



29 April 2025

## **KU Children's Services EA – Vote YES!**

As you are aware, the IEU lodged a bargaining dispute with the Fair Work Commission (FWC) on 7 April. KU quickly agreed to amend their draft enterprise agreement to address many of the concerns raised by the Union. In particular, the increase to a minimum of 2 days per week non-contact time for Directors will come into effect once the EA has been approved by the Fair Work Commission, which is a significant improvement on KU's previous position. Unfortunately, the 4 hours of non-contact time for Educational Leaders will not come into effect until 1 month after the EA is approved.

The IEU endorses the KU EA and encourages our members to vote YES for:

- 4% increases to salaries and allowances in 2024, 2025 and 2026
- Access to Commonwealth funded increases for teachers and directors in long day care services
- Increases to non-contact time including a minimum of 2 days per week plus 15 discretionary days per year for Directors, 5 hours per week for teachers and 4 hours per week for Educational Leaders
- 2 child-free days per year
- 5 days paid leave for both Declared Disaster Events and Declared Pandemics
- 20% discount on the gap fee for KU employees whose children attend KU long day care services

### **Your union membership**

The IEU has pressed KU repeatedly to finalise the agreement, to ensure our members benefit from the improvements to conditions that were hard-won during negotiations. We would like to thank our members for your continued feedback and support throughout this very protracted and challenging process. It was only through the strength of our membership that enabled us to lodge a dispute with the Fair Work Commission, which led to the satisfactory resolution of outstanding matters.

### **Next Steps**

KU and the Union agreed that the EA would be released to all service based Teachers to review from 28 April. Voting will open on 12 May and close on 19 May. Let us know if you have not received a copy of the KU EA. Please encourage your colleagues to stand with us and [join the union!](#)



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