

**ENGLISH  
LANGUAGE  
TEACHERS**

**JOINING  
TOGETHER FOR  
BETTER PAY &  
SECURE JOBS!**



## **WHY ORGANISE?**

At many English Language Colleges teachers are stuck on bare minimum Award wages, in insecure casual jobs with no paid leave. However, at EC English, Kaplan and Impact we've won wage rises ranging between 5 and 20% above the Award as well as increased job security, consultation meetings, extra leave entitlements and a range of other benefits. Most importantly, the union has provided a platform whereby we can be heard and respected at work.

## **STEP 1: JOIN THE UNION + FIND OUT WHAT THE ISSUES ARE**

### **Join the union yourself.**

In order to organise, you'll need some of your co-workers to be union members and you can't argue for them to join if you haven't joined yourself!

### **Work out the main issues for teachers in your school.**

What do people complain about? What makes people feel angry/unappreciated/insecure?

### **Read the Award - The Educational Services (post-secondary) Award 2010.**

Is your school in breach of the Award? The IEU can help you take up these issues collectively and give advice about your contracts and the Award. Contact the IEU and talk to an organiser and tell them about your situation and what you're doing.

## **STEP 2: ORGANISE A TEACHERS MEETING**

### **Start having chats with trusted teachers.**

There's no reason to make yourself a target, particularly if you're a casual, until you are more organised. It is safer to raise issues as a group once you are organised and it's sometimes better to start conversations outside the workplace after hours. The IEU can also meet with teachers off-site.

### **Make a list of teachers to speak to.**

The more conversations among more people, the better.

### **When you've spoken to most teachers, you're ready to come out into the open a bit.**

### **Organise a 'Teachers' Meeting' either off-site or at work.**

Invite the organiser to speak to teachers about what the union is, why they should join and the benefits of an Enterprise Agreement.

### **Unity is paramount!**

Make sure everyone gets a say, feels included and that all initiatives are supported by a majority. Be aware that there will be a wide variety of opinions. It's likely that some people might not see the need to get organised or to even have the IEU involved. They might instead suggest presenting the issues raised in the meeting to school management to address - even doing this collectively is a first step towards being more organised. It's also likely that management will reject everything outright and reinforce the need for teachers to be represented by the IEU!

### **The teachers that are supportive, especially the ones who are helping to organise the process, should be union members.**

It gives them protection and moves the process forward as well.

## **STEP 3: ELECT YOUR DELEGATES!**

### **Once you have a few union members, elect a delegate for your sub-branch!**

From here on in you can put together a log of claims and initiate negotiations for an EA. If a majority of employees want an enterprise agreement you have a right to negotiate one! Keep in touch with other reps and your IEU organiser, and let's see if we can start to change things for the better!

**JOIN THE IEU AT**  
[www.ieuvictas.org.au/join](http://www.ieuvictas.org.au/join)

**IEU** INDEPENDENT  
EDUCATION UNION  
VICTORIA TASMANIA