



14 August 2024

## Mission Australia EA Bargaining Update

IEU ECEC Organiser Lisa James and our Delegate Kathleen Cini participated in a bargaining meeting with Mission Australia (MA) on 29 May 2024. Agreement was not reached with the unions during this meeting. On 22 July, Mission Australia emailed a draft enterprise agreement for the IEU to review. On 29 July Mission Australia re-emailed the draft enterprise agreement and stated they intended to put the EA out to a vote on 5 August.

The IEU identified significant issues with the draft including the omission of non-contact time for Teachers and Directors, the Assistant Director's Allowance and Paid Parental Leave. The ASU lodged an application with the Fair Work Commission for a Good Faith Bargaining Order, which the IEU supported. FWC directed the parties to hold an additional bargaining meeting to be overseen by FWC on 6 August. The Union's outstanding issues have subsequently been resolved satisfactorily.

### Salaries and conditions in the new EA

- The rates of pay for Teachers in the EA were calculated by applying a 3.75% increase to existing rates of pay and are payable from the first full pay period on or after the EA is approved. In 2025, 2026, 2027 and 2028 the rates of pay and allowances will be increased as per the annual national wage case outcome % each year
- The Director's and Educational Leader's allowances have been included at the award rate and will be increased as per any award increases
- The Assistant Director's allowance will be increased by the annual national wage case outcome % each year
- Teachers and Directors will be able to access professional development / training (including the cost of the course and paid leave during work hours) as per the current policy and applications should be made to their People Leader / Program Manager
- A maximum 205-day limit of attendance for preschool teachers
- Directors will receive a minimum of 3 days office time per week
- Assistant Directors will receive 2 hours non-contact time per week
- Educational Leader non-contact time shall be 3 hours (small centres), 4 hours (medium centres) and 6 hours (large centres) per week
- Teachers shall be entitled to non-contact time of 13 minutes per enrolled child per week and 7 minutes for children receiving Disability Inclusion funding, with additional time to complete Transition to School Statements/ Developmental Summaries to be negotiated with the Educational Leader

- Part-time Teachers will be paid if they are required to work on a day they are not usually employed
- Personal leave of 12 days per year (2 of these 12 days can be used as Wellbeing Days each year)
- Paid Parental Leave will be increased to 12 weeks after 12 months' service with an additional 3 weeks after 4 years of continuous service for the primary caregiver
- 2 weeks' paid leave for employees who are not the primary caregiver
- 38 hours of meetings and/ or PD must be attended each year prior before TIL can be accrued

### **Next steps**

The IEU has received an updated draft of the enterprise agreement and confirmed the above improvements have been included.

After the unions have had the opportunity to provide feedback on the EA, it will be distributed to employees for voting purposes.

### **Your union membership**

If you have any questions or wish to provide feedback, please email [lisa@ieu.asn.au](mailto:lisa@ieu.asn.au)

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