

KINDERGARTEN ASSOCIATIONS

SUPPORT STAFF

COLLECTIVE AGREEMENT

2026-2028

PART ONE: OPERATION OF AGREEMENT

1.1 PARTIES TO THE AGREEMENT

This collective agreement is made pursuant to Part 5 of the Employment Relations Act 2000, and is made between, and is binding on the following parties:

- (i) Auckland Kindergarten Association;
- (ii) Waikato Kindergarten Association;
- (iii) He Whānau Manaaki o Tararua Free Kindergarten Association (Whanau Manaaki);
- (iv) Nelson District Free Kindergarten Association Incorporated (Nelson Tasman Kindertartens);
- (v) Tauranga Regional Free Kindergarten Association (Inspired Kindertartens);
- (vi) Ruahine Kindergarten Association;
- (viii) Central Kids Trust;
- (ix) Counties Manukau Kindergarten Association;
- (x) Employers who are kindergarten associations may become party to this agreement, from the date that written advice is given to the original parties; and
- (xi) NZEI Te Riu Roa.

1.2 COVERAGE

a) The following employees shall be covered by this agreement:

All employees employed by the employer parties to this agreement in an early childhood centre in the following capacities:

- In-training teaching assistant
- Unqualified teaching assistant/teaching support
- Administrator
- Teacher aide
- Cook / lunch person
- Domestic support

b) Employees who are employed in the employer's head office are not covered by this agreement.

c) The terms and conditions contained in this agreement are minimum provisions.

1.3 TERM OF AGREEMENT

This agreement shall come into force from 17th August 2026 and shall continue in force until 31 March 2028.

1.4 VARIATIONS

The terms and conditions contained in this agreement may be varied during its term by written agreement between the parties to this agreement.

1.5 DEFINITIONS

In-training teaching assistant means an employee primarily employed in teaching duties who is undertaking an early childhood teaching qualification recognised by the Teaching Council of Aotearoa New Zealand for certification. The employers may have designated in-training positions. In the case of a designated in-training position, on attainment of the qualification, the employee employed in the position shall cease to be employed. In this case the employee will be entitled to notice of termination of employment in accordance with this agreement and will continue to be paid during the notice period at their current rate of pay as an in-training teaching assistant.

Where a permanent employee is not in a designated in training teaching assistant position the employee will on attaining their qualification continue to be employed by their current employer as an in training teaching assistant at their current rate of pay until such time as they obtain a teaching position.

Unqualified teaching assistant/teaching support means an employee primarily employed in teaching duties who does not hold an early childhood teaching qualification recognised by the Teaching Council of Aotearoa New Zealand for certification purposes. The employer may have designated unqualified positions.

Administrator means an employee who is substantively employed to undertake administration, or administration and support, duties in an early childhood centre.

Teacher aide means an employee who is substantively employed to support the teaching staff in duties related to the preparation and maintenance of the learning environment and the routine needs of children.

Cook / lunch person means an employee responsible for the preparation of food and refreshments.

Domestic support means an employee who carries out domestic work such as cleaning and laundry.

Part time employee means an employee employed to work for less than 40 hours per week.

Part year employee means an employee employed to work for less than 52 weeks in a year, due to the centre operating with a reduced roll or being closed for a portion of the year.

Fixed term employee / temporary employee means an employee employed to work for a set period of time, until a certain event occurs (e.g. completion of a project) or until the work they were employed to do is completed.

Casual employee means an employee employed on an as and when required basis.

1.6 Commitment to Te Tiriti o Waitangi

The parties acknowledge the principles of Te Tiriti o Waitangi, and the bicultural foundations of Aotearoa New Zealand, and are committed to honouring Te Tiriti o Waitangi.

PART TWO: HOURS OF WORK AND TYPE OF EMPLOYMENT

2.1 HOURS OF WORK

- a) Hours of work shall not exceed eight per day, or 40 hours or 5 days per week, nor be less than two hours per day.
- b) All hours of work shall be continuous from the time of starting each day without any breaks, other than the following breaks, in accordance with the Employment Relations Act:

For employees who work up to four hours in the day: one 10 minute paid refreshment break

For employees who work more than four hours and up to six hours in the day: one 10 minute paid refreshment break, and one unpaid 30 minute lunch break

For employees who work more than six hours and up to 10 hours in the day: two 10 minute paid refreshment breaks, and one unpaid 30 minute lunch break

Breaks shall be taken as rostered by the employer to ensure that appropriate coverage is maintained and the employee receives the breaks they are entitled to.

