

What's happening for NZEI Te Riu Roa primary and area school teachers in Term Four?

We will show our collective strength through NZEI Te Riu Roa hui, where we will make decisions and take actions in our shared interest.

We are building the campaign to resolve increasing work demands that impact our wellbeing. Teachers also need a pay increase to address the rising cost of living and to maintain the value of the pay wins in our last campaign.

The more of us who are involved, the stronger we are. What we achieve, we achieve together.

**NZEI
TE RIU ROA**

Term Four Activities

WORLD TEACHERS' DAY – FRIDAY 28 OCTOBER

New Zealand and Australian teachers will be celebrating World Teachers' Day on Friday 28 October.

This is an opportunity to celebrate the mahi of teachers, and to highlight the need for greater staffing in early childhood and primary education.

Your part

Plan a celebration with your colleagues and discuss the staffing needs you want to highlight.

Share your activities online using **#teachers2022**.

Printable posters.

PAID UNION MEETINGS – FROM 14 TO 25 NOVEMBER

Paid union meetings are for all NZEI Te Riu Roa teacher members in primary and area schools, where we can participate in collective decisions and action. There will be a range of options for meeting times in many places.

Progress on the negotiations for our collective employment agreement to win more release time and a fair pay increase, and our campaign to improve school staffing will be discussed.

Your part

Discuss progress on the negotiations.

We will also set our united direction by voting on any offers and proposals for action to achieve our staffing and pay claims.

PUBLIC SERVICE PAY NEGOTIATIONS

NZEI TRR and other public sector unions have entered negotiations for a unified pay increase. Together we are calling on government to make a pay offer that recognises the rising cost of living and impact of COVID-19.

If and when this comes, members will vote whether to accept any pay offer. If not, then decide together on what action to take.

Your part

Look out for updates.

Discuss any offer with your colleagues in your school – is it acceptable, or do we act?

It is likely we will consider and vote on collective agreement offers alongside a public sector pay offer.

Attend the union meeting in November to ensure you have your say.

PRIMARY AND AREA SCHOOL TEACHER COLLECTIVE AGREEMENT NEGOTIATIONS

There are many issues alongside pay where change is needed. These include:

- improvements in school staffing.
- time to plan.
- better recognition and support of those in learning support roles.
- changes that support building our pool of reliever teachers.
- better support for those teaching in Māori and Pasifika contexts.

One way we can progress these changes is through our ongoing collective agreement negotiations.

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PRIMARY AND AREA SCHOOL STAFFING

Our **Wāwāhi Tahā | Time 4 Tamariki** campaign is about winning significant improvements in primary and area school staffing.

The scale of staffing increase needed is significant. This campaign will need to continue until schools are staffed in a way that allows teachers to meet the varied and complex learning needs of all students without cost to teacher wellbeing.

We therefore need to see steps to improve staffing in collective agreement settlements, in next year's Budget and in the election promises of all political parties.

We can achieve these big shifts when we commit to working together, build understanding and gain support from our communities.

Your part

Attend your union meeting in November to discuss and vote on any staffing components of a collective agreement offer.

Talk to school boards and ask for their support for our campaign.

Ask parents, influential people in your community and your MP to support increasing school staffing.

MANA TAURITE / PAY EQUITY

Teaching is a predominantly female profession and there has been a long-standing historic undervaluation of those doing this work.

The Mana Taurite/Pay Equity claim raised by NZEI Te Riu Roa means there will be an investigation of the scale and scope of any undervaluation and a process to redress this.

Pay equity processes are about addressing historical inequities for a whole occupation so they cover all workers in that role.

Earlier pay equity claims raised by NZEI TRR for teacher aides, kaiārahi i te reo and school administrators have resulted in significant and life-changing pay increases.

While the outcomes can't be completely forecast, what is clear is that active participation of those covered by the claim makes a difference in the final settlement.

Your part

Look out for updates in 2023 as this gets underway.

Encourage your colleagues to join NZEI Te Riu Roa.

Advocacy and representation for this claim is through NZEI Te Riu Roa, so the more teachers who are members the stronger the outcome.

nzei.org.nz/join

campaigns.nzei.org.nz/wawahi-taha

www.facebook.com/NZEITeRiuRoa