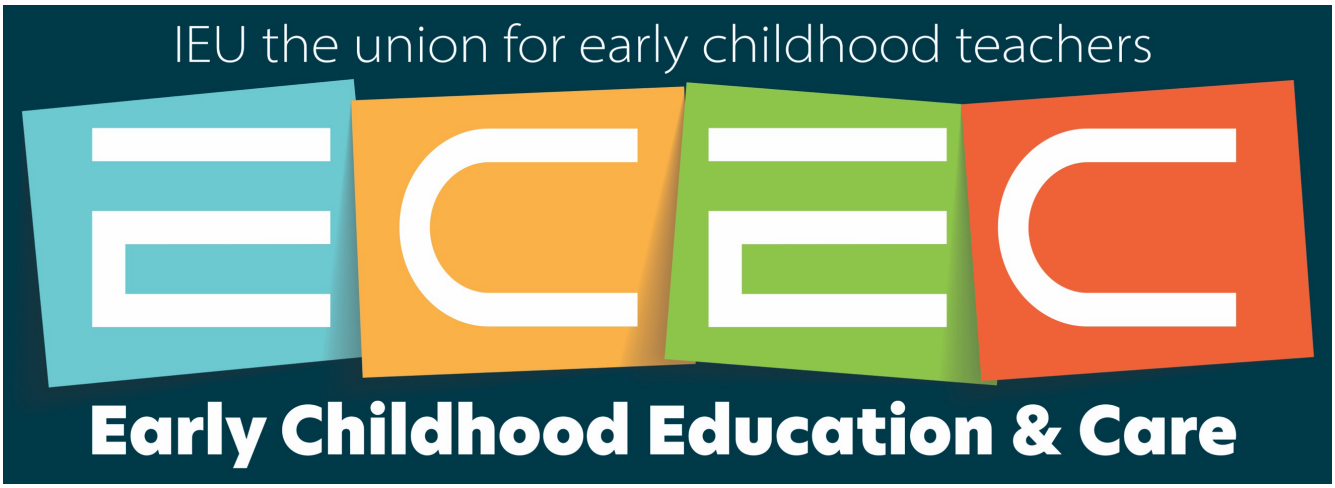


12 November 2026

ECEC Multi-Employer Agreement (MEA) Update

The Fair Work Commission issued a Supported Bargaining Authorisation to enable multi-employer supported bargaining to commence for a replacement ECEC MEA on 29 October 2026.The first case conference is scheduled for 18 November at the Fair Work Commission (FWC). The first MEA was approved by FWC on 10 December 2025 and covered 10,000 teachers and educators employed in 60 organisations. The 2026 MEA will include more than 40,000 teachers and educators and over 540 employers, demonstrating the effectiveness of supported bargaining in our feminised sector.

Bargaining progress:

The IEU, AEU and UWU will represent union members as their Bargaining Representatives. Senior Industrial Officer Michael Aird and ECEC Organiser Lisa James will be attending the negotiation meetings. CELA, It Takes a Village and ACA are representing employers and G8 will represent themselves.

Due to member feedback on priorities for inclusion in the MEA, the IEU is seeking pay parity with the school sector and for above-award rates of pay to be protected indefinitely, instead of being contingent on Commonwealth funding. Our position is that educator to child ratios should be increased to ensure all children's development and wellbeing are adequately supported to participate fully in the program. We will be proposing increased non-contact time to complete documentation and paid professional development leave. We will also be pressing for the inclusion of rostered days off, 15 days of paid personal leave per year and paid parental leave in the agreement.

Next steps

We will update you on the progress of negotiations. If you have any questions or concerns regarding the MEA or if you would like to organise a Zoom meeting or union visit to your centre, please email: ecec@ieu.asn.au

Your union membership

The IEU is a professional education union, and our ECEC Organisers are qualified and experienced early childhood teachers who are best placed to support teachers with any workplace issues you may have, including teacher accreditation. Our membership strength is directly related to the outcomes we can achieve. Please encourage your non-member colleagues to assist us to achieve the best outcome possible by joining the IEU

Independent Education Union of Australia NSW/ACT Branch

Authorised by Carol Matthews, Secretary, Independent Education Union of Australia NSW/ACT Branch
The Briscoe Building 485 – 501 Wattle St Ultimo NSW 2007
P 02 8202 8900 | E ieu@ieu.asn.au | www.ieu.asn.au