

Employment Agreement coverage for primary principals

Primary principals are represented by two unions – NZEI Te Riu Roa (NZEI) and the Primary Principals' Collective Bargaining Union (PPCB). The following situations explain which employment agreement a primary principal may be employed under.

Applies until a new NZEI PPCA is ratified, or the current NZEI PPCA lapses on 2 July 2026 (whichever happens first)	
Union Membership Status	Employment Agreement
<i>Union members</i>	
A member of PPCBU only	Bound by the PPCB collective agreement
A member of NZEI only	Bound by the NZEI collective agreement
A member of both PPCB and NZEI	Bound by the NZEI collective agreement
<i>Changing unions</i>	
Was a member of NZEI, but leaves and joins PPCB	Bound by the PPCB collective agreement
Was a member of PPCB, but leaves and joins NZEI	On an IEA that mirrors the PPCB CA. Cannot be bound by the NZEI CA until 60 days before the PPCB CA expires.
<i>Non-union members</i>	
Was a member of NZEI, but leaves and does not join PPCB	On an IEA that mirrors the NZEI CA. Can be offered the IEA (PPCBU).
Was a member of PPCB, but leaves and does not join NZEI	On an IEA that mirrors the PPCB CA.
An existing principal who is not a member of either union	Can be offered the IEA (PPCBU).
A new (to the school) principal who is not a member of either union	On an IEA (PPCA New Appointment) that contains a mixture of the terms and conditions of the NZEI and PPCBU collective agreements for at least their first 30 days, after which the principal can be offered (or ask to be offered) the PPCB IEA. Or, a new principal can join either NZEI or PPCBU and will be bound by the relevant collective agreement from the day they join the union.

Frequently Asked Questions

- ***Can I be a member of both NZEI and PPCB simultaneously?***
 - Yes, you can be a member of both NZEI and PPCB simultaneously. If you are a member of both unions, then unless you joined NZEI **after** the PPCB CA ratified, you are bound by the *Primary Principals' (NZEI) Collective Agreement 2023 - 2025*.
- ***If I am a member of NZEI only, what employment agreement will I be covered by?***
 - If you are a member of NZEI only, you will be bound by the *Primary Principals' (NZEI) Collective Agreement 2023 - 2025*.
- ***If I am a member of PPCB only, what employment agreement will I be covered by?***
 - If you are a member of PPCB only, you will be bound by the *Primary Principals' (PPCBU) Collective Agreement 2025 – 2027*.
- ***I am a PPCB member. Can I leave now and join NZEI to be covered by the terms and conditions of the PPCA-NZEI?***
 - You can leave PPCB, but cannot be bound by the *Primary Principals' (NZEI) Collective Agreement* until 60 days before the *Primary Principals' (PPCBU) Collective Agreement 2025 – 2027* expires.
- ***I am an NZEI member. Can I leave now and join PPCB to be covered by the terms and conditions of the PPCA-PPCB?***
 - Yes.
- ***I am not a member of either union, and have held my current principal role for more than 30 days - what employment agreement am I covered by?***
 - You can remain on your current IEA, or ask to be offered the recently promulgated IEA (PPCBU), which reflects the *Primary Principals' (PPCBU) Collective Agreement 2025 – 2027*.
- ***What employment agreement will a new principal who is not a member of either union be covered by?***
 - A new principal who is not a member of either union will be employed on the IEA that is promulgated for use by new appointments, for at least their first 30 days of employment. This agreement has a combination of terms

from the *Primary Principals' (PPCBU) Collective Agreement 2025 – 2027* and the *Primary Principals' (NZEI) Collective Agreement 2023 – 2025*. The terms and conditions are detailed in the IEA (PPCA-New Appointments).

- After their first 30 days of employment, they can ask to be offered the recently promulgated IEA (PPCBU), which reflects the Primary Principals' (PPCBU) Collective Agreement 2025 – 2027.
- Principals can also join either union at any time, at which point they will automatically become bound by the relevant collective agreement.