- c) The employer will consult with the employees when changes to the hours of operation are being considered. Where proposed changes would impact on both support staff and teachers, the consultation process will take place simultaneously.
- d) Where the employer schedules a “teacher only day”, employees covered by this agreement who were rostered to work that day shall work, unless the employer and employee have agreed that the employee will work on an alternative day so that the employee receives their usual weekly number of hours. If working an alternative day is being considered the employer will provide at least two weeks notice to enable the employee to plan. Alternatively, the employer may grant paid leave for the day if no work will be available and there is no alternative day of work agreed. An employee will not be required to take a day of leave without pay or annual leave on a “teacher only day”.

2.2 ADDITIONAL HOURS

- a) Except as provided in sub clause 2.3 below, where an employee is required to work additional hours, hours in excess of 40 per week or 8 per day shall be paid for at the rate of time and a half.
- b) By agreement between the employer and employee, time off in lieu may be taken instead of overtime payment. Time in lieu shall be on an hour off for an hour worked basis.
- c) In the case of part time employees, time and a half rates shall only be paid when the additional hours are in excess of those set out in 2.1 (a). Otherwise, additional hours are paid at the employee’s ordinary hourly rate.

2.3 SALARISED ARRANGEMENT

By agreement between an employer and an employee, a salarised arrangement may operate instead of the provisions outlined in sub clauses 2.1 (a) and 2.2 above. In this case a salary shall be negotiated and agreed which includes recognition of the fact that the employee will work additional hours from time to time. In the case of an employee who has agreed a salarised arrangement, clause 2.2 shall not apply and additional hours may be required to be worked from time to time for which no additional payment is made. The annual salary shall be not less than the pay the employee would have received had they been paid on the relevant hourly rate.

2.4 ANNUALISATION

- a) By agreement between an employer and an employee employed on a part year basis, projected earnings may be annualised. In the case of He Whanau Manaaki o Tararua Free Kindergarten Association, all new part-year employees shall have their earnings annualised. The employer and employee shall record this agreement in writing, along with the annualisation calculation. This will include the actual pay rate as well as the annualised rate.
- b) Annualisation is the process by which a part year employee’s ordinary pay earnings, including annual leave and payment for public holidays, over a year are paid in equal fortnightly instalments throughout the 12 month period, for the purpose of regularity of earnings for the employee across times of the year that they are not provided with work by the employer.
- c) For the purposes of this provision, ‘weekly earnings’ in relation to

- Any paid parental leave entitlement in accordance with section 71T of the Parental Leave and Employment Protection Act 1987; or
- Any entitlements under the Injury Prevention, Rehabilitation and Compensation Act 2001

shall mean the employee's hourly rate multiplied by the employee's actual (i.e. non annualised) weekly hours which shall be provided to the appropriate authorities if required to ensure that the employee is not disadvantaged through the annualisation agreement.

- d) An employee with annualised earnings remains entitled to the provisions of clause 2.2 – additional hours and 4.1 – public holidays. Any additional payments earned through working additional hours or on a public holiday shall be paid at the time they are earned.
- e) At the end of the 12 month period of annualisation, the employer shall calculate the remuneration that would have been earned had the employee not had annualised earnings, and shall calculate whether any additional remuneration is owing to the employee, or whether there has been an overpayment to the employee. The employer shall provide the results of the calculation to the employee. In the case of an underpayment the employee shall receive the additional remuneration, and in the case of an overpayment the employer shall deduct the overpayment from subsequent remuneration as per clause 3.9. Such a calculation shall also take place if the employee goes on leave without pay.
- f) If the employee's employment is to terminate, any overpayment shall be deducted from final pay. Two weeks written notice of any monies owed will be given, provided the proper notice of termination has been given, except in the case of serious misconduct.
- g) Where an employee under this clause seeks leave without pay for longer than two weeks, they shall be advised of the possibility of an overpayment.
- h) This process is not available to employees who have a salaried arrangement under clause 2.3.
- i) Where an employee's regular hours of work change or his/her pay rate changes, the revised calculation will be advised to the employee.

