

20 March 2018

united voice

UNION NEWS

The state magazine for United Voice Queensland members

**SPECIAL
VICTORY
EDITION**

BIG STEPS WINS WAGE FUNDING

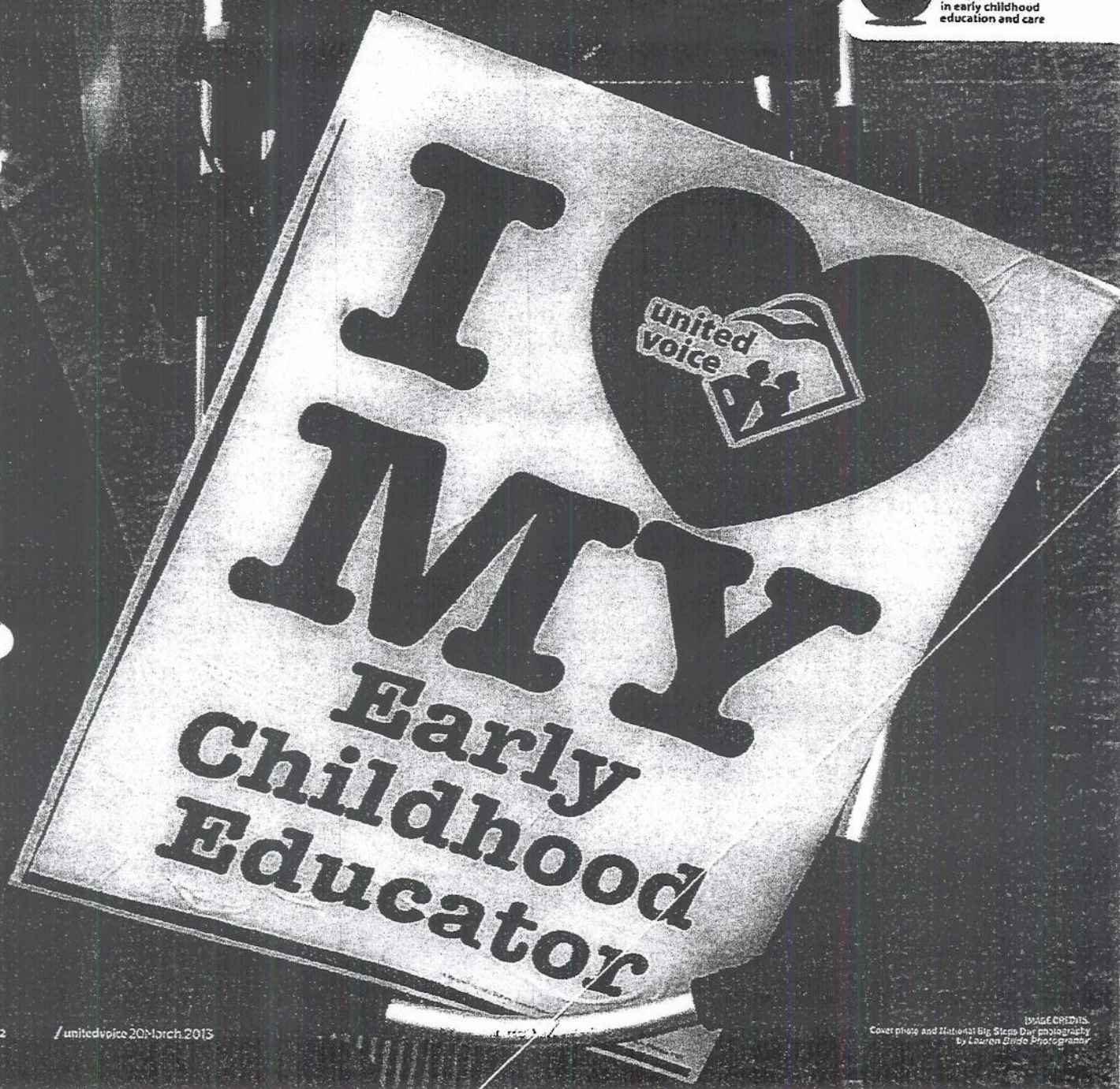
WAGE CALCULATOR
WORK OUT YOUR PAY INCREASE
—PAGE 8



*“ you deserve this
great win! ”*



**BIG
STEPS**
in early childhood
education and care



From the Secretary



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www.big-steps.com.au

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BRANCH SECRETARY Gary Bullock
BRANCH PRESIDENT Nev Swan
ASSISTANT SECRETARY Sheila Hunter

Dear Educator

The day we have been waiting for has finally arrived and I am so proud to be able to say that we have won professional wages for early childhood educators.

