

# ECECA - Making your service a great place for staff and for children

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KIDS  
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## What is it the ECECA?

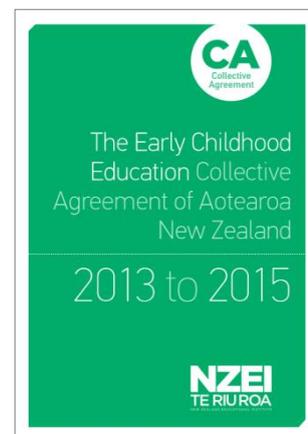
You may know the Early Childhood Education Collective Agreement as “the little green book”, which is the collective employment agreement negotiated by Te Rito Maioha (on behalf of employers/services) and NZEI Te Riu Roa (on behalf of employees/teachers).

## What are the benefits of being part of this agreement?

Early childhood services throughout New Zealand can choose to be part of the collective agreement that sets the standard for quality ECE and positive staff-employer relationships.

The benefits of including your service in the agreement include:

- Centre managers and parent committees don't have to go through the time-consuming process of negotiating agreements with each staff member, or with your employees as a group.
- Employers can be confident they are meeting sector standards.
- Being part of the ECECA sends a positive message about your service's commitment to quality ECE and fair working conditions, making it easier to recruit and retain great teachers.



## How does it work?

About 200 community-owned and privately run services and centres have signed up for the ECECA.

Having your say Employers can have their say at negotiations through Te Rito Maioha (the employer group), if they are a member of Te Rito Maioha, or can attend negotiations in person, in a very supportive process.

Reaching agreement Terms and conditions are agreed by employers and employees who are members of NZEI, before being ratified. You won't be locked into an agreement unless you are happy with it.

Joining together for ease Negotiating employment agreements as a group is cheaper and easier than negotiating each contract individually. Employers share the cost of the negotiation process, usually about \$325 for Te Rito Maioha members and \$420 for non-members. Employers are given a partial refund when negotiation costs are lower than expected.

A useful starting point The ECECA is a minimum rates document, so you can still offer higher rates or extra conditions to your staff if you wish.

**Sign up for ECECA coverage - simple employment relations saving time and stress**