

How to run your Paid Union Meeting

Below is a step-by-step guide on how to run a paid union meeting about the new primary teacher collective agreement offer before teachers vote in the online ballot. The ballot opens at 3pm Wednesday 31 May and closes 5pm Tuesday 6 May.

You will find everything you need for a “no frills” discussion in this guide, as well as links to additional resources for extra support. Remember that non-member teachers in your school can have a say in this and future decisions if they [join](#) the union before your meeting.

Links and Resources

There are a number of resources that you can share with your teacher colleagues to help them find out more about the offer and the collective decision teachers will make. These resources include an offer summary table (which shows the changes between this offer and the previous offer), a Q&A document and full offer documentation.

Meeting Guide:

Welcome

Either choose your own karakia or whakatauki or use the following:

Ki te kotahi te kākaho, ka whati; ki te kāpuia, e kore e whati.

When a reed stands alone it is vulnerable, but a group of reeds together is unbreakable.

How did we get to this point?

Crucial: Discuss why we have a fourth offer.

- Teachers identified the core issues of this campaign in 2021: time to teach; class size; more support for students with additional learning needs; better support for Māori and Pasifika teaching; and in 2022 - cost of living.
- Following strike action, the Ministry of Education made a third collective agreement offer.
- The third offer was rejected by teachers. The main areas where members were concerned the offer did not meet expectations were pay, timing of the implementation of classroom release time, member only benefit, unit value and no lifting of the reliever pay cap.
- Members voted to take further strike action.
- This pressure led to the Minister of Education initiating talks between the Ministry of Education, NZEI Te Riu Roa and PPTA Te Wehengarua to attempt to overcome the impasse in negotiations. The Minister of Finance also participated in this process.

- The new offer is the outcome of this process.

What is in the new offer?

Crucial: Discuss what the content of the new offer is and share views of the offer.

Some of our claims, including some long-standing concerns of teachers, have been addressed or partially addressed in this offer, and some have not. Changes from the previous offer are highlighted.

Basic outline of the offer:

- Three pay increases. From June 2023, \$4000 or 6% (whichever is the greatest); Two increases in 2024, the first in July, second in December, which together result in increases of between 4.28% (top of the scale) and 9.71%. In December 2024 the bottom step of the pay scale will be removed lifting starting salary to \$60,735, while the top of the scale will reach \$100,000.
- The reliever salary cap will be lifted from step 6 to step 7
- The term of the agreement has changed. The pay increases are now over 24 months, rather than 36 months.
- Retention of pay parity for base salary scale.
- The previous offer back paid the first pay increase to Dec 2022 – this was worth approx. \$2000 per teacher. In the new offer the backpay is replaced by a \$4,500 lump sum payment. This is roughly the equivalent of back pay to June 2022 and is \$2,500 more than the previous offer.
- The \$4.500 lump sum payment includes a \$1,500 member only payment. Non-members will receive a \$3000 lump sum only. This payment is pro-rated for part time and relieving teachers.
- Member only lump sum payment of \$710 for teacher council fees and levy. Part-time teacher or reliever members will receive the full lump sum.
- Increase in classroom release time from 10 to 25 hours per term. The increase is implemented in three stages – term 1 2024, term 3 2024, term 1 2025. The full implementation of the new classroom release time will be six months earlier than under the previous offer.
- One additional hour of release per week/10 hours per term for permanent unit holders introduced term 1 2025.

- In total, increases in release time will result in the employment of approx. 1500 more teachers.
- Increase Māori immersion teaching allowance and introduce Pasifika bilingual immersion teaching allowance.
- Introduce 1200 cultural leadership allowances of \$5000 p.a.
- Increase unit value from \$4000 to \$4500. The new offer brings the implementation of this forward to the start of 2024.
- Improved sick leave and removal of intervening weekend rule.
- Motor vehicle allowance increase from 62c to 83c per km.
- Pay provisional to full registration costs for beginning teachers.
- Agreement to meet regularly to discuss reliever employment issues including remuneration during the term of the collective agreement.

There is no offer for our claims on:

- Additional high needs staffing (SENCOs, counsellors etc)
- Increasing the Special Duties Increment Allowance

What should we consider before voting?

Crucial: Discuss with your colleagues about what voting for and against the offer will mean

The offer will be voted on as a package.

Some key questions to discuss are:

- Has there been sufficient improvement from the last offer to make this offer acceptable?
- What would be needed for us all to consider claims to be adequately addressed?
- What are the risks and benefits of accepting or rejecting the offer?
- What is the alternative to accepting the offer and how would we all escalate action to win a better outcome?
- Do we believe there is widespread support and commitment from teachers to take this action?
- Will the wider school community support further action if the offer is rejected?

If accepted: the new agreement would take effect from ₃ July 2023.

Progress on valuing teachers work, including unit value and parity will be continued through the current teacher mana taurite / pay equity claim for teachers.

NZEI Te Riu Roa members will continue to advocate for staffing improvements that will truly address the needs of teachers and tamariki, through the Ministerial Advisory Group, community campaigning and political lobbying.

If rejected: the current offer would be off the table. A vote on intensifying action would be held from Thursday 8 – Sunday 11 June, with industrial action being notified on Monday 12 June. In two recent surveys and the last ballot, members have indicated a strong preference for full day strikes as the action they prefer.

Voting

Crucial: Ensure all teacher members are aware of the voting process and timeline.

NZEI Te Riu Roa has contracted [Election Services](#) to manage the vote on the 4th primary teacher collective agreement offer. Election Services is an independent election management company that provides an online voting platform.

Every member will receive an email after 3pm Wednesday 31 May from Election Services with an access code and a password so you can formally submit your vote on the offer. The vote is open until 5pm Tuesday 6 June. The result will be notified Wednesday 7 June.

Non-members must join the union in order to cast a vote. They should join online as soon as possible to ensure their membership is processed and their voting information is sent in time.

- [Join NZEI Te Riu Roa](#)

Closing the meeting

Close the meeting with a karakia or in a way appropriate for your school.

Ngā mihi nui,

Barb Curran