

# NZEI TE RIU ROA

## **NZEI Te Riu Roa has initiated a Fair Pay Agreement for the early childhood education sector!**

Tēnā koutou,

We are writing to inform you that the NZEI Te Riu Roa application to initiate a Fair Pay Agreement (FPA) for the early childhood education (ECE) sector has been approved. NZEI Te Riu Roa is New Zealand's largest education union, and the union for all staff working in ECE.

Fair Pay Agreements set minimum standards for wages and working conditions for all employees across the sector. Every employer and every employee in ECE will be covered by the Fair Pay Agreement.

Through the FPA process, ECE employees (union members and non-union members) will be represented by NZEI Te Riu Roa in negotiations with early childhood sector employers.

**This is a really exciting opportunity for you and your colleagues to have a say in how the Aotearoa ECE sector should work.** It provides kaiako and kaimahi with the opportunity to state our priorities. We can work together to try and make the solutions we know we need to see a reality – whether those are related to pay, hours of work, leave, ratios, or anything else.

A union is you and your workmates, and joining together in your union gives you a stronger voice at work. That's why it's important that as many ECE kaiako and kaimahi like you are involved in this process. Regardless of union membership, NZEI Te Riu Roa will keep in touch with you to ensure you're aware of what's going on every step of the way as we represent your interests through the process. To join NZEI Te Riu Roa to support the FPA process or to access individual support from us, go to [www.nzei.org.nz/join](http://www.nzei.org.nz/join)

To keep you informed, your employer will send NZEI Te Riu Roa your contact information, unless you specifically opt out of sending it by using the form your employer will have sent to you. Your contact details will be stored securely by NZEI Te Riu Roa and can only be used for communicating with you about the FPA process.

A finalised Fair Pay Agreement may have an effect on your terms and conditions of employment by setting new minimum standards. Any terms and conditions you have that are above the terms of a finalised Fair Pay Agreement, whether in an individual or collective

employment agreement, will be unaffected, but any terms that are below those of a new Fair Pay Agreement will need to be lifted to match this level.

To get in touch if you have any questions, or if you would like to get involved in helping to make change in ECE please call 0800 693 443 or email [payparity@nzei.org.nz](mailto:payparity@nzei.org.nz).

You can also find answers to some common questions at our website here <https://www.ecevoice.org/fair-pay-agreements-faq> and access further information here <https://www.nzeiteriuroa.org.nz/help-advice/knowledge-base/fair-pay-agreement-for-ece-approved-by-mbie-important-information-for-employers>

This is an exciting moment for the ECE sector. We have a chance to work together to make some really positive changes. **Let's work together to make 2023 the year for ECE!**

**Ngā mihi nui,**

**NZEI Te Riu Roa**