2.5 NON CONTACT TIME - IN-TRAINING AND UNQUALIFIED TEACHING ASSISTANT

- a) All in-training and unqualified teaching assistants are entitled to 12.5% of the total ordinary hours for which they are employed each week to be worked as non-contact time (rounded to the nearest half hour). Such time may be accumulated to a maximum of five hours.
- b) Non-child contact is time spent undertaking responsibilities other than child contact within a teaching assistant's normal hours of work and may include such work as preparation of food, administration, planning, shopping, parent contact, preparation of activities etc.
- c) Employees will still need to be available to the children in cases of accident or emergency during this period.
- d) No children will be left unattended.

2.6 APPOINTMENTS

- a) All part-time and full-time positions shall be permanent unless identified as fixed term positions; casual employees may also be employed.
- b) Offers of employment will be confirmed in writing including:
 - (i) the proposed position;

- (i) whether the appointment is permanent, fixed-term or for casual employment;
- (ii) rate of pay; and
- (iii) except in the case of casual employees, the agreed/guaranteed number of hours and in respect of teaching assistants, the contact hours and non-contact time.

c) An employee and an employer may agree that the employment of the employee will end:

- at the close of a specified date or period; or
- on the occurrence of a specified event; or
- at the conclusion of a specified project.

Before an employee and employer agree that the employment of the employee will end in a way specified above, the employer must—

- have genuine reasons based on reasonable grounds for specifying that the employment of the employee is to end in that way; and
- advise the employee of when or how his or her employment will end and the reasons for his or her employment ending in that way.

The following reasons are not genuine reasons:

- to exclude or limit the rights of the employee under this Act;
- to establish the suitability of the employee for permanent employment;
- to exclude or limit the rights of an employee under the [Holidays Act 2003](#).

d) Casual employees may be employed as operational circumstances so require. Casual employees work only as and when required and there is no expectation of ongoing work. Casual employees can accept or reject any offer of casual work. Each engagement undertaken by the casual employee is a stand alone employment arrangement and the employment shall be at an end at the completion of the work required.

2.7 Employees who attain a teaching qualification

Where a permanent employee attains a teaching qualification the employee shall continue to be employed by their current employer in their current role at their current rate of pay until such time as they obtain a teaching position.

PART THREE: REMUNERATION

3.1 PAY SCALES

a) This section sets out the minimum hourly rates of wages payable.

Cook and domestic worker scale

Step		
	From 1 April 2026	From 1 April 2027
1	\$24.45	24.80
2	\$24.70	25.00
3	\$24.95	25.21

Teacher aide scale

Step		
	From 1 April 2026	From 1 April 2027
1	\$24.45	24.80
2	\$24.70	25.00

3	\$24.95	25.21
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Unqualified teaching assistant and in-training teaching assistant scale

Step		
	From 1 April 2026	From 1 April 2027
1	\$24.45	24.80
2	\$24.70	25.00
3	\$24.95	25.21
4	\$25.20	25.63

Administrator

Step		
	From 1 April 2026	From 1 April 2027
1	\$24.45	24.80
2	\$24.95	25.21
3	\$25.20	25.63
4	\$25.58	26.09

If the minimum wage increases to a level beyond \$24.80 on 1 April 2027, the above scales shall be adjusted by using the new minimum wage as step 1 and adjusting the remaining steps in each scale to maintain the same relativity between the steps.

3.2 APPOINTMENT ON A SCALE

At the time of appointment the employer shall recognise previous paid work experience with a Kindergarten Association that is directly relevant to the employee's duties and responsibilities and which has occurred within 5 years of the appointment.

3.3 PROGRESSION ON A SCALE

- a) An employee's progression on the relevant pay scale shall be on an annual basis on the employee's anniversary date, subject to competent performance.
- b) Employees shall have annual performance reviews against written position / job descriptions or other appropriate performance standards.
- c) An early childhood teaching assistant in training may not move from one in-training step to another without providing, at the completion of each training year, evidence of continued training.

3.4 MOTOR VEHICLE RUNNING EXPENSES

Any employee who has the approval to use her/his car for centre purposes, or is required to relieve in another centre owned by their employer, shall be reimbursed at 83 cents per kilometre.

3.5 EVENING WORK

The employer shall provide a reasonable meal or reimburse the actual and reasonable expenses incurred by the employee where the employer requires and the employee agrees to an employee's attendance at a meeting that prevents the employee returning home for the evening meal.