It's been a long road but through your hard work, dedication and *never give up* attitude we have secured \$114 extra per week for childcare workers – that's more than a 16% wage increase.

So, congratulations to each and every educator who has worked with us to convince the Federal Government to allocate the much needed funding.

We secured this great win by sticking together and working extremely hard to ensure everyone in the community heard the Big Steps message.

Thousands of educators have joined our campaign, particularly in the last 12 months as we have worked tirelessly to make sure we secured professional wages for educators.

We launched a TV ad, collected 12,000 signatures on a petition, which we presented to Wayne Swan, had countless rallies, protests and actions including the first ever 'National Big Steps Day'.

Finally, all this hard work is paying off as we can now say that our educators are receiving a professional wage for the professional job they do.

Although it's a great win, the campaign still continues as we now have to focus on ensuring every single educator gets the wage increase over the next two years.

We have already demonstrated the strength of the Big Steps campaign and we know by working together we can achieve professional wages for all educators.

So congratulations again, *you deserve this great win!* ♦

**Branch Secretary,
United Voice Queensland**

Go to www.big-steps.com.au/campaignvictory and watch the short animated video we have produced outlining the hard work and dedication of everyone involved in the Big Steps campaign, that has led us to victory.

**OVER THE LAST FEW YEARS
WE'VE HEARD STORIES
ABOUT HOW MUCH
PROFESSIONAL WAGES MEAN
TO OUR MEMBERS.**

**We know that educators
are struggling to pay bills,
meet the mortgage repayments
and often put food on the table.**

**Many of us had to take
second and even third jobs
—just to make ends meet.**

**Now we have secured an
increase in wages we want to
know your stories.
TELL US WHAT DIFFERENCE
IT WILL MAKE TO YOUR LIFE.**

SHARE YOUR STORY BY VISITING:

www.big-steps.com.au/thischangeseverything

CONGRATULATIONS FROM YOUR QLD BIG STEPS LEADERS

This is what we've been campaigning so hard for

Thank you so much to every educator who was involved in the Big Steps campaign. It was a long tough battle and at times I'm sure you felt like giving up! However we stuck together and always held on to the belief that we deserve professional wages.

We do a valuable job, the most important job — educating the children of Australia. We know we are worth more than the poverty wages we have been getting for years. We know we are professionals and deserve professional recognition and a professional wage.

Now we have succeeded in convincing the government to support us and the Big Steps campaign. I am so proud of everyone involved in our campaign. So congratulations on a great win!

—Coralee O'Rourke, Big Steps National Convenor
DIRECTOR, AMAROO EARLY CHILDHOOD CENTRE



"I am so proud of everyone involved in our campaign."



I am delighted to finally see that early childhood educators will now receive a professional wage. I sometimes wondered if this day would ever come but I know that the industry we all work in is a professional industry and we need to be paid accordingly.

The Big Steps campaign has really been a rollercoaster ride for everyone involved. We've worked so hard to get to where we are today with many ups and downs, highs and lows. However it's all paid off and now we have reached the greatest high in our campaign. We won! We won professional wages and professional recognition for educators.

Take a bow, everyone in the Big Steps campaign, *we did it!*

—Rebecca Swainson, Big Steps National Convenor
DIRECTOR, CHILDREN @ BAY TERRACE

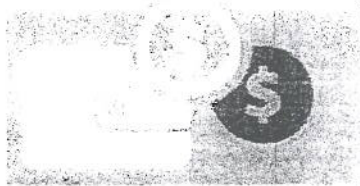
"I did not give up and now we have reached the greatest high in our campaign. We WON!"

