

NZEI TE RIU ROA



What is the Early Childhood Collective Agreement of Aotearoa New Zealand (ECECA)?

The ECECA sets the standard for quality early childhood education and care and positive staff-employer relationships in early childhood education (ECE) services. Any ECE service employer can choose to be a party to the ECECA.

Teachers in centres can **join NZEI Te Riu Roa** and come together and ask their employer to join the ECECA. More than 105 employers are already in this agreement. **You can read the ECECA here.**

A key use of the agreement (in addition to agreeing terms and conditions for ECE teachers) is by the Ministry of Education for funding attestation purposes.

Employers say that successful collective bargaining, and the ratification of a collective employment agreement, can improve productivity in workplaces by building workplace relationships. The bargaining process provides a way to exchange ideas, promote parties' common interests, and manage separate interests effectively. It can be a cost-effective way of agreeing staff employment terms and conditions.

Employers can sign up on the ECECA opt-in form [here](#), or email nzei.org.nz

The benefits of including your service in the agreement include:

- Centre managers, parent committees and employers 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.
- Negotiating employment agreements as a group is cheaper and easier than negotiating each agreement individually
- 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.

When the employer and employee negotiating teams reach a settlement, it then goes out to all employers and employees for ratification. Only after this is achieved does the agreement come into force. The ECECA is a minimum rates document, so employers can still offer higher rates or extra conditions to staff if they wish.

Te Rito Maioha is not a party to the collective agreement but acts as the bargaining agent on behalf of employers who have authorised them to represent them and have paid their bargaining fee.

You can find out more about the employer process [here](#).

Links in full

Join NZEI Te Riu Roa

<https://nzei.org.nz/NZEI/Join>

Read the ECECA

https://www.nzei.org.nz/UploadedFiles/ECECA_2020-2021.pdf

Employers can find out more about the ECECA [here](#)

<https://www.ecevoice.org/faqs-for-employers>

Employers can sign up on the ECECA opt-in form

(this will automatically download an editable word document)

https://www.nzei.org.nz/UploadedFiles/Form_for_Employer_to_Opt-In_to_2019_ECECA.doc

You can find out more about the employer process

<https://www.ecnz.ac.nz/Public/Advocacy/ECECA.aspx>