

## **TO: QTU MEMBERS**

The QTU thanks our TAFE Division members for joining us in our recent series of TAFE tele-townhall meetings. These meetings were an important opportunity for the QTU to continue to consult with members about our negotiations for a replacement certified agreement. The TAFE tele-townhall meetings discussed the QTU's EB10 campaign to increase pay, improve access to permanency, and address programming issues to mitigate workload. They also reported on the slow progress of negotiations, and the next steps in the process, which include a protected action ballot and an EB rally on 3 July.

### **What is the QTU fighting for in the EB10 negotiations?**

The QTU undertook consultation with branches and conducted workshops with elected branch delegates at TAFE Council meetings throughout 2018. The key issue that our consultation processes identified as needing to be addressed in EB10 was around programming to address workload. Accordingly, in the current round of negotiations the key issues that the QTU is focused on are pay, permanency and programming. The QTU is seeking:

- pay increases that are better than government wages policy of 2.5 per cent
- improved access to permanent employment
- programming measures to place downward pressure on spiralling workload.

Summaries of the presentations made by the QTU in EB10 negotiations appear in our EB Bulletins. For example, Bulletin number 2 summarises our presentation on some specific programming measures to address workload and workplace safety. Bulletin number 4 summarises some of our presentation on pay.

### **Where are negotiations up to?**

Negotiations are progressing slowly, and there are less than three weeks remaining before the nominal expiry date of the current agreement. That is why, at its meeting on 1 June, the branch delegates elected to TAFE Council provided instructions to the QTU negotiating team that, if the following threshold issues remain unresolved, industrial action could be triggered. The four threshold issues are:

- salaries that achieve comparability with interstate colleagues
- a new salary classification for education team leaders and higher education
- processes to address gender employment equity
- factors to mitigate increasing workload.

### **What is the next step?**

As the QTU reported in our recent series of TAFE tele-townhall meetings, the next step in the EB10 campaign is to conduct a protected action ballot. This step in the process has been approved by the Queensland Industrial Relations Commission.

**The QTU recommends voting YES in the protected action ballot.**

QTU TAFE Organiser David Terauds explained in the TAFE tele-townhalls that the protected action ballot is separate from industrial action, but it is an important step in the process. The protected action ballot supports the undertaking of protected industrial action by members of the QTU TAFE Division at a later date in our continued EB10 process, if required. If the QTU does not undertake the protected action ballot at this time, protected industrial action will not be an option, should it be required. That's why the QTU recommends voting YES in this protected action ballot.

### **The QTU TAFE Division protected action ballot is open now**

How to cast your vote in the QTU's TAFE Division protected action ballot.

1. Have your QTU membership number and internet password ready
2. Visit [www.qtu.asn.au](http://www.qtu.asn.au) or click [myQTU](#) and login to the myQTU portal
3. Enter your membership number and password
4. Click on the green button "Manage your membership"
5. Click the link "To enter or view ballot results" at the top of the screen
6. Click YES / NO in response to the question
7. Click submit.

Points to note about casting your vote in the TAFE Division protected action ballot.

- Voting is open to financial members of the QTU's TAFE Division only. If you have concerns about your membership status, please contact [membership@qtu.asn.au](mailto:membership@qtu.asn.au)
- QTU members employed in schools and as vocational education teachers at Central Queensland University are ineligible to vote in this ballot
- Once you have lodged your vote and hit the SUBMIT button, your response will be sent to the QTU
- You will not be able to vote again, and you will not be able to change your vote

**QTU DATE CLAIMER**  
TAFE Division members  
Join us on **3 July in Brisbane**  
at the QTU rally for  
**increased pay and improved working conditions.**

Authorised by:

Graham Moloney  
**General Secretary**

Craig Wood  
**Research Officer – Industrial Advocate**