THE BIG STEPS

ANNOUNCEMENT IN DETAIL

THE CRISIS

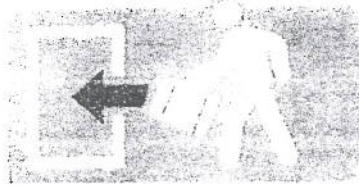
LOW PAY



\$18.57

Current pay for a certificate 3 qualified educator.

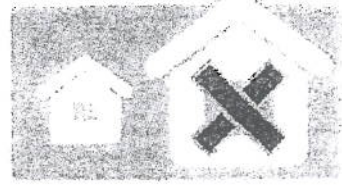
TURNOVER



180

leave every week because the pay is too low.

SHORTAGE



3000

Industry workers shortage forcing shortage of spaces and centres to close.

THE SOLUTION

FUNDING



\$300+
million

PM announces Early Years Quality fund.

WORKERS



40%

of workers will get a raise for two years.

RAISE



**\$5,216 –
\$10,571**

per year.

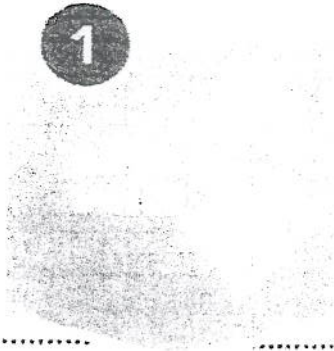


United Voice
1800 633 633

United Voice
1800 633 633

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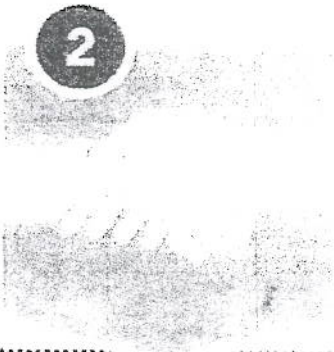
HOW DOES MY CENTRE QUALIFY?



1

JOIN UNITED VOICE

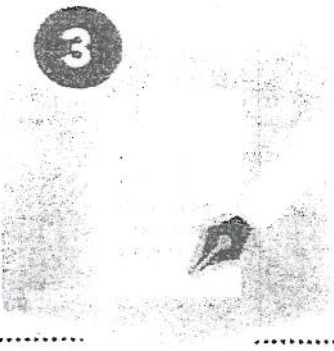
A clear majority of workers join United Voice.



2

NEW EBA

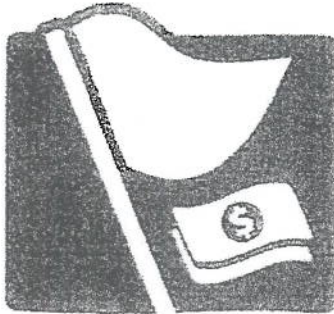
United Voice negotiates a new EBA.



3

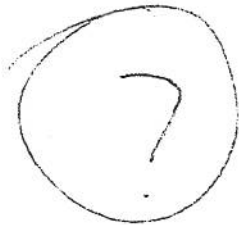
SIGN AGREEMENT

Owner / Operator signs agreement with government.



GET RAISE

New funding flows, workers get raise.



WAGE CALCULATOR

Working out your pay increase

We know it can be quite tricky to figure out exactly what this wage increase means for you. So we have devised this easy guide to make sure you know exactly what you could get.

We've broken it down into hourly, weekly and yearly rates for each classification. Check out the table to see how this funding makes a difference to your wages and how much extra you could be earning. ♦

