



**Notice to Employees of the Employer,
XYZ Kindergarten Group Limited
Trading as XYZ Early Years Management Services**

**Victorian Early Childhood Teachers and Educators Agreement 2024
(VECTEA)**

This notice is made under Schedule 1 of the [Fair Work \(Statement of Principles on Genuine Agreement\) Instrument 2023](#).

Notice of commencement of bargaining for a single interest employer agreement

XYZ Kindergarten Group Limited (Employer) gives notice that it is bargaining in relation to an agreement (to be called the **Victorian Early Childhood Teachers and Educators Agreement 2024** or similar), which is proposed to cover early childhood teachers; early childhood educators (certificate III qualified and diploma qualified) employed to support the delivery of kindergarten education programs, including those employed as activity group leaders or additional assistants; early childhood advisors; early childhood advisors in charge; preschool field officers; nominated supervisors and educational leaders employed to support the delivery of kindergarten programs.

What is a single interest employer agreement?

A single interest employer agreement is an agreement between a number of employers and their respective employees that will be covered by the agreement that sets the wages and conditions of those employees for a period of up to four years. A single interest employer agreement can only be made after the Fair Work Commission grants the employers a single interest employer authorisation. To come into operation, the agreement must be supported by a majority of the eligible employees of at least one employer who cast a vote to approve the agreement and it must be approved by an independent authority, Fair Work Commission.

Right to be represented by an employee bargaining representative

If you are an employee who would be covered by this proposed agreement, you have the right to appoint a bargaining representative to represent you in bargaining for the agreement or in a matter before the Fair Work Commission that relates to 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.

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 (<https://www.fairwork.gov.au/>) or the Fair Work Commission (<https://www.fwc.gov.au/>).