

C&K BRANCH CENTRE STAFF VOTE NO TO OUTDATED WORKING CONDITIONS

- **IEU members have been negotiating with C&K in good faith** to secure a new collective agreement that improves working conditions for staff.
- C&K has now walked away from negotiations and rushed to ballot an **inadequate and outdated** agreement.
- Employees should **VOTE NO** and bring C&K back to the bargaining table with a proposal that values and respects staff and students.

Why C&K's proposed agreement is OUTDATED...

- ✗ **No additional release time for Directors**
Directors in two-room centres receive just nine (9) minutes a day of release time. **C&K refuses to increase release time**, instead suggesting a year-long working party. The need to address release time is urgent; the time to increase it is now.
- ✗ **No guarantee wages will match public sector**
C&K has offered a wage increase of 8% over three years - and **refuses to commit to increasing it if the public sector negotiates higher rates**.
- ✗ **No changes to outdated paid parental leave provisions**
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.
- ✗ **No changes to outdated long service leave provision**
C&K want 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.
- ✗ **No public sector matching of superannuation co-contribution**
Under C&K's proposal, **employees would not receive an additional 0.75% employer super contribution** like the public sector does.

**VOTE NO AND BRING C&K
BACK TO THE BARGAINING TABLE**
More details @ www.ieuqnt.org.au

