

# NewsExtra

17 September 2025

## **Bargaining Update Greater Sydney Adventist Teachers**

As you may be aware, bargaining has commenced for a new enterprise agreement (EA) to replace the current agreement which expires in January 2026.

The IEU and the Greater Sydney Conference have now met for three bargaining meetings which have been very constructive. Together we have reached agreement on some key IEU claims including improvements to paid parental leave, particularly for the secondary carer, and the inclusion of a delegates' rights clause which ensures our reps have the right to properly engage and represent union members in the workplace.

The Conference is of the opinion that they are close to finalising their offer and putting the EA to a vote. The IEU however believes that such a vote would be premature given that the current agreement does not expire for several months and there remain a number of unresolved issues.

Several key IEU claims are yet to be agreed upon. These include:

### **Length of agreement**

The Conference is proposing that this agreement will be a three-year EA.

The union does not want to risk the possibility of Sydney Adventist teacher salaries again falling substantially below others in 2028 like they have in 2025. To that end, we are proposing a two-year EA or, if the Conference insists on a three-year agreement, we are proposing the insertion of a pay-protection clause to ensure salaries remain competitive with those in other sectors.

### **Teacher salary steps**

For teachers who are already at the highest salary progression step, pay rates are almost in line with those in other sectors.

For less experienced teachers, the Conference's proposal to maintain the current 11 Step model, means it takes considerably longer to reach this step than it does in other sectors with a 7 Step model. The union sees this as problematic. The 11 Step model disadvantages early career teachers currently employed at SDA schools and may act as a disincentive in attracting newer teachers to your sector.

The union is asking for a compressed salary model.

### **Long Service Leave (LSL)**

The IEU is seeking improved access for members to their LSL entitlements in line with teachers in other sectors.

## Workplace framework

Sydney Adventist teachers currently enjoy a 'Workplace Framework' which references face-to-face hours, release time, meetings, class sizes etc. Currently this set of operational policies is annexed to your agreement which makes it an enforceable document. The Conference however is proposing to strip the framework of its annexed status, which would render it merely as a set of guidelines. This is opposed by the union.

## Next steps

The IEU has another bargaining meeting with the Conference scheduled for next week. We are confident that with member support we can reach an agreement that is beneficial to all parties.

Members are encouraged to have conversations with member and non-member colleagues.

## Stand STRONG with the IEU

Your support and engagement are critical in our fight for better pay and working conditions:

1. **Spread the word:** discuss our campaign with your colleagues and encourage non-members to join the IEU. [Click here to join.](#) Union members have a say in shaping the EA and their working conditions.
2. **Hold a union meeting:** show your solidarity by holding a chapter meeting with your colleagues. Please invite your IEU Organiser to the meeting.