3.6 EXPENSES INCURRED IN THE ATTENDANCE AT COURSES

- a) Where an employee attends a retraining course or any other course related to that employee's employment, the employer shall reimburse actual and reasonable expenses incurred by the employee, subject to the prior approval of these expenses by the employer and provision of receipts.
- b) Where attendance at courses is required by the employer, actual and reasonable expenses shall be met by the employer including travel costs and course fees. For the purposes of this clause:
 - (i) travel costs will be reimbursed as set out in a);
 - (ii) employees will 'car pool' where practicable; and
 - (iii) where the employer arranges a course and employees choose to attend the course in a different location and/or at a higher cost, employees shall receive those expenses that would have been incurred in attending the course arranged by the employer.

3.7 PAYMENT OF WAGES

Wages shall be paid fortnightly by direct credit to the employee's nominated bank account.

3.8 DEDUCTIONS FROM WAGES

Deductions may be made from an employee's wages for time lost due to sickness, accident, default, leave without pay or other reason agreed to by the parties. Deductions may be made from an employee's final wages for any debt owing by the employee to the employer or for any property of the employer which the employee has not returned. Where practicable an employer will endeavour to discuss the deduction with the employee prior to a deduction being made.

3.9 OVERPAYMENTS

- a) It is the responsibility of both the employer and the employee to ensure that payments are correct.
- b) Where an overpayment does occur the employer is entitled to recover the overpayment, provided the employee is given written notification of the intention to recover the overpayment, the amount to be recovered and a full explanation of the reasons for the overpayment. The employee shall be consulted about the method of recovery which must be reasonable and shall be spread over more than one pay week if the deduction of one lump sum would be too onerous for the employee.

PART FOUR: HOLIDAYS AND LEAVE PROVISIONS

4.1 PUBLIC HOLIDAYS

- a) The employee shall be entitled to the following public holidays, on pay, where they fall on days that would otherwise be working days for the employee: Christmas Day, Boxing Day, New Years Day, 2nd January, Good Friday, Easter Monday, the birthday of the reigning sovereign, Matariki, Labour Day, Provincial Anniversary, Waitangi Day and Anzac Day.
- b) Where an employee is required to work on a Public Holiday that falls on a day that would otherwise be a working day for the employee, they shall be entitled to be paid for the hours so worked at time and a half rates, provided that the employee will be paid not less than what they would have received had the day in question not been a public holiday. In addition, the employee shall be granted a paid alternative holiday.

- c) Where an employee works on a Public Holiday that would not otherwise have been a working day for the employee, the employee is entitled to payment for the hours so worked at time and a half rates. No alternative holiday is provided.

4.2 ANNUAL LEAVE

a) Annual leave:

On completion of 12 months service an employee shall be entitled to four (4) weeks annual leave, to be taken and paid in accordance with the Holidays Act. Annual leave may be taken in advance by agreement between the employer and the employee.

b) Long service leave:

On completion of ten years service (including service occurring prior to the coming into force of this agreement), with the same employer an employee shall, at the end of the tenth year and for subsequent years, be entitled to annual leave of five (5) working weeks instead of four (4) weeks.

- c) Employees shall take their annual leave when centres are closed except where otherwise agreed.

4.3 SICK AND DOMESTIC LEAVE

- a) Employees shall be entitled to sick leave of five days on commencement of employment, and to a further entitlement after six months continuous service as follows:

- Employees who work five days per week: seven (7) days
- Employees who work four days per week: six (6) days
- Employees who work three days per week or less: five (5) days

Employees shall be entitled to a further 10 days sick leave, after 18 months continuous service, and after each subsequent year of service.

- b) Sick leave can be used when an employee is sick or injured, or when the employee's spouse or partner or a person who depends on the employee for care is sick or injured. For the avoidance of doubt, the employee's family / whanau shall include the employee's spouse or partner, a dependent child or dependent parent of the employee or of the employee's spouse or partner or any relative or person who is demonstrated to have a dependency on the employee.

- c) Unused sick leave shall accumulate up to 70 days.

- d) If the period of absence on sick leave exceeds three consecutive calendar days, the employee may be required to provide proof of the injury or illness.

- e) Sick leave can be used for attendance at doctor, dentist and hospital appointments.

- f) Where an employee changes the number of days they work per week, the sick leave entitlement shall change to the appropriate entitlement for the new number of days worked per week from the next entitlement to sick leave.

