

VOTE YES

in support of Protected Industrial Action

TAFE Protected Action Ballot FAQ

Why are we voting now?

Federation has been bargaining with TAFE management to protect members' working conditions. Since the Federation first wrote to TAFE NSW in April 2015 and despite countless exchanges of correspondence, discussions and formal bargaining meetings, TAFE has not delivered a 2.5% per annum salary increase. The Federation will not trade off working conditions to deliver improvements in salaries.

In May 2016, 91% of TAFE teachers voted to reject TAFE management's proposed Enterprise Agreement. Since that time, Federation has met with the TAFE Managing Director, the Minister and the Premier in an attempt to gain a 2.5% salary increase with no loss of conditions.

Federation members have been patient during this negotiation and are now being asked to vote for protected industrial action to attempt to finalise a new Enterprise Agreement with no loss of working conditions.

What is a Protected Action Ballot Order?

A Protected Action Ballot order (PABO) allows union members to vote to take protected industrial action to pursue a new Enterprise Agreement. Under Fair Work legislation, a ballot is required before any industrial action can be taken.

It is vital that every eligible member participate in the Protected Action Ballot. A majority of eligible members must participate in the vote before the Protected Action Ballot is counted.

For the ballot to be valid 50% + 1 of eligible members of the union must lodge a formal vote.

Federation urges you to vote YES in support of Protected Action and asks you to encourage all other members to participate.

When do you need to VOTE?

To protect your existing working conditions all member should participate in the upcoming Protected Action Ballot to be held from 9am on Monday, 10 October closing at 10am on Friday, 21 October.

How will you VOTE?

This will be the first time that the Federation has used an electronic ballot of its TAFE members.

Federation has engaged the Australian Election Company to carry out the electronic ballot on our behalf. You will receive an email from them by Monday 10 October.

The ballot will be conducted from 9:00am AEDT Monday 10 October, 2016 until 10:00am AEDT Friday 21 October, 2016. Voting Instructions including a password will be sent by email, and/or by SMS and/or by Post. This information will be sent by the Australian Election Company so as to be received just prior to ballot opening.

Immediately vote YES to all questions and encourage all union members to vote.

Why are there so many questions and do I have to vote YES for each one?

Fair Work demands that any industrial action we may seek to take is listed and voted upon in a ballot. We have listed a variety of possible actions to allow us to act in a variety of different situations. Not all action will necessarily be taken and not all action will necessarily involve the entire membership. We may decide to confine action to a specific location or faculty. This is why we need to have as many options available to us as possible. We need you to vote YES to all questions to allow Federation to take the most appropriate action in a variety of circumstances.

Who will VOTE?

All AEU NSW Teachers Federation members covered by the TAFE Teachers and Related Employees Enterprise Agreement are eligible to vote. Only financial members can participate in this vote, and 50% + 1 eligible members must vote for the ballot to be valid.

What happens after the vote?

If at least 50% +1 eligible members vote and 50% +1 of those who vote, vote yes, then Federation may apply to take any or all industrial action listed on the ballot paper.

A successful vote does not mean Federation will take industrial action, but we will have that option.

If less than 50% + 1 eligible Federation members do not vote then the ballot is not successful and no industrial action can be taken.

Either way, Federation will need to continue negotiations without Protected Industrial Action.

Why do you need to encourage all members to VOTE?

Bargaining for a just salary increase has become protracted. The Federation urges all members to vote and vote YES to all of the possible options for Protected Action.

Voting YES will support our claims for a new Enterprise Agreement.

Further advice on the conduct of the ballot will be provided to members in the coming days.