www.ngssuper.com.au). When you make your nomination you have the choice of your legal personal representative (estate) or your 'dependants'.

If you select your estate, the benefit will be distributed according to the instructions in your will if the will is uncontested. If you name 'dependants', you must provide their details and have the form witnessed by two individuals over 18 years of age who are not nominated as beneficiaries on the form. You will have to update the nomination every three years to ensure the details are up to date and NGS Super will send you a reminder at the expiry of the three years. Valid binding death nominations provide peace of mind and greatly assist the fund in ensuring your wishes for the distribution of your benefit are carried out.

On behalf of the NGS Super trustee, management and staff, we would like to wish you a happy and safe holiday and a well earned break!

(Important information: The information in this article is general information only and does not take into account your objectives, financial situation or needs. Before making a financial decision, please assess the appropriateness of the information to your individual circumstances, read the Produce Disclosure Statement for any product you may be thinking of acquiring and consider seeking personal advice. Past performance is not a reliable indicator of future performance. Any opinions are those of the author and do not necessarily reflect the view of NGS Super.)



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ARE YOU...

Changing schools? Moving house? Working part time next year?
Taking leave? Working casually? Retiring? Let us know.



02 8202 8900



membership@ieu.asn.au

WE'RE HERE TO SUPPORT YOU NOW AND IN RETIREMENT.

You dedicate your working life looking after the wellbeing of others. So when it comes to your retirement, you'll appreciate the value of having someone to look after you.

When you retire and start your *Income account*, you can have the support you need on every level.

Our financial planners can provide personal advice — over the phone and face-to-face — to help you make informed decisions.

Our Customer Service Team is available over the phone for extended hours to offer you support when you need it. You can also access our easy-to-use online education tools and services, to help you build your knowledge in your own time — and on your own terms.

And you can securely access your *Income account* information online 24/7.

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