4.4 BEREAVEMENT LEAVE / TANGIHANGA LEAVE

- a) An employee shall be entitled to a minimum of three days and up to five days leave on pay on the death of a person with whom they have had a close association, due to blood or family ties or cultural obligations including significant responsibility for the arrangements for the ceremonies resulting from the death.

- b) One day's bereavement leave shall be allowed on the death of any other person where the employer accepts that the employee has suffered a bereavement at the time of the death.
- c) Additional leave, with or without pay, may be granted at the employer's sole discretion.

4.5 PARENTAL LEAVE

Parental leave shall be granted in accordance with the Parental Leave and Employment Protection Act.

4.6 PROFESSIONAL DEVELOPMENT LEAVE

- a) Full time permanent employees are entitled to a minimum of two paid working days per year professional development relevant to their role, but may be granted a further five days at the employer's discretion.

Permanent part-time and part-year employees shall be entitled to professional development as above calculated on a pro rata basis.

Unused entitlement is not carried into the next year.

Professional development may include:

- i. Learning and development which the employer requires the employee to participate in; and/or
 - ii. Learning and development opportunities relevant to the employee's role identified by the employee or employer and agreed by both parties.
- b) Where an employee makes a written request for paid professional development leave under sub-clause 4.6 a) the employer will provide a written response to that request no later than two weeks after the request was made by the employee.
 - c) Time off in lieu: Where an employee is required by the employer to attend a meeting, hui, conference or course, the employee will either be granted time off in lieu or paid for the hours of attendance when the course falls on a day of the week not normally worked by the employee.

4.7 JURY SERVICE/ COURT LEAVE

- a) Where an employee is legally required to attend court for jury service or work related purposes, the difference between the fees (excluding reimbursing payments) paid by the Court and the employee's basic daily pay shall be made up by the employer, provided that:
 - Upon receipt of notification of the requirement to attend court the employee shall advise the employer, and
 - The employee produces the Court expenses voucher to the employer, and
 - The employee returns to work immediately on any day that they are no longer required by the Court.
- b) Payments for court leave shall be made for up to a maximum of five days in respect of each separate period of jury service/court attendance.
- c) Where the employee has been paid their usual payment by the employer in anticipation of the employee reimbursing the employer for the fees paid by the court, the employee may:
 - (i) provide evidence of the payment received for jury service to the employer so that the employer can deduct this amount from the employee's next pay; or
 - (ii) reimburse the employer no later than one month after the employee receives the court payment.

If the employee fails to either reimburse the employer or provide details to the employer for deduction in accordance with (i) or (ii), the employer shall be entitled to deduct the payment the employer made to the employee for the jury service attendance from wages due to the employee.

If in exceptional circumstances the employee is physically unable to organise the payment (for example, in the case of extended sick leave) the employer and employee may agree on an alternative timeframe.

4.8 SPECIAL LEAVE

Special leave, with or without pay, may be granted at the employer's sole discretion to cover special circumstances not otherwise recognised.

PART FIVE: TERMINATION

5.1 TERMINATION

In the case of all employees a minimum of four weeks' notice of termination of employment shall be given by either the employer or the employee unless a shorter period is agreed. The employer may elect to pay in lieu of notice. If the employee fails to give the required notice, the employee shall forfeit the amount of the notice not given through a deduction from final pay (including holiday pay). Nothing in this clause shall prevent dismissal without notice for serious misconduct.

5.2 ABANDONMENT OF EMPLOYMENT

Where an employee is absent from work for four of their working days consecutively without notification to the employer, they shall be deemed to have terminated their employment. Prior to deeming their employment terminated the employer will make reasonable efforts to contact the employee and consider any mitigating explanation provided by the employee.

5.3 EMPLOYEE PROTECTION PROVISION

- a) Where the employer is contracting out, selling or transferring all or part of the business, including the part of the business where the employee is employed, the following provisions will apply:
 - (i) The employee and the union will be consulted about any proposal to sell all or part of the business or to contract out or transfer work before a final decision is made.
 - (ii) If the employer decides to proceed with the proposed restructure, it will negotiate with the new contractor/service provider with a view to endeavouring to have the new employer offer the employee employment on the same or overall no less favourable terms and conditions and recognising service as continuous. The employee and the union will be advised of timeframes for such negotiation, and for the acceptance of any offer of employment or of any application and interview process, as soon as possible.
 - (iii) The employee is entitled to choose whether or not to accept employment with the contractor/service provider. In the event that the contractor/service provider offers the employee employment in terms of sub clause (ii) above, no redundancy situation will arise, whether or not the employee chooses to accept the offer of employment.
- b) In the event that the contractor/service provider is not prepared to offer the employee employment in terms of sub clause ii) above, or offers employment on lesser terms and conditions and/or without recognition of the employee's service, the employee will receive notice of termination and redundancy pay where applicable in accordance with this agreement.