| Classification | Step | Increase per hour | Increase per week | Increase per year |
|------------------|------|-------------------|-------------------|-------------------|
| Unqualified | 2.1 | \$2.64 | \$100.32 | \$5,216.64 |
| | 2.2 | \$2.78 | <u>\$105.45</u> | \$5,483.40 |
| Certificate III | 3.1 | \$3.00 | \$114.00 | \$5,928.00 |
| | 3.2 | \$3.15 | \$119.70 | \$6,224.40 |
| Diploma | 4.1 | \$3.90 | \$148.20 | \$7,706.40 |
| | 4.2 | \$3.96 | \$150.48 | \$7,824.96 |
| Teacher 4 yr | 3 | \$4.20 | \$159.60 | \$8,299.20 |
| Teacher 5 yr | 4 | \$4.26 | \$161.88 | \$8,417.76 |
| Director (<40) | 6.1 | \$4.76 | \$180.69 | \$9,395.88 |
| | 6.2 | \$4.82 | \$182.97 | \$9,514.44 |
| Director (40-59) | 6.4 | \$5.06 | \$192.38 | \$10,003.50 |
| | 6.5 | \$5.11 | \$194.09 | \$10,092.42 |
| Director (60+) | 6.7 | \$5.23 | \$198.74 | \$10,334.48 |
| | 6.9 | \$5.35 | \$203.30 | \$10,571.60 |

*This is a selection of classifications. For the full table, visit www.big-steps.com.au/bigstepsrates

MICHELLE MARTIN IS A CERT.III EDUCATOR AT GOODSTART BORONIA HEIGHTS:

She will now earn an extra \$3 an hour which means a weekly wage increase of \$114 — that's almost \$6000 a year.

"This will make a huge difference to my life and to the lives of my children. It means I don't have to worry about where money is coming from every week and how I am going to pay my bills from week to week. I did consider leaving the industry because of the low wages but I really didn't want to as I love my job. Now I don't have to think about leaving anymore."



KIM COOK IS THE DIRECTOR OF SWALLOW STREET CHILDCARE

She will now earn an extra \$5.06 per hour, \$192.38 a week, or more than \$10,000 a year.

"This wage increase makes me feel more valued and gives me security. I'm not getting any younger so I need to think about my retirement. For my staff it will make a huge difference, especially those that have children, who are really struggling."



DELIVERING PROFESSIONAL WAGES OVER TWO YEARS

Together we have convinced the Government that educators deserve professional wages, and agreed on a two year process to achieve it.

**WE ARE
HERE**

FIRST INSTALLMENT

- \$300 million
- \$3 an hour for Certificate III educator

Make sure your centre meets the criteria

FAIR WORK

Government will establish a special Pay Equity Unit.

REVIEW

Pay equity unit will research and review the Early Childhood Education and Care sector

STAGE 2

Consulting
July 2018

Provide evidence and submissions to the Unit.

OPPOSITION POLICY

Liberals determine their child care policy

**FEDERAL
ELECTION**

by September 14

Campaign with United Voice to make sure whoever wins commits to professional wages.

CASE

Pay Equity Unit will develop a case to be heard by the Fair Work Commission

WAGE RATES

Determine appropriate wage rates and government contribution (on top of the first \$3 and apply to everybody).

STAGE 3

After consultation
Stage 3

We will need a massive campaign to ensure the government delivers the funding required.

FUNDING

- First installment funding runs out
- New wage rates apply to everybody

Celebrate finally winning professional wages for educators.

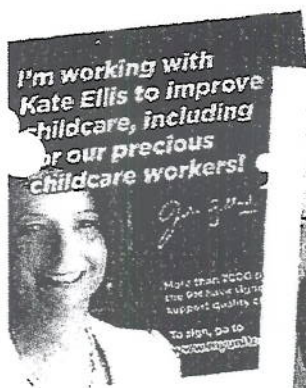
How we did it

Early Childhood Education and Care (ECEC) educators have waited many years for the professional recognition they deserve. They could no longer remain silent while some of the most highly qualified and passionate ECEC educators were told that their qualifications meant nothing. They could no longer stand back while their colleagues left the industry in search of higher wages.

NOW, THE WAIT IS FINALLY OVER,
HERE'S HOW IT HAPPENED.

JUNE **Julia Gillard calls crisis meeting**

On 7th June 2012, Julia Gillard met with unions and childcare providers to discuss the problems facing the sector. With 180 highly-skilled educators leaving the industry each week because of low wages and those that stayed forced to take second and third jobs in order to make ends meet, she acknowledged that the sector was in crisis. Furthermore the Prime Minister committed to solving the problems facing the industry.



