

School Cleaners News

LHMU - Your School Cleaners Union

Proud and Strong



Cleaners have organised their workplaces with the LHMU for more than 50 years

Cleaners were originally engaged by school principals and generally provided their own cleaning equipment and chemicals. They had little job security and poor conditions of employment. The Education Department decided to manage cleaners centrally, taking control approximately 40 to 50 years ago.

Industrial issues

LHMU members working as school cleaners have collectively protected and improved their wages and conditions over time through effective enterprise negotiations securing:

- Worker's compensation
- Health and safety regulations
- Training
- Anti-Discrimination policies
- Superannuation contributions



Training

LHMU school cleaner delegates and contacts have access to complimentary training in industrial relations, communication and enterprise bargaining.

State government employees, including school cleaners are entitled to five days paid training leave per year.

Health and Safety

It is the duty of all employers to provide a safe and healthy workplace. LHMU members collectively organise to resolve Occupation Health & Safety (OHS) issues at their workplace and in negotiations through enterprise bargaining.

Member Services

As a member of the LHMU you have access to a number of services that can save you money and improve your quality of life. These include:

- Union Shopper
- Health Services
- Financial Services
- Legal Services
- Members Equity



Union Shopper

Union Shopper is a buyers' consortium which ensures you always get the best price.

Save on electrical and white goods, motor vehicles, insurance, travel, furniture, accommodation, personal loans, movie

and theme park tickets, cameras and heaps of other products and services.



Legal and Financial

The LHMU can offer legal support to members on work related issues.

HallPayneLawyersprovidesstraightforward legal advice to Queenslanders from all walks of life. Hall Payne Lawyers have a reputation for quality and professional integrity.

Areas of Practice include:

- Workcover
- Personal injury claims
- Superannuation disability claims
- Family law
- Wills, estates and powers of attorney
- Many more

Join Today

To find out more about joining the LHMU, your school cleaners union, please telephone 07 3291 4600 or call toll free on 1800 065 885.



Contact your workplace delegate or Member Assist on

07 3291 4600

www.lhmu.org.au

memberassist@lhmu.org.au

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How far have we come

Pre-December 1993, school cleaners were employed under the *Miscellaneous Workers Award State Government*.

1963 - Three weeks annual leave became the standard.

1969 - The Australian Council of Trade Unions paved the way for equal remuneration for women by 1975.

1973 - Four weeks annual leave became the standard.

1974 - The first case of annual leave loading of 17.5% was established by unions, which later flowed on to all awards.

1976 - *Long Service Leave Act* introduced and over time became part of today's government standards through enterprise bargaining.

1979 - Unions won the right to unpaid maternity leave which later became six weeks paid leave for government employees through enterprise bargaining.

1980 - Unions won 38-hour working week.

1983 - Wages accord established with unions and centralised wage outcomes through the Australian Industrial Relations Commission (AIRC).

1991 - ADO provision introduced for school cleaners allowing payment for vacation periods during term breaks.

1992 - Parental leave test case was won by the union movement later flowing onto awards and agreements.

1993 - Various awards amalgamated into the *Government Employees other than Public Servants Award State Government* including the *Miscellaneous Workers Award State*. 'No Disadvantage' wage adjustments were applied for school cleaners during the transition process to the new award (YANA, NANA, Broken Work Allowance etc) ensuring a non discriminatory wage structure.

Late 1994 - QClean (Administrative Service Department) was established to manage cleaning in schools.

Mid 1996 - QClean disbanded and school cleaners moved back to Education Queensland.

Friday 2 August 1996 - Black Friday. With the support of former dumped opposition leader Bob Quinn, school principals received via fax the following statement - The services of cleaners at this site will not be required after Friday 13 December 1996.

Wednesday 4 September 1996 - Then Premier Rob Borribidge announced reinstatement of school cleaners after a statewide campaign by members and LHMU officials. Campaign featured mass protests, pickets, street marches and demonstrations.

The organised protest by cleaner's also involved letterboxing homes in marginal seats, canvassing state members of parliament, constant media attention and demonstrations by members with catchcrys such as 'BACK DOOR BOB'.

Don't allow the government to put your job at risk ...

The Queensland Government recently announced their decision to build seven new schools, under a public private partnership arrangement. They also advised all cleaning and maintenance services would be contracted to the provider.

In response the LHMU swung into action with cleaners participating in mass demonstrations at Parliament House in Brisbane and community cabinets across the state.

Fortunately, the government withdrew their proposal and agreed cleaning would remain under the management of Education Queensland.

Enterprise Bargaining 2000

Gains included the conversion of casual cleaners to permanent status after 12 months service, superannuation contributions raised to 12.75% and a casual loading increase from 19% to 23% in Queensland.

Enterprise Bargaining 2003

Gains included the option to work extra ADO's to cover two days at Easter and one day summer vacation, a 15 minute per day allocation for setting security alarms, a 5% increase in time to allow for dusting and the introduction of maximisation clauses to allow for an increase in hours for cleaners.

Enterprise Bargaining 2006

Gains included improved transfer provisions, access to LSL after seven years, option to take one week's LSL, 12 weeks paid maternity leave, qualification allowance of \$10 per week for Certificate 3 (regardless of hours), improved consultation clauses for cleaners, workplace health and safety reviews, a review of the cleaning allocation for prep, and a wage increases of \$90 per week over the life of the agreement.

Enterprise Bargaining 2009

- Wage increases of 4.5% or \$34 in the first year, 4% or \$34 in subsequent years two and three.
- Increased time for the completion of administrative tasks in large schools.
- Increased time for cleaning computers and air conditioners.
- Increased participation levels for cleaners in cleaning program development.
- District relief cleaning teams trial.
- Enhanced job security arrangements, including Public Private Partnerships.

Wage rates in 1996

- L1 \$11.38 per hour
- L2 \$11.79 per hour
- L3 \$12.20 per hour
- L4 \$12.61 per hour

Wage rates as of 1 April 2009

- L1 \$18.17 per hour
- L2 \$18.64 per hour
- L3 \$19.10 per hour
- L4 \$19.57 per hour