



## Frequently Asked Questions

### **What do the new workplace laws on Multi-Employer Bargaining mean for me?**

We all know that early childhood educators have been underpaid, undervalued and ignored for too long. Educators are being forced to leave in droves, with staff shortages across the sector reaching the tens of thousands. Unless we act, this will only get worse on 1 July 2023 when increased government subsidies see thousands more families trying to find places in early learning.

Fixing this crisis in ECEC means educators bargaining with the people who make the decisions. It means educators having a say in what's important to us at work. New multi-enterprise bargaining laws will give educators a better chance to do this.

In 2023, educators across different providers will be able to negotiate all together for better wages and conditions, with the funder (the Federal Government) at the table. **If we stand together across the sector, in 2023 we can set a new standard that lifts us all up together, and give educators a reason to stay!**

### **We've never bargained before. What is bargaining?**

When educators band together they become stronger and have a louder voice for change. When your voice is loud enough, then bargaining can begin. This is when educators sit down with their employer (or, in this case, lots of employers) and talk about what positive change they want to see. It's a back and forward process between these parties that ends when a legal document called an "agreement" is approved by the Fair Work Commission and becomes your new rulebook for pay and conditions. So the stronger your voice is, the better deal you can win.

**Together we write the rules!**

### **How do I make sure my employer is involved in Setting the Standard through multi-employer bargaining?**

The new laws mean it is easier to get lots of employers, and the government as the federal funder, to the bargaining table, to negotiate a deal which covers lots and lots of employers in early childhood, not just one at a time. Now, with a strong union voice, you can apply in your union to the Fair Work Commission (FWC) to include your employer in the multi-employer bargaining process. In Early Education and Care, we can use the Supported Bargaining Stream, which means that it doesn't matter what size your workplace is. If the FWC makes the authorisation to bargain, your employer has to come to the table. Make sure you have chosen an Educator Rep to represent your workplace through out this process.

### **We already have a current (single) Enterprise Bargaining Agreement (EBA) with our employer. How can we be involved in Setting the Standard in 2023?**

We are calling for every educator to win a pay rise and stronger representation this year, including those already covered by existing EBAs. There is strong agreement across the sector with lots of different employers, including many who have existing EBAs right now, to work together with United Workers Union members to bring government to the table to agree and fund a new standard which lifts everyone.

Under the new system which will begin in June 2023, there will be a few different options to discuss with your employer if you are on a current EBA but want access to any new deal union members win through a multi-employer agreement. But that doesn't mean we are waiting until June to get started! Educators, children and families need a solution to the workforce crisis right now and the Government announces the Federal Budget in May National meetings between union members, employers and peaks to across the country will begin in late February 2023. Having a current EBA does not stop you from getting involved in Setting the Standard right now!

# For educators to win a new standard in 2023, it will take:

1

Tens of thousands of educators across the country, **joining United Workers Union and demanding a new deal that lifts us all up together and gives educators a real voice.**

2

Ensuring where you work is involved in national discussions with employers large and small, and you've **chosen an Educator Rep.** Their job is to raise members' views where it counts through our national Committee on Setting the Standard.

3

Campaigning together to make sure that **government funds the pay rise that educators deserve in the May budget of 2023**, and **educators win a stronger voice** in the workplace to keep fighting to fix all the issues in early childhood.



**Nothing about us**

**without us!**

To make your voice count, go to:  
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