

TAFE AGREEMENT CAMPAIGN



MAJORITY SUPPORT PETITION – FACTSHEET AND FAQs

Have you signed the AEU majority support petition?

Excessive workloads driven by unrealistic expectations and unmanageable administration and compliance requirements, insecure work, and uncompetitive salaries, are just some of the issues Victorian TAFE teachers, senior educators and education managers report as the big problems right now.

Add in even more workload stress because of TAFE teacher shortages and it is little wonder that TAFEs are struggling to attract and keep enough teachers and educational leaders.

This year, you and every other TAFE teacher can make sure you get a new agreement that deals with these issues. **But to do that you need to have a strong and powerful voice to fix these problems.**

Right now, you are stuck on an outdated type of agreement that limits your ability to take action to get the improvements you deserve, and which are needed in our TAFEs. And, at the moment, TAFE employers want to keep it that way.

But the good news is that you have a chance to change that right now because of changes to workplace laws that AEU members and other unions have fought for and won. From early June, two new types of agreements are available, one which is much better than the other.

Single interest employer agreement bargaining	Co-operative agreement bargaining
<ul style="list-style-type: none">Allows workers to bargain across a sector with a common interest. ✓	<ul style="list-style-type: none">Very similar to the current MEA, allows workers to bargain across a sector.
<ul style="list-style-type: none">Employer must bargain either by agreement or if a majority of workers support the bargaining. ✓	<ul style="list-style-type: none">Can't take industrial action if the negotiations break down – it becomes a 'take it or leave it' proposition.
<ul style="list-style-type: none">Gives workers the ability to take protected industrial action (such as bans on work and stop work action) to progress claims. ✓	<ul style="list-style-type: none">As a last resort, workers can seek assistance from the Fair Work Commission to resolve issues, but experience shows this often doesn't improve things for workers.

TAFE teachers have told the AEU that they want to bargain for a single interest employer agreement that covers all teachers at all Victorian TAFE institutes. In 2022, the AEU asked TAFEs to commence bargaining for a single interest employer agreement, but they refused. Under new national workplace laws, when employers refuse to bargain for a single interest employer agreement, employees can force their employers to do so where a majority of employees request it.

This is why the AEU is seeking your support to bring all TAFEs to the bargaining table to negotiate a single interest employer agreement. This will allow you and your colleagues to campaign to get the results you need to make teaching in TAFE properly valued and respected.

The first step to fixing this is for you and all your colleagues to sign the majority support petition using the QR link below.

Don't wait. Make sure you do this today.

Once this is achieved, together we can move to bargaining for a single interest employer agreement that will allow you and your colleagues to campaign to get the results you need to make teaching in TAFE the job it should be. **Sign using the QR code below.**

Don't wait. Sign the majority support petition right now.

To get the type of agreement we need, a majority of all TAFE teachers need to sign the petition, not just AEU members.

Make sure you talk to all of your colleagues about signing the petition and ask them to join the AEU if they are not yet a member.

It is important to remember that it is only union members who can act collectively and powerfully to get an agreement that addresses our issues.

Frequently Asked Questions

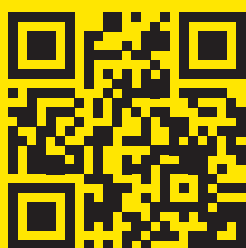
Q. Who can sign the majority support petition?

A. Every teacher, senior educator and education manager needs to sign the majority support petition, but you must be employed by one of the TAFE institutes:

- Bendigo Kangan Institute
- Box Hill Institute
- Chisholm Institute
- Gippsland Institute of TAFE
- Gordon Institute of TAFE
- Goulburn Ovens Institute of TAFE
- Holmesglen Institute
- Melbourne Polytechnic
- South West Institute of TAFE
- Sunraysia Institute of TAFE
- William Angliss Institute of TAFE
- Wodonga Institute of TAFE

Contact the AEU if you are unsure if you are eligible to sign the petition.

PLEASE SIGN THE PETITION HERE:



Q. Does it matter if I am a full-time, part-time, casual, fixed term or ongoing employee?

A. No. Every teacher, senior educator and education manager who is employed can sign the majority support petition. If you are a fixed term or casual employee, the petition will seek some further information about the period of your employment.

Q. Who can't sign?

A. If you are not employed as a teacher, senior educator or education manager by one of the TAFEs listed above then you can't sign the petition. If you work at a dual sector university (i.e., RMIT, Victoria University, Swinburne University, or Federation University) you cannot sign the petition. The AEU has or is about to commence bargaining with members at dual sector universities. PACCT employees are also not eligible to sign the petition.

Q. What is the majority support petition for?

A. This is a way for employees to demonstrate to the Fair Work Commission that they want a certain type of workplace agreement and wish to commence bargaining for that agreement with employers. Once a majority of TAFE teachers, senior educators and education managers have signed the petition in each TAFE institute, the AEU will make an application to the Fair Work Commission for a single interest employer authorisation. This application requires the AEU to demonstrate that a majority of employees at each TAFE want to be covered by a single interest employer agreement. If granted by the Fair Work Commission, the authorisation would enable bargaining for a single interest employer agreement across all TAFEs to commence.

Q. Why do we need a new type of agreement?

A. Our current agreement, a multi-enterprise agreement (MEA), will no longer be a type of agreement which can be made after 6 June. This means that the next TAFE agreement (covering all TAFEs) will need to be either a 'co-operative workplace agreement' or a 'single interest employer agreement'. You and your colleagues have a choice to push now for a better form of agreement that gives you the same rights to take action as workers bargaining with a single employer. A co-operative workplace agreement would mean, ultimately, that you have to accept what is being offered by the employer on a 'take it or leave it' basis.

Q. Can only AEU members sign the petition?

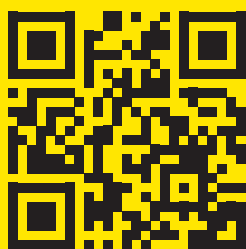
A. No. In fact, teachers who are not AEU members must be encouraged to sign the petition and join the AEU. For the union to be able to apply to the Fair Work Commission a majority of all teachers, senior educators and education managers must sign the petition.

It is critical for you to share this with your colleagues, regardless of whether they are a union member. We will need to establish that a majority of teachers at your TAFE are supportive to get this across the line.

Q. I am not sure I want to take action, what should I do?

A. We are not at that stage yet and the AEU is not currently organising industrial action. However, we need to be prepared to put pressure on employers and the government if AEU members decide action is necessary. AEU members in schools and most kindergartens are able to take action to get a new agreement, and TAFE teachers should be able to as well.

PLEASE SIGN THE PETITION HERE:



JOIN THE AEU HERE:

