

Question	Response
<p>What is the CECV?</p>	<p>The CECV is a company established by the Archbishop of Melbourne and the Bishops of Ballarat, Sandhurst and Sale to allocate, distribute and expend grants to Catholic schools in Victoria as provided by State and Federal governments. In addition, the CECV assists employers with industrial relations matters including enterprise agreements.</p> <p>Further information about the CECV is available from www.cecv.catholic.edu.au.</p>
<p>What is a multi-enterprise agreement?</p>	<p>A multi-enterprise agreement is a type of enterprise agreement provided for under the <i>Fair Work Act 2009</i> (Cth) (FW Act), between two or more employers and their employees. This enables multiple employers and their employees to be covered by the same agreement.</p> <p>The employers in Catholic Education in Victoria have agreed to bargain together for a multi-enterprise agreement.</p>
<p>Who can vote on the proposed agreement?</p>	<p>All employees currently employed under the VCMEA 2013 and school nurses can vote, this includes full time, part-time, fixed-term, casual relieving, casual and emergency teacher employees who are employed at the time of the vote.</p>
<p>Who is not eligible to vote?</p>	<p>Employees who are not currently covered by the VCMEA 2013 (except school nurses), employees covered by a modern award, contractors, volunteers, employers, secondary principals, emergency teachers and casuals who are not currently employed – are not eligible to vote.</p>

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<p data-bbox="113 398 683 472">Who will be covered by the proposed agreement?</p>	<p data-bbox="810 398 1476 584">It is proposed that the new agreement will cover employees who are currently covered by the <i>Victorian Catholic Education Multi Enterprise Agreement 2013</i> (VCEMEA 2013), including:</p> <ul data-bbox="810 622 1449 1093" style="list-style-type: none">• Primary Principals• Deputy Principals• Teachers• Education Support Employees• School Services Officers• Catholic Education Office School and Student Services Employees• Catholic Education Office Clerical Employees including CEO Psychologists, Speech Pathologists and Education Officers. <p data-bbox="810 1137 1476 1211">It is also proposed that the new agreement will cover staff employed in schools as:</p> <ul data-bbox="810 1272 1066 1305" style="list-style-type: none">• School nurses <p data-bbox="810 1317 1476 1563">School nurses have not previously been included in Victorian Catholic schools' agreements. This time, the CECV has reached agreement with the Australian Nurses and Midwifery Federation (ANMF) to include school nurses.</p>
<p data-bbox="113 1639 715 1713">How do I find out information about the proposed agreement?</p>	<p data-bbox="810 1639 1412 1713">A copy of the proposed agreement can be found here.</p> <p data-bbox="810 1774 1476 1886">A joint IEU and CECV summary of the proposed changes to the proposed agreement can be found here.</p> <p data-bbox="810 1944 1476 2018">A copy of the proposed salary and allowances can be found here.</p>

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I am an instructor or boarding school employee – am I allowed to vote?	<p>No. If you are not currently covered by the VCEMEA 2013 and are an instructor (e.g. instrumental music instructor, sports coach or VET/VCAL instructor) or a boarding school employee and are covered by the modern award, you are not eligible to vote.</p>
How do I vote?	<p>Your school/CEO Office will be holding a meeting for employees to vote by show of hands. If you are unable to attend the meeting, are not working on that day or are on leave, you can vote by paper ballot.</p> <p>Principals/CEO Directors will be providing paper ballots to employees who do not work on the day of the meeting from 9am on Tuesday, 30 October 2018.</p> <p>Paper ballots must be returned by no later than 1pm on Friday, 2 November 2018.</p>
When do I vote?	<p>All Victorian Schools and CEO offices will be voting between Tuesday 30 October – Friday 2 November 2018.</p> <p>A notice of the meeting for the vote will be emailed or posted to you and a copy will be in the staff room or another prominent place.</p>
How are the votes counted?	<p>The votes will be counted at each school by your principal and IEU Rep.</p> <p>In the CEO offices the votes will be counted by your CEO Director (or someone delegated to do this by the CEO Director) and IEU Rep.</p>

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<p>What is a successful employee vote?</p>	<p>For the proposed agreement to be approved at a school/CEO office, 50% +1 of those who vote, need to approve the agreement.</p> <p>Given the agreement is a multi-enterprise agreement, for employers with multiple schools, the vote needs to be approved by 50% +1 of the total number of staff who vote at all of the schools.</p>								
<p>What happens if my school does not have a vote?</p>	<p>All schools and CEO Offices will have a vote. If you have not received any information contact your Principal or Manager.</p>								
<p>I work at two schools, how do I vote?</p>	<p>If you work at two schools with the same employer, you can only vote once. If you are employed by two employers at two different schools, you are eligible to vote at both schools.</p>								
<p>What happens if I am on leave?</p>	<p>The Principal/CEO Director will be emailing and/or posting information to you, including a paper ballot if requested. If you want to vote, you need to return your paper ballot before the vote is conducted at your school or you can attend school and vote at the meeting.</p>								
<p>What are the relevant sections of the FW Act?</p>	<p>A copy of the FW Act is available from the Fair Work Commission website www.fwc.gov.au.</p> <p>Part 2–4 of the FW Act deals with enterprise bargaining. The relevant sections are:</p> <table border="1" data-bbox="810 1765 1477 1986"> <thead> <tr> <th data-bbox="810 1765 1254 1800">Subject</th> <th data-bbox="1254 1765 1477 1800">Sections</th> </tr> </thead> <tbody> <tr> <td data-bbox="810 1800 1254 1877">Bargaining and representation</td> <td data-bbox="1254 1800 1477 1877">173–178A</td> </tr> <tr> <td data-bbox="810 1877 1254 1953">Approval and terms of agreements</td> <td data-bbox="1254 1877 1477 1953">180–206</td> </tr> <tr> <td data-bbox="810 1953 1254 1986">Better off overall test</td> <td data-bbox="1254 1953 1477 1986">193</td> </tr> </tbody> </table>	Subject	Sections	Bargaining and representation	173–178A	Approval and terms of agreements	180–206	Better off overall test	193
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