

## EMPLOYER LETTER TO STAFF – EB10 OFFER

8 June 2023

Dear Colleague

This letter is being provided to all Catholic school employees across Queensland by employers who are party to the current EB10 negotiations for a replacement agreement covering your employment. The purpose of this letter is to ensure that you are informed about the negotiations.

### What is the status of EB10 negotiations?

Employers initiated bargaining in November 2022 and there have been 7 negotiation meetings since then.

By letter dated 16 November 2022, the IEU-QNT (**the Union**) were advised of the following:

- employers were very keen to provide employees with an opportunity to vote on a replacement enterprise agreement (**EB10**) as soon as possible;
- employers were committed to timely and efficient negotiations;
- employers were aiming to finalise negotiations by 30 June 2023 by way of an in-principle agreement (**IPA**) on a “total package”; and
- if negotiations were not finalised as above, then the operative date for 2023 wage increases will be the first day of the month that an IPA is reached.

For example, if an IPA can only be reached on 31 August 2023, then 2023 wage increases will apply from 1 August 2023.

Employees were also advised of the above by a [video update on 16 January 2023](#) and an [email update on 5 February 2023](#). You can also refer to [staff updates](#) and [FAQs](#) on the EB10 website.

Employers want to ensure that you and all other employees to be covered by EB10 are aware of the “total package” offer that has been made by employers and provided to the Union in its role as a bargaining representative.

Employers are keen to finalise negotiations based on an IPA with the Union at the next and last scheduled negotiation meeting on 20 June 2023. This will ensure that wage increases will operate from 1 May 2023 for non-teachers and 1 July 2023 for teachers.

### What is the employer “total package” offer?

For details of the employer “total package” offer (**the Offer**), please refer to **the table** that follows this letter.

Specifically for 2023, the offer includes:

2023 Wage increase	4%
2023 Cost of Living Payment	3% additional payment
2023 Superannuation increase	1.75% above legislated requirements
<b>2023 TOTAL</b>	<b>8.75%</b>

### **What happens if IPA on an EB10 “total package” is not reached with the Union?**

As with all past EB negotiations, employers recognise that it is you and other employees who make the ultimate decision as to whether negotiations are resolved.

This is because the Fair Work Commission (**FWC**) must approve EB10 for it to legally operate and apply to your employment. The FWC cannot approve the agreement unless, amongst other things:

- all employees to be covered have been given an opportunity to vote; and
- a majority of those who cast a vote, vote to approve the agreement.

This means **ALL** employees (both non-union members and union members) are entitled, and will be encouraged, to vote to approve EB10. That is, you and other employees are:

- given the final say under legislation as to whether negotiations are finalised; and
- the ones directly affected by the outcome of the vote in terms of whether enhanced terms and conditions of employment will apply.

Accordingly, employers do not want negotiations to become protracted and not finalised with the Union within the timeframes that have been outlined.

### **When can I get a chance to vote on EB10?**

Employers can put EB10 out to employees to vote for its approval even if an IPA is not reached with the Union. However, this is certainly not the preferred approach of employers. Employers are seeking to:

- have a vote based on factual information about the merits of a proposed agreement; and
- avoid the situation where you and other employees are being asked to vote on EB10 in an environment of conflicting information.

Accordingly, employers will be making every endeavour to ensure you are given an opportunity to vote on EB10 as soon as possible.

### **What are next steps?**

Employers will continue to work with the Union, aiming to reach an IPA based on the offer outlined below in this letter. If this occurs by the end of June, then the offered dates for the 2023 wage increases can be secured. Employers will then work with the Union to finalise drafting EB10 in accordance with the IPA.

This will enable you and other employees to vote on approving the proposed agreement and subsequently obtain FWC approval. The enhancements outlined in the offer will then apply to your employment.

If you have any questions, you are encouraged to email them to [EB10 employer email contact](mailto:EB10 employer email contact).

Yours sincerely

[<Employer>](#)