

Dear IEU Members

Last week ASC sent out an email to inform you that the Notice of Employee Representational Rights (NERR) has been issued to commence negotiation for the Enterprise Bargaining Agreement (EA).

Here is what you need to know:

1. The (NERR), informs staff that they have the right to have a bargaining representative represent them; it also must advise that the IEU is the default bargaining representative.
2. All IEU Members are automatically represented by the IEU, which is the default bargaining representative.
3. The IEU bargaining team will be made up of your union office staff and IEU ASC members there is no need for you, as an IEU Member, to nominate.
4. The more Members in the Union – the better the result you will have. You are stronger when you stand together than when you act alone.
5. Enterprise Bargaining is governed by the Fair Work Act 2009. The Act outlines the steps that must occur regarding Bargaining, including the Rules that apply to all parties involved. The parties consist of:
  - a. Union members represented by the IEU WA Branch
  - b. The Employer – ASC – represented by their HR / Legal team.
  - c. Non-union members are represented by themselves and only bargaining for themselves individually, not for the interests of the collective workforce.

Your Enterprise Agreement (EA) can include a range of Conditions and Pay Scenarios – what ends up being in your EA is up to the strength and commitment of Union Members throughout the negotiations.

Examples of some matters that can be in your EA:

- Pay increases, pay scales, allowances, and incremental advancement.
- Leave (Infectious diseases leave, annual, personal, compassionate, etc.)
- Working hours
- Work Loads
- Union delegate training leave
- Redundancy provisions
- Any workplace policy currently controlled by your Employer.
- Temporary and Permanent employment arrangements.

**You're better off with your Union -**

Studies consistently show that effective union representation in enterprise bargaining results in improved pay and working conditions for staff. The IEU (WA Branch) has over 60 years of experience in negotiating and advocating on behalf of members throughout the non-government education sector.

We have collated the survey results and will be sending out a draft log of claims (LOC) for members' feedback and or endorsement next week.

Please speak with any of your colleagues who are not already IEU members and encourage them to join you to strengthen your collective voice – ask them to join today - [ieuwa.org.au/join-now](http://ieuwa.org.au/join-now)

*There is Power in a Union*

SCAN THE QR TO JOIN