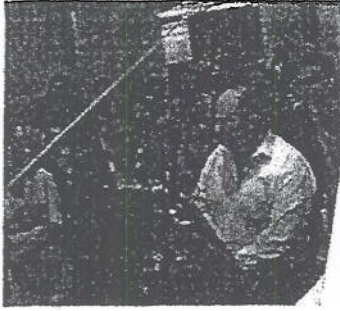
Big Steps launches TV ad

The Big Steps message hit TV screens on 2nd of July. The TV ad depicted the current crisis in childcare and how the mass exodus of workers impacted on the continuity of care and early learning experiences of children. It opened the eyes of many parents and they rowed in behind the campaign in huge numbers. Directors, educators, parents, and children gathered at Amaroo Early Childhood Centre in Townsville for the first official launch of the ad. It was a huge success with a family fun brunch, plenty of activities for kids and the debut screening of the ad. The next stop was Cairns, followed by Mackay, Rockhampton, the Gold Coast, and Brisbane. The launches were hugely successful. Not only were they a great day out for those who attended, they also generated a lot of positive media interest.



SEPTEMBER Educator's Day & Big Steps celebration days

Wednesday 5th September was officially declared Educator's Day. This was the next step in our campaign – to raise awareness in the community of the crisis facing the sector. In the following weeks, we held Big Steps celebration days in centres across the state as our way of saying thank you to our educators. It was also a great opportunity for parents across the state to personally thank the educators for the valuable contribution they make to their children's lives every day. Radio station B105 also came on board with the campaign and the B105 Black Thunders helped us celebrate the valuable contribution of educators.



Presenting the petition to the Treasurer

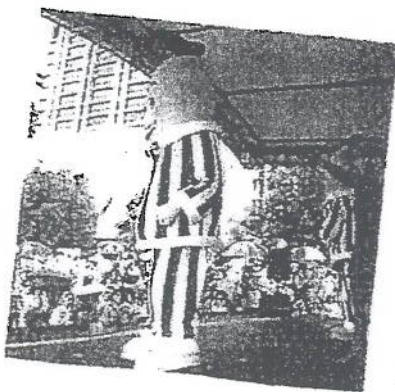
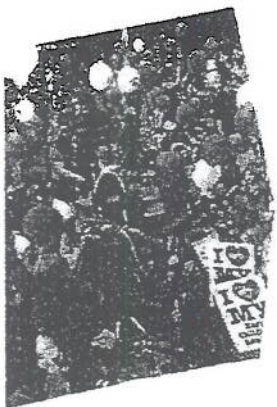
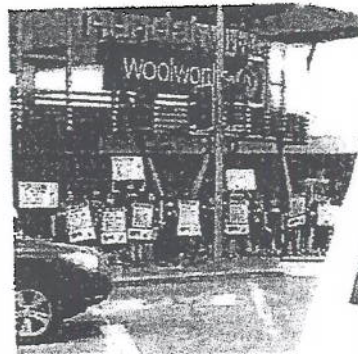
We launched an online petition in June calling on the Federal Government to support our educators with funding for wages in the sector. The response was overwhelming. In just a few weeks, over 7,000 people had signed the petition — including Julia Gillard herself! By September we had received over 12,000 signatures and presented the petition to Treasurer Wayne Swan at the ALP convention in Brisbane. Over one hundred educators, parents, and children flooded the foyer of the Mercure Hotel to show Mr Swan that we meant business, with the children handing over 48 giant crayons — each one representing 230 of the people who signed our petition. The event was a huge success and received national coverage on ABC news!

Taking the Big Steps message to the streets in Lilley

We knew drastic action needed to be taken and we were also aware that Treasurer Wayne Swan was the main obstacle to our funding proposal. In order to convince Mr Swan to allocate the much needed funding for wages in the sector, we took the campaign directly to his electorate in Lilley, and we didn't let up. From December through to February 2013, we spread the Big Steps message through door knocking, road-side campaigning, and information stalls in shopping centres in the area. We asked residents to put a sticker on their wheelie bin that read, "I support Big Steps. Why don't you, Mr Swan?" Educators in the area sacrificed their lunch break every day to campaign outside his office. But it was worth it. The incredible strength, determination, and passion of our educators proved to the Federal Government that we were not going to back down, and high-level talks took place.

