

From: [Roz Madsen](#)
To: "peter.gutwein@dpac.tas.gov.au"
Cc: "will.hodgman@parliament.tas.gov.au"; "jeremy.rockliff@dpac.tas.gov.au"
Subject: AEU Wage Offer Staff Voting Concerns
Date: Monday, 1 April 2019 3:03:00 PM
Attachments: [image001.png](#)

Dear Peter

Thank you for your email sent at 4:51pm yesterday.

Given your strong interest on this matter, we're a little surprised that you didn't raise the matter immediately with us. Instead, you chose to first take this allegation to the Mercury which must have occurred Saturday, at the latest, to be in print Sunday.

If an AEU member is concerned about any matters relating to their union, there are processes in place for them to raise them. As a proudly democratic member-led organisation, we welcome members raising concerns on any matters with us.

Further, in term of process, you seem to be unaware of two critical points. The first is that every AEU member was given the opportunity to participate in a survey to communicate their support or otherwise for the last offer. 4000 members participated in that survey and overwhelmingly, 83% of members, said they did not support the offer. I think that is pretty clear. Secondly, the only requirement for every member to formally cast a vote is when we actually have a final *agreement*, not an offer.

We refute your baseless allegations regarding consultation and union behaviour in the strongest terms. When you make these statements and continue to attack 'the AEU' you are referring to our members, your teachers, Principals and support staff. They would prefer you put as much time and effort into reaching an outcome to this dispute rather than your continual playing of political games.

Roz Madsen
State Manager

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Begin forwarded message:

From: "Gutwein, Peter (DPaC)" <Peter.Gutwein@dpac.tas.gov.au>
Date: 31 March 2019 at 4:51:37 pm AEDT
To: 'AEU - Roz Madsen' <rozm@aeutas.org.au>
Cc: "Hodgman, Will (DPaC)" <Will.Hodgman@dpac.tas.gov.au>, "Rockliff, Jeremy (DPaC)" <Jeremy.Rockliff@dpac.tas.gov.au>, "Bullard, Tim (DoE)" <tim.bullard@education.tas.gov.au>
Subject: **AEU Wage Offer Staff Voting Concerns**

Dear Roz

The Government has received very concerning feedback from teachers who claim they felt intimidated by the AEU into voting against the Government's previous offer of 1 March 2019.

We have been advised that not only were members strongly urged to reject the offer, the detail included in the offers wasn't explained clearly enough and the vote that followed was taken as a show of hands with the members' vote photographed making it very uncomfortable for anyone to vote against the union position.

The disappointing way you conducted this consultation has resulted in some teachers feeling very uncomfortable about the process and raises the genuine question of whether the result of the consultation and voting conducted is an accurate reflection of the views of education staff.

In response to your actions, the Secretary of the Department of Education Tim Bullard will be writing to all teachers on Monday to remind them that support services are available if they have been negatively impacted by your inappropriate consultation.

Standover tactics are never acceptable and I would urge you to provide sufficient detail to your members so they are able to consider the Government's latest offer in full and that a secret ballot be conducted, without intimidation, so that they can express their view in a fair and reasonable way.

Finally, despite the Government putting a revised wage offer to you on Friday, it appears that you still intend to undertake disruptive strike action that will result in Tasmanian schools being closed unnecessarily. I once again ask that you show good faith and call off all industrial action until your members have been afforded the opportunity to consider our offer in detail and have, free of intimidation, voted on whether to accept it or not.

Your sincerely

Peter

Hon Peter Gutwein MP

Treasurer

Minister for Local Government

Minister for State Growth

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