5.4 REDUNDANCY

- a) Where a potential redundancy situation could occur, the employer shall consult with the union and potentially affected employees prior to making final decisions.
- b) Employees made redundant are entitled to 4 weeks notice of termination. This is not in addition to the notice provided under clause 5.1. The employer may elect to pay in lieu of some or all of the notice period.
- c) Permanent (including part time and part year) employees who have at least one year's service with their employer at the time they are given notice of termination due to redundancy shall be entitled to four weeks' payment as redundancy compensation. Redundancy compensation shall not be payable where the employee is offered redeployment in accordance with this clause. An employee who does not have one year's service with the employer at the time notice is given is not entitled to redundancy compensation.
- d) Where a kindergarten is to close, or the number of staff may be reduced, and where natural attrition will not achieve the required decrease in positions, redeployment options shall be explored in consultation with the union. The employer will, in consultation with the union, identify any available or impending vacancies for which the employee may wish to be considered.
- e) During the notice period both the employer and the employee shall make reasonable efforts to locate suitable alternative employment for the employee. In the event that suitable alternative employment is offered, the employer's responsibilities under these provisions shall be fulfilled.
- f) The employer shall provide reasonable paid leave to attend job interviews.
- g) The employer and any affected employee and the union may agree in writing to an alternative arrangement to the provisions contained in this clause.
- h) Employees shall be entitled to all holiday pay and salary/wages owing.

PART SIX: TERMS OF EMPLOYMENT AND HEALTH AND SAFETY

6.1 CONFIDENTIALITY

Employees must not disclose any information or knowledge which they may acquire or have acquired during their employment with the employer concerning the business affairs or practices, trade secrets, business opportunities, property, customers, clients or staff of the organisation or children attending the service or their whanau.

This requirement of confidentiality applies at all times while an employee works for the employer and continues after the employment has ended.

6.2 CONFLICT OF INTEREST

Whilst employed by the employer employees must not own, operate or otherwise be involved in any business that may compete in any material respect with the business of the employer except with the written consent of the employer.

6.3 EMPLOYER PROPERTY

Employees may not remove any property owned by the employer, including intellectual property (including intellectual property created by the employee as a result of their employment with the

employer) from the premises without the prior consent of the employer. On termination of employment, employees are to return all of the employer's property in their possession including copies of the same.

6.4 HEALTH AND SAFETY AT WORK

- a) When an employee's health and safety are shown to be significantly at risk through the course of their duties, the employer shall, in consultation with the appropriate health and safety authorities, take such steps as are necessary to provide protection for the employee.
- b) The employer shall ensure safe working practices and appropriate hygiene measures are in place to reduce the risk of infection by contagious disease. Where there is significantly increased risk, the situation shall be assessed on an individual basis and pre exposure immunization made available as advised by the Ministry of Health.
- c) Employers shall take all practical steps to ensure a safe working environment for employees. Employees also have a role in ensuring their own health and safety and that of people around them as described in the Health and Safety at Work Act 2015.

6.5 FIRST AID CERTIFICATE

Where an employer requires an employee covered by this agreement to hold a first aid certificate, the employer shall meet the cost of obtaining / renewing the certificate from the employer's preferred provider in accordance with that Association's practice.

6.6 DOMESTIC/FAMILY VIOLENCE SUPPORT

Employees who experience domestic/family violence can seek support and assistance from their employer. Employees dealing with such issues are encouraged to seek confidential assistance from their manager.

The employer will support staff experiencing family violence in accordance with the provisions of the Employment Relations Act and the Holidays Act. This support includes:

Family violence leave

Family violence leave shall be granted in accordance with the provisions of the Holidays Act 2003 and its amendments. Family violence leave can be used for medical appointments, legal proceedings and other matters related to family violence.

This leave is in addition to the annual leave and sick leave provisions in this agreement.

