

Early Childhood Education

NZEI Negotiations News (ECECA) 2009/06
To: All ECECA Worksites

EMPLOYERS RATIFY SETTLEMENT

October 2009

KEY POINTS:

- 83% of employers represented at negotiations have agreed to be covered by the settlement.
- NZEI now has time to approach those employers who said “no”, and try to encourage them to remain a party to the agreement. This will take place between 19 October and 30 October 2009.
- Once the final list of employers who agree to be covered is confirmed, NZEI members in those centres/services will be asked to vote on the settlement.
- This vote will be by postal ballot, closing on 13 November 2009. Ballot papers will be sent to each member in their centre/service in the week beginning 2 November 2009.
- Lists of employers who:
 - do not agree with the settlement;
 - who did not return a vote; and
 - who were not represented at negotiations, are attached.
- An explanation of the Settlement is attached.

ACTION:

Worksite Representatives:

- Make sure all NZEI members get to read this newsletter.

Members:

- If your employer has not agreed to be covered by the settlement, talk to them and encourage them to change their minds.

ENQUIRIES:

For further enquiries contact 0800 NZEI HELP (**0800 693 443**) or email Fran Renton Fran.Renton@nzei.org.nz or Sharyn Gibbons Sharyn.Gibbons@nzei.org.nz at NZEI National Office or go to www.nzei.org.nz

**Kia ora koutou
Nga mihi mahana ki a koutou**

Employers Ratify

NZEI was informed by Te Tari Puna Ora o Aotearoa/NZCA on 16 October that employers represented at negotiations for the Early Childhood Education Collective Agreement of Aotearoa New Zealand (ECECA) have ratified the settlement. Details of the settlement are enclosed with this newsletter.

83% of employers who were represented at negotiations agreed to be covered by the settlement and the new agreement. The Bargaining Process Agreement required more than 75% of employers to agree to the proposed settlement before it could be confirmed. This benchmark was met and so we can begin the next stage in the process

NZEI to Approach Employers

The next step in the agreed process is for NZEI to approach the 8 employers who said they do **not** agree to be covered by the settlement. Together with your help, we will attempt to persuade them to change their position and agree to remain a party to the agreement.

There were also 16 employers who did not respond to Te Tari Puna Ora o Aotearoa/NZCA. We will contact those employers and ask them to confirm whether or not they agree to the settlement.

Now that we have a settlement, there may be some employers who were not represented at bargaining who are prepared to agree to the settlement. NZEI will also approach some of these employers.

A list of the employers NZEI may approach is attached to this newsletter. NZEI Field Staff in each area will carry out this process.

The results of this process will determine the final list of employers who will be a party to the new agreement which will then determine the members covered by it.

Ratification – Postal Ballot

NZEI members *who are covered by the agreement at this point* will be asked to ratify the settlement. It is important to note – ***only members whose employer agrees to be covered by the settlement will be able to take part in the ratification.***

This ratification will take place via postal ballot. In the week beginning 2 November 2009 NZEI will send out ballot papers (along with information about the settlement) to each member. Each member will be asked to vote by filling in a ballot paper and forwarding it to NZEI National Office by Friday 13 November 2009.

Talk to your Employer

If your employer is on the list attached to this newsletter, unless they change their mind, they will no longer be a party to the agreement and you will not be covered by it. So please talk to them and let them know you and your colleagues are committed to being covered by the new Early Childhood Education Collective Agreement of Aotearoa New Zealand (ECECA).

Noho ora mai



Fran Renton and Sharyn Gibbons
Advocates



Attached: The settlement explained
 List of employers/services NOT covered

Employers did not respond to Te Tari Puna (did not vote)
Brooklyn Early Childhood Centre
East Coast Bays Community Creche
Finlayson Park Childcare Centre
First Years Richmond Inc.
Gracefield Early Childhood Centre
Hagley Community College Preschool
Highland Park Community House & Creche
Kilbirnie Community Creche
Marton Junction Community Preschool
Methven Creche Association Inc.
Naenae Aoga Amata
Thames Coast Community Kindy
UNITEC Childcare Inc. (2 Centres)
Universal College of Learning (UCOL)(3 centres)
Waltham Out of School hours inc
Wellington Rudolf Steiner Kindergarten

