

## GET READY TO BARGAIN 27TH MARCH

A lot has changed in 9 years since your last EBA was negotiated - except recognition of the important work you do.

The last time your working conditions changed Malcolm Turnbull was Prime Minister, the price of petrol in Perth was around \$1.20 a litre, you could buy a loaf of bread for less than \$1.00, a litre of milk for around \$1:00 and interest rates were a meagre 1.5%.

Life doesn't look how it did 9 years ago and neither does your job (or your pay packet!) Now it's time to fix the things you know need to be improved about your job.

Are you tired of sitting at the same classification level year after year? Is your job description so old that it belongs in a museum? Do you even have a job description?

Is your current workload the same as what it was way back in 2016 - unlikely! Do you feel like you are being asked to do a lot more at work without any more time, resources, or recognition?  
You are not alone.

Thousands of support staff in Catholic schools feel the same - and are doing something about it! Bargaining for better conditions will commence on the 27th of March and is the only process to fix all the things you know need fixing.

As you may remember, your union the IEU secured a Single Interest Employer Authorisation from the Fair Work Commission to - after a long delay - fire the starting gun on bargaining for support staff in Catholic schools in WA. Late last year, we wrote to CEWA Ltd asking when bargaining meetings would commence, with CEWA confirming their intention to commence the process in March this year.

### What is Bargaining?

The pay and working conditions you receive above the legal minimum are the result of enterprise bargaining, a process of negotiation between employer and employee representatives. The process leads to a written Enterprise Agreement that covers a wide range of conditions of employment, such as:

- Pay increases, pay scales and incremental advancement.
- Leave (annual, personal, compassionate, etc.)
- Working hours.
- Work Loads.
- Redundancy provisions; and
- Your right to be consulted about major workplace change.

## WHAT HAPPENS NEXT?

Remember as an IEU member YOUR Union is the default bargaining representative. Your Union Bargaining Group will be at the table making sure your voice is heard.

Your colleagues and friends who are not in the union do not have a default representative; **they are on their own**. Talk to them today about the importance of effective, professional representation at the bargaining table, and ask them to join you in having a say in their future at [www.ieuwa.org.au/join-now](http://www.ieuwa.org.au/join-now).

Your union will be at the bargaining table advocating for significant improvements to your pay and conditions. The IEU Bargaining Team will include professionals from the IEU office and IEU members working in Catholic schools: **members just like you**.

If you want to nominate to participate in the IEU Bargaining Team, get in touch with your IEU Organiser or get in touch with the office at [communications@ieuwa.org.au](mailto:communications@ieuwa.org.au).

Bargaining outcomes will be better if all catholic support staff join together and have a much stronger collective voice, ask your colleagues who are not yet IEU members to join with you and strive for better working conditions -ask them to join the IEU today!

IEU members are ready to bargain, and ready to win much better working conditions.

Reading this and not a union member yet? **Scan the QR code to join the IEUWA today!**

