



8 September 2026

Uniting Early Learning Member Update

Dear Uniting Early Learning Members,

Underpayments have been identified

Uniting Early Learning has identified underpayments to teachers and educators for non-payment of meal allowances and to casual teachers who were paid below the minimum engagement specified in the EA. Uniting has committed to remediation to ensure employees are paid their entitlements as per the *Uniting Early Learning NSW & ACT Enterprise Agreement* (the EA).

What does the EA say?

Clause 21.7 of the EA states that an employee who works more than 1.5 hours of overtime on a day must be paid a meal allowance in Table 5 of Schedule B or be supplied with a meal of equivalent monetary value.

Clause 7.7 of the EA states that casual teachers employed for up to 2 hours are paid for 2 hours, those employed for more than 2 hours and up to 4 hours are paid for 4 hours and those employed for 4 hours are paid for a full day. If you are concerned that you may have been affected but have not been contacted by Uniting about this, please contact your IEU Organiser by emailing ECEC@ieu.asn.au

What to do if you may have been affected

If you are a current or former Uniting Early Learning teacher who thinks you may have been affected / underpaid, but have not been contacted in writing by Uniting, please contact the IEU by emailing ECEC@ieu.asn.au

The IEU was instrumental in achieving improved minimum engagements for casual teachers and ensuring teachers are entitled to a meal allowance or meal of equivalent value after working more than 1.5 hours of overtime in a day through our negotiations for the EA, which is due to expire in December 2026. The stronger our membership, the more we can achieve together for the next Uniting EA. Please encourage your teacher colleagues to [join the union!](#)