Employers voted against being covered by settlement
Avondale Community Preschool
Blenheim Early Childhood Centre (3 Centres)
Creative Corner Childcare Centre Inc.
Massey University Albany Early childhood Centre
Nga Tamariki Early Childhood Centre
Polytots at WITT taranaki
Waimakariri Community Development Trust

Employers that were not represented at bargaining
Akoranga Childcare Centre (AKL)
Awapuni Under 5s Community Preschool
Busy Bodies Childcare Ltd
Cambridge Road Community Kindergarten
Chapel Hill Kindergarten
Jubilee Early Childhood Ltd
Kew Pacific Island Early Childhood Education
Manaia Community Preschool
Marlborough St Childcare
Moriah Kindergarten Inc.
Motu Weka Neighbourhood Centre
Newtown Community Creche
Ormond Rural Preschool Committee
Otago Polytech Childcare Centre
Puataunofu Aoga Amata
Queens Park Babies Ltd. (2 Centres)
Redhills Community Kindergarten
St Anthony Childcare Centre
St Mary's School - OSCAR
Taupo Kids Community
Te Puna Reo o Puhikaiti Incorporated Society
Te Runaka o Awarua Charitable Trust
Te Whare Hauora Early Education Centre
Te Whare Whai Hui Early Education Centre
Twizel Area School Creche
Waiheke Community Childcare Centre
Whenuakite Country Kids
Whitireia Polytechnic Childcare Centre

The Settlement Explained

Key Parts of the Proposed Settlement

PAY

▪ **Qualified and registered teachers**

- Parties to the agreement have agreed to continue to work towards the full implementation of pay parity within this agreement. This is for all qualified teachers, assistant head teachers, head teachers, senior teachers, home-based visiting teachers and home-based team leaders.
- During the term of the agreement, there will be **two** annual increases (1 July 2010 and 1 July 2011) for ECE teachers. This will be 4% each year for the Early Childhood Teacher/Kaiako scale, 3% each year for Assistant Head Teachers and Head Teachers and 2% each year for senior teachers.
- Though we are still catching up, these are significant increases in the current economic and political environment. The employers and NZEI have agreed to meet within the next two years to continue to discuss how pay parity will be fully implemented.

▪ **All other NZEI members covered by the agreement**

- Unqualified and Intraining teachers and OSCAR employees will get two annual increases of 3% on 1 July 2010 and 1 July 2011.
- Administrative employees will transition on to a new payscale and grading system from 1 March 2010, these new gradings and payscales should result in positive outcomes for NZEI members. Administrative employees will also get a 3% increase on 1 July 2011.

TRANSITION OF OTAGO SOUTHLAND EMPLOYERS

- **Schedule B (Otago Southland)** – Otago Southland employers agreed to transition completely into the agreement. This is a major milestone for this group of centres and services and one to celebrate.

CONDITIONS

- **Hours of Work** – The amount of time a qualified teacher works before they can claim additional payment or time in lieu has been increased to 30 minutes from 15 minutes. This reflects the move from a waged to a salaried profession and is more in-line with kindergarten and primary school teachers.
- **Classifications/Definitions** – The definition for Q3 and Q3+, the centre/network roll and professional development leave have been amended to give clarity.

OTHER

- **No 'Pass-on'** - There is a clause that prevents employers from automatically passing on the benefits of the new agreement to non-union members.
- **Term of the Agreement** - the agreement will apply from 1 November 2009 and expire 31 October 2011.
- **Review of Home Based Visiting Teachers and Team Leader Remuneration Scale Classifications** - NZEI and the employers agreed to establish a forum during the term of this agreement to discuss where Home Based Team Leaders and Home Based Visiting Teachers sit on the payscale. As a result of the discussion the participants in the forum may agree to propose a variation relating to the pay rates for the Home Based Team Leaders and Home Based Visiting Teachers. If a variation is not agreed to, the results of this forum will inform the bargaining of this agreement in 2011.