In accordance with the Holidays Act, an employee who is experiencing family violence is eligible for family violence leave after six months current continuous service with the employer; the entitlement is to up to 10 days leave in each subsequent 12 month period. The employer may require evidence that the employee is affected by family violence. This section is added to provide general information about the entitlement provided by the Act and does not replace the provisions of the Act.

Flexible working arrangements

In accordance with the Employment Relations Act 2000, an employee affected by family violence may request a short-term (two months or less) variation of their employment arrangements to assist the employee to deal with the effects of family violence.

PART SEVEN: UNION PROVISIONS

7.1 WORKSITE REPRESENTATIVES

The employer recognises the role played by worksite representatives in the workplace.

7.2 RIGHT OF ENTRY

In accordance with the Employment Relations Act 2000, a representative of the union shall be entitled to enter the workplace at all reasonable times for purposes related to the employment of its members and to the union's business. The representative will exercise this right in a reasonable way, having regard to the normal operations of the workplace and will comply with any reasonable procedures and requirements relating to health and safety or security.

7.3 UNION MEETINGS

Every employee covered by this agreement will be entitled to attend at least two union meetings (each of a maximum of 2 hours' duration) in each calendar year.

The union must give the employer at least 14 days' notice of the date and time of any union meeting.

The union must make such arrangements with the employer as may be necessary to ensure that the employer's business is maintained during any union meeting, including, where appropriate, an arrangement for sufficient union members to remain available during the meeting to enable the employer's operations to continue.

Work must resume as soon as practicable after the meeting, but the employer is not obliged to pay any union member for a period longer than two hours in respect of any meeting.

An employer must allow a union member employed by the employer to attend a union meeting under this clause on ordinary pay to the extent that the employee would otherwise be working for the employer during the meeting.

For the purposes of this clause, the union must supply to the employer a list of members who attended the union meeting; and advise the employer of the duration of the meeting.

7.4 UNION MEMBERSHIP FEES

On written request from an employee, an employer shall deduct union fees from the employee's salary / wages and remit them to the union. The employer may deduct an administration fee of no more than 2.5%.

7.5 UNION ROLES

The employers acknowledge the roles of employees who are appointed to positions within NZEI. NZEI acknowledges the employers' need to maintain effective operations within kindergartens.

7.6 EMPLOYMENT RELATIONS EDUCATION LEAVE

Employment relations education leave entitlements are as follows.

The union is entitled to allocate employment relations education leave as follows:

Full-time equivalent eligible employees as at the 30th day before the specified date in a year	Maximum number of days of employment relations education leave that union entitled to allocate
1–5	3
6–50	5
51–280	1 day for every 8 full-time equivalent eligible employees or part of that number
281 or more	35 days plus 5 days for every 100 full-time equivalent eligible employees or part of that number that exceeds 280

The Union is required to notify the employer in writing of the maximum number of days of employment relations education leave and the basis of calculation of this maximum within one month of 1 March each year.

The Union may not allocate leave until such time as that notice has been provided. In accordance with section 75(4) of the Employment Relations Act 2000, the maximum number of days' leave the union may allocate in that year will reduce by one-twelfth for each complete month that the notice is not provided.

Where the Union allocates employment relations education leave to an eligible employee, the Union shall provide the employer with a copy of the notice to the employee advising:

- that the union has allocated leave to the employee;
- the number of days paid leave (up to a maximum of five days per year) allocated to the individual employee;
- that the employee must take the leave by the end of the year in which it is allocated; and
- the terms or effects of sections 78 and 79 of the Employment Relations Act 2000.

The allocation of employment relations education leave does not, of itself, entitle the employee to take the leave.

In accordance with section 78 of the Employment Relations Act 2000, where an employee proposes to take the leave allocated to them, the employee must tell their employer as soon as possible, but no later than 14 days before the first day of such leave:

- that they propose to take the leave;
- the dates on which they propose to take the leave; and
- the employment relations education that the employee proposes to undertake during that leave.

The employer may refuse to allow an employee to take the leave where the notice requirements have not been met or, if the employer is satisfied, on reasonable grounds, that the employee taking leave on the dates notified would unreasonably disrupt the employer's business.

Employment relations education leave is paid at relevant daily pay or average daily pay.

PART EIGHT: EMPLOYMENT RELATIONSHIP PROBLEMS

8.1 SERVICES AVAILABLE FOR THE RESOLUTION OF EMPLOYMENT RELATIONSHIP PROBLEMS

What is an Employment Relationship Problem?

