

## A brighter future is something we achieve together, not alone.

When working people band together, they're much more likely to get decent wages and be treated well at work.

In 2026 union members in Child Safety and Youth Justice will be campaigning to secure a brighter future, not only for your wages and conditions, but for the Queenslanders you serve each and every day.

Your Collective Agreement sets your pay and conditions. When it expires, Together members renegotiate, through collective bargaining, to secure higher wages, safer workloads, and better conditions. Under Queensland law, collective bargaining is the main way conditions are negotiated and won.

# A BRIGHTER FUTURE

For Child Safety & Youth Justice



## WHAT IS BARGAINING?

### What is collective bargaining?

Collective bargaining is how union members, through your union, negotiate a new agreement covering pay, hours, safety, progression and protections.

### Why it matters in Child Safety & Youth Justice:

Better staffing and safer caseloads.  
Stronger supports after critical incidents.  
Recognising the realities of remote work and vicarious trauma. Fair pathways for AO classifications and specialist roles.

### Standing together matters most.

The more members who stand together, the stronger your voice. When you and your colleagues act collectively, you can secure improvements, defend your rights, and ensure the agreement reflects the real needs of departmental staff and the communities you serve.

### It's not just about improvement: What could be at risk.

During bargaining, the employer can propose changes that may reduce your entitlements, cut allowances, or weaken protections. Without strong union participation, there's a risk of losing hard-won conditions or seeing workloads increase. Bargaining is your chance to protect what matters most, make improvements, and to stop cuts before they happen.

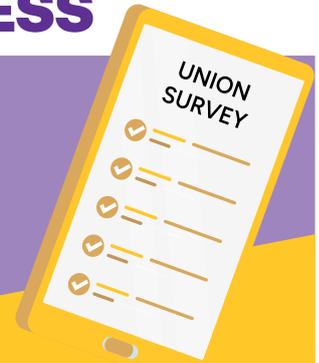
### LEARN MORE ABOUT THE CAMPAIGN



# THE COLLECTIVE BARGAINING PROCESS

## Step 1: Members Set Our Priorities

Only union members decide what matters most. You do this by filling out a bargaining survey, which helps us understand what changes and improvements you want to see at work.



## Step 2: Members Endorse The List of Improvements

Members develop a list of improvements, known as a log of claims, for the new collective agreement. When your delegates have endorsed this draft log of claims, it is put out to all Together members covered by your EB for endorsement.

## Step 3: Negotiations

Your delegates will take your log of claims to meetings with your employer. During the process, both sides might reach an agreement on specific issues or “Clauses” in the agreement. This can mean making adjustments to our original claims and the employers. The Department can present changes and reductions to your conditions; we will know about these at this stage.



From stickers and brief workplace meetings to rallies or protected industrial action if needed, member action is how we win fair outcomes or stop the employer from making cuts and detrimental changes.

## Step 4: Member Action Builds Power

## Step 5: The Department Makes An Offer

When your union office receives an offer we will share the offer with members. Members vote Yes/No. A ‘No’ means we keep negotiating and campaigning for a better offer.



## Step 6: Members Secure a New Agreement

A certified agreement usually delivers pay rises and improved conditions.