

# C&K Ballot IEU Member Q&A

## **VOTE NO**

### **Q: Why are we being advised to VOTE NO?**

**A:** C&K's proposed agreement contains outdated wages, outdated super, outdated parental and long service leave provisions as well as outdated and inadequate release time for Directors.

### **Q: What happens if I VOTE NO?**

**A:** Voting NO sends a strong message that C&K staff and students deserve better and is the only way to bring C&K back to the negotiating table with a proposal that meets modern working standards.

### **Q: How did we get here?**

**A:** IEU members have spent months negotiating in good faith for better working conditions. Instead of listening to IEU member concerns, C&K walked away from the negotiating table and rushed to conduct a ballot on an outdated agreement.

### **Q: Did the IEU agree to this ballot?**

**A:** No – our union does not endorse this rushed ballot. The proposed agreement is outdated and inadequate – it does not reflect the value of C&K staff.

### **Q: How is C&K's proposed agreement outdated?**

**A:** C&K's proposed agreement is outdated in the following ways:

- No increase in release time for Directors, meaning no real action on workload
- No guarantee that wages will match public sector increases
- Outdated parental leave that's not embedded in the agreement
- Long service leave access still set at 10 years (versus 7 years in other sectors)
- No matching of public sector superannuation contributions

These provisions reflect a broader failure by C&K to modernise employment conditions for their employees in this proposed agreement.

### **Q: What about C&K's claim there will be a Director committee to shape workload solutions?**

**A:** This is corporate speak that means they aren't ready to act on this serious issue for staff. The reality is C&K refuses to increase release time; instead, they only offer a delayed review via a working party in a year. This puts C&K significantly behind sector standards and overlooks research showing that excessive workloads undermine the quality of early childhood education. The need to address release time is urgent; the time to increase it is now.

### **Q: What about C&K's claim there will be better leave and flexibility?**

**A:** This relates to Paid Parental Leave and Long Service Leave. In reality, C&K wants to keep paid parental leave "hidden" in policy instead of being where it should be – in the collective agreement. They also want to continue only paying this when the employee returns to work, rather than when they are on leave. When it comes to Long Service Leave C&K wants staff access to remain at 10 years, despite the broader education sector offering it after seven (7). For context, Catholic sector employees have had access to this for 25 years. While claiming "better leave and flexibility", all C&K has done is propose the ability to take one (1) week of long service leave, reduced from the current four (4) weeks. This is a tokenistic enhancement at best, given the fact that employees still must wait 10 years to actually access such leave.

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### **Q: What about C&K's claim of "wages at least 5% above award in 2025"?**

**A:** This is failing to state the fact that the wages for C&K employees have for decades been set to match the rates of teachers in the public sector. This is something IEU members have previously achieved. C&K's offer of a wage increase of 8% over three years fails to maintain this standard. C&K's refusal to commit to increasing wage rates if the public sector negotiates higher rates would see staff being paid less than their public sector counterparts for the first time in decades.

### **Q: How is C&K's proposed superannuation provision outdated?**

**A:** Under C&K's proposal, employees would not receive an additional 0.75% employer super contribution like the public sector does. This again fails to meet the expected standard for staff working conditions that have been in place for decades.

### **Q: How do I get more information or support?**

**A:** Our union is here to support you. IEU members can contact their IEU Organiser for more information about the ballot and voting no. Members can also contact IEU Branch Secretary Terry Burke directly at 0419 640 078 or email [tburke@ieuqnt.org.au](mailto:tburke@ieuqnt.org.au).

### **Q: Is "the union" just causing trouble to serve their own agenda?**

**A:** Our union's only agenda is to protect the professional interests of IEU members and their rights at work. We will also tell you what is in your best interests as an employee. That is why our advice to you and your colleagues is to VOTE NO in the ballot.

### **Q: Will voting NO delay improvements to our conditions?**

**A:** No - voting NO is the only way to ensure C&K staff aren't working under outdated conditions. Accepting a substandard deal locks in those outdated conditions for another three (3) years.

### **Q: What happens if there is a majority NO vote?**

**A:** A strong NO vote sends a clear message – C&K staff and their students deserve better. C&K will be under pressure to return to the negotiating table with a proposal that actually values and respects staff and which meets modern working standards.

### **Q: Can I talk to my colleagues about this?**

**A:** Yes – you are legally entitled to discuss your rights at work. Use the IEU Vote No flyer as a conversation starter. Share your concerns, explain the issues and encourage your colleagues to VOTE NO.



Scan the QR code to find out more  
about why IEU members are

VOTING NO 