It is a problem between employee and employer. For example, it might be a personal grievance or a dispute about a provision in an employment agreement.

Resolving an Employment Relationship Problem

The employee and employer should first make a reasonable effort to discuss the problem and settle it by mutual agreement. (If it is a personal grievance, it must first be raised with the employer **within 90 days** (12 months in the case of allegations of sexual harassment) - Personal Grievances are explained further below.)

An employee (or employer) has the right to be represented at any stage.

When a problem arises, union members should contact their local NZEI Te Riu Roa field officer for advice and representation.

Employers should contact an adviser/representative of choice.

Personal Grievances

A personal grievance is a particular type of employment relationship problem that normally must be raised with the employer within 90 days of the grievance arising.

An employee may have a personal grievance where:

- They have been dismissed without good reason, or the dismissal was not carried out properly.
- They have been treated unfairly.
- Their employment or a condition of their employment has been affected to their disadvantage by an unjustified action of their employer.
- They have experienced sexual or racial harassment, or have been discriminated against because of their involvement in a union or other employee organisation, or have suffered duress over membership or non-membership of a union or other employee organisation.
- They have been discriminated against in terms of the prohibited grounds of discrimination under the Human Rights Act 1993.
- The employee has been disadvantaged by the employee's employment agreement not being in accordance with section 67C, 67D, 67G or 67H of the Employment Relations Act
- One of the other grounds for a personal grievance outlined in s.103(1) of the Employment Relations Act

Note: The full meaning of the terms personal grievance, discrimination, sexual harassment, racial harassment, and duress, shall be the meaning given by sections 103 to 110 inclusive of the Employment Relations Act 2000 only.

As with other employment relationship problems, the parties should always try to resolve a personal grievance through discussion.

Either party can refer a personal grievance to the Employment Relations Service of the Ministry of Business, Innovation and Employment for mediation assistance, or to the Employment Relations Authority.

If the problem relates to a type of discrimination that can be the subject of a complaint to the Human Rights Commission under the Human Rights Act 1993, the person can either take a

personal grievance, or complain to the Human Rights Commission, but not both. If in doubt, advice should be sought before deciding.

Services Available

To help resolve employment relationship problems, the Ministry of Business Innovation and Employment provides:

An Information Service

This is free. It is available by contacting the Ministry of Business Innovation and Employment or by phoning toll free 0800 20 90 20. The Ministry's Employment Relations Service internet address is www.employment.govt.nz.

Mediation Service

- The Mediation Service is a free and independent service available through the Ministry of Business Innovation and Employment.
- This service helps to resolve employment relationship problems and generally to promote the smooth conduct of employment relationships.
- Mediation is a mutual problem solving process, with the aim of reaching an agreement, assisted by an independent third party.
- If the parties can't reach a settlement they can ask the mediator, in writing, to make a final and binding decision.
- A settlement reached through mediation and signed by the mediator at the request of the parties is final, binding and enforceable. Neither party can then take the matter any further and, either party can be made to comply with the agreed settlement by court order.
- If the problem is unresolved through mediation either party may apply to have the matter dealt with by the Employment Relations Authority.

The Employment Relations Authority

- This Authority is an investigative body that operates in an informal way. It looks into the facts and makes a decision on the merits of the case and not on the legal technicalities.
- Either an employer or an employee can refer an unresolved employment relationship problem to the Authority by filing the appropriate forms.
- The Authority may call evidence, hold investigative meetings, or interview anyone involved. It can direct the parties to try mediation. If mediation is unsuitable or has not resolved the problem, the Authority will make a decision that is binding on all parties. Any party can contest the Authority's decision through the Employment Court.

Note: All employment relationship problems, including personal grievances and any disputes about the interpretation or application of this agreement, must be resolved under Parts 9 and 10 of the Employment Relations Act 2000.

For NZEI Te Riu Roa:

Date:

For Auckland Kindergarten Association:

Date:

For Waikato Kindergarten Association:

Date:

For He Whānau Manaaki o Tararua Free Kindergarten Association: Date:

For Nelson District Free Kindergarten Association:

Date:

For Tauranga Regional Free Kindergarten Association:

Date:

For Ruahine Kindergarten Association:

Date:

For Counties Manukau Kindergarten Association:

Date:

For Central North Island Kindergarten Trust:

Date: