

From: Baringa Early Learning Centre
Sent: Monday, 17 May, 2021 2:36 PM
To: Baringa Early Learning Centre <admin@baringa.org.au>
Subject: Baringa Early Learning Centre - Notice of Employee Representational Rights

Hi everyone,

Please find enclosed the Notice of Employee Representational Rights (or NERR) as a PDF attachment.

The purpose of this document, is to let you know we will soon start work on a new Enterprise Bargaining Agreement (EBA). An EBA sets out the minimum terms and conditions of employment between an employer and their employees. The purpose of the EBA is to provide organisations and their employees with a framework that is simple, flexible, and reasonable for both parties, improving productivity within the organisation.

The EBA Working Group will enter into discussions with our Baringa Board about the [current EBA](#), and create an updated EBA based on what would be most beneficial for staff. Please stay updated through the [Baringa facebook group](#) and [Staff Webpage - Working Groups](#).

If you have any questions please have a chat to our **EBA Working Group**:

- Peta Obersteller – peta.obersteller@baringa.org.au
- Catie Daley – catie.daley@baringa.org.au
- Jess Turner – jessica.turner@baringa.org.au

Thank you!

Kind regards
PJ

PJ Aguilar | Executive Officer
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Schedule 2.1—Notice of employee representational rights

(regulation 2.05)

Fair Work Act 2009, subsection 174(1A)

Baringa Child Care Centre Incorporated (trading as Baringa Early Learning Centre) gives notice that it is bargaining in relation to an enterprise agreement (*Baringa Child Care Centre Incorporated Enterprise Agreement 2021*) which is proposed to cover employees that are employed by Baringa Child Care Centre Incorporated.

What is an enterprise agreement?

An enterprise agreement is an agreement between an employer and its employees that will be covered by the agreement that sets the wages and conditions of those employees for a period of up to 4 years. To come into operation, the agreement must be supported by a majority of the employees who cast a vote to approve the agreement and it must be approved by an independent authority, Fair Work Commission.

If you are an employee who would be covered by the proposed agreement:

You have the right to appoint a bargaining representative to represent you in bargaining for the agreement or in a matter before Fair Work Commission about bargaining for the agreement.

You can do this by notifying the person in writing that you appoint that person as your bargaining representative. You can also appoint yourself as a bargaining representative. In either case you must give a copy of the appointment to your employer.

If you are a member of a union that is entitled to represent your industrial interests in relation to the work to be performed under the agreement, your union will be your bargaining representative for the agreement unless you appoint another person as your representative or you revoke the union's status as your representative.

Questions?

If you have any questions about this notice or about enterprise bargaining, please speak to your employer or bargaining representative, or contact the Fair Work Ombudsman or the Fair Work Commission.