

Rex Doc No D22/45841

17 June 2022

Circular to Staff in Catholic Schools, Diocesan Employer Offices & Mercy Education Limited Head Office that are proposed to be covered by the *Catholic Education Multi-Enterprise Agreement 2022: Diocese of Ballarat, Diocese of Sandhurst, Archdiocese of Melbourne and Lavalla Catholic College Traralgon (Proposed Agreement)*

Employee Representational Rights – Enterprise Bargaining

Main Points

- As you are aware, we are currently in negotiations for an enterprise agreement to replace the *Victorian Catholic Education Multi-Enterprise Agreement 2018*.
- In early October 2021, employees proposed to be covered by the Proposed Agreement, and who were employed at that time, were issued with the prescribed notice of employee representational rights (NERR) in relation to that bargaining process.
- As you are aware, the Proposed Agreement is a 'multi-enterprise agreement'. This means that there are a number of different employers who are proposed to be covered by the Proposed Agreement. Importantly, since the NERR was issued to employees last year, additional employers have been identified who are proposed to be covered by the Proposed Agreement.
- In order for these additional employers to take part in bargaining, the NERR must be issued to all employees proposed to be covered by the Proposed Agreement at the time that those additional employers are likewise proposed to be covered. This includes those employees who previously received a NERR last year. This is due to the legal requirements for issuing the NERR, which require that all employers proposed to be covered by the Proposed Agreement issue the NERR to their relevant employees within a proximate time of one another.
- Therefore, with effect from 17 June 2022, we are ceasing the current bargaining process for the Proposed Agreement (which did not include the additional employers), and immediately commencing a new bargaining process for the Proposed Agreement which includes the additional employers. We will shortly provide you with a NERR in relation to this new bargaining process.
- Whilst issuing the NERR represents the commencement of a new bargaining process, the negotiations in relation to the Proposed Agreement that have taken place since last year will be noted as part of that new bargaining process.

Please note:

- If you wish the Independent Education Union Victoria Tasmania or the Australian Nursing and Midwifery Federation to be your bargaining representative, or if you do not wish to nominate a bargaining representative for the purposes of this new bargaining process, then no further action is required.
- If you wish to nominate yourself or another person as your bargaining representative for the purposes of this new bargaining process, you must complete the appropriate instrument of appointment and send the completed form to the CECV at eba@cecv.catholic.edu.au. This includes those employees who previously made such a nomination in the context of the previous bargaining process. Please see the following attachments to this Circular on the CECV website:

- Attachment 1 – Instrument of appointment to nominate yourself as a bargaining representative; and
- Attachment 2 – Instrument of appointment to nominate another person to represent you as your bargaining representative.

Actions Required

- If you wish the IEU/ANMF to be your bargaining representative, or you do not wish to nominate a bargaining representative, then no further action is required.
- If you wish to nominate yourself or another person as your bargaining representative, please complete the appropriate Instrument of Appointment and forward this to eba@cecv.catholic.edu.au

Additional Information

- A number of Frequently Asked Questions are also on the CECV website – Please see Attachment 3 – FAQs to this Circular.

Contact/Enquiries

- For all enquiries, please contact:
 - Melbourne: Employee Relations at MACS on (03) 9267 0431 or eba@cecv.catholic.edu.au
 - Ballarat: Ms Maree Baker on (03) 4344 4350 or mbaker@dobcel.catholic.edu.au
 - Sandhurst: Ms Jo Taylor or Ms Cat Forrest on (03) 5443 2377 or peopleandculture@ceosand.catholic.edu.au

Yours sincerely,



Jim Miles
Executive Director