NOVEMBER National Big Steps Day

The next *big step* in the campaign was the National Day of Action on the 17th of November. In the biggest show of support for early childhood education and care in Australia's history, over 10,000 educators, parents, and children took part in events across the nation. Brisbane residents saw a sea of red as over 800 supporters marched from Kurilpa Park to Reddaciuff Place, where Bananas in Pyjamas put on a free concert for the kids. The campaign received national media coverage that day and the demand for higher wages in the sector grew.



...now, we've done it.
And it's all thanks to you.

Together we have won professional recognition for our Early Childhood Education and Care educators with the government announcing more than \$300 million for wage increases in the sector.

The effects of what you have achieved today will be felt right across the nation for many years to come and without your hard work and dedication to the Big Steps campaign; this would not have been possible. ♦

" That's what we can achieve with a United Voice "

MAKE SURE YOU SECURE YOUR WAGE INCREASE JOIN UNITED VOICE TODAY!

Please provide us with the following details:

Family Name Mr Mrs Ms Miss First Name(s) _____

Male Female Date of Birth _____

Home address _____

Suburb / Town _____ Postcode _____

Phone (W) _____ Phone (H) _____ Mobile _____

Email address _____ Fax (W) _____

Employer _____ Job Site _____

Position _____ New Member Existing Member Membership No. (if known) _____

Preferred language (if other than English): _____ Aboriginal Torres Strait Islander

Then please select a payment option:

OPTION 1: DIRECT DEBIT AUTHORITY

To the Manager, I/we _____ (family name, first name)
Request United Voice (formerly known as the LHMU) [APCA User ID Number 301011] to debit funds from my/our nominated account at the financial institution shown below and as prescribed through the Bulk Electronic Clearing System, until further notice in writing is given by me/us

This direct debit request is subject to the terms and conditions governing the debit arrangements between me/us and United Voice as set out in this request and in the Direct Debit Service Agreement.

I/we authorise the following:

- United Voice to verify the details of my/our account with my/our Financial Institution if required.
- The Financial Institution to release information allowing United Voice to verify my/our account details.
- I authorise my employer to release my bank account details to the Union for the purpose of enabling me to establish a direct debit facility for the payment of union dues.
- Weekly M T W Th F Please circle the day that you would like funds to be taken out on
Fortnightly M T W Th F
or Next pay date: _____ / _____ / _____
Direct debit will commence as soon as possible after this date and unless otherwise notified, above funds will be withdrawn the day after the regular payday.
- I authorise United Voice to cease PRD with my employer if necessary.

YOUR ACCOUNT DETAILS

Financial institution _____

Branch address of bank, at which account is held _____

Name (s) on account _____

BSB Number _____

Account Number _____

Signature (s): _____

Date _____

Authorised by Gary Bullock, United Voice Branch Secretary

OPTION 2: RECURRING CREDIT CARD PAYMENT AUTHORITY

Mastercard Visa AMEX Expiry Date _____ / _____

Card No. _____

Monthly Quarterly Fortnightly (Thursday)

Name on card _____

Description of goods/services union fee

I wish to use my _____ (type of card) for the above goods/services supplied to me by United Voice (the merchant)

I hereby authorise the Merchant to debit funds from my card account at intervals specified above and in the event of any change in the charges for these goods/services to alter the amount from the appropriate date in accordance with such change. This authority shall stand, in respect, of the above specified Card and in respect of any Card issued to me in renewal or replacement thereof, until I notify the Merchant in writing of its cancellation. I authorise United Voice to cease PRD with my employer if necessary.

Cardholder's signature _____

Date _____

ORGANISER / DELEGATE NAME

| |
|--|
| |
|--|

OFFICE USE ONLY

SUBMITTED BY Delegate Organiser Post

MEMBERSHIP NO

| |
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| |
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fax to 3291 4670 or **hand back** to your union site delegate

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