

## Guidance on 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.

Revised Guidance following PPCA-NZEI ratification	
Union Membership Status	Employment Agreement
<i>Union members (applies unless the principal has changed unions)</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 left before 24 February 2026 (the date the NZEI CA was ratified) and subsequently joined PPCB	Bound by the PPCB collective agreement
Was a member of NZEI at any time on or after 24 February 2026 (the date the NZEI CA was ratified), but then leaves NZEI and subsequently joins PPCB	On an IEA that mirrors the NZEI CA. Cannot be bound by the PPCB CA until 60 days before the NZEI CA expires, but can be offered the PPCBU IEA
Was a member of PPCB at any time on or after 17 October 2025 (the date the PPCB CA was ratified), but then leaves PPCB and subsequently 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, but can be offered the NZEI IEA
Is a member of both unions on or after 24 February 2026 (the date the NZEI CA ratified), subsequently leaves NZEI	On an IEA that mirrors the NZEI CA. Cannot be bound by the PPCB CA until 60 days before the NZEI CA expires, but can be offered the PPCB IEA
<i>Non-union members</i>	
Was a member of NZEI, but left before 24 February 2026 (the date the NZEI PPCA was ratified) and does <b>not</b> join PPCB	On an IEA that mirrors the 2023 NZEI PPCA Can be offered both the IEA (PPCB) and the 2026 IEA (NZEI)
Was a member of PPCB at any time on or after 17 October 2025 (the date the PPCB CA was ratified), but then leaves and does <b>not</b> join NZEI	On an IEA that mirrors the PPCB CA Can be offered the IEA (NZEI)
An existing principal who is not a member of either union	Can be offered the IEA (PPCB) and the IEA (NZEI)

A new (to the school) principal who is not a member of either union	Should be offered both the IEA (PPCB) and the new IEA (NZEI).  Or, a new principal can join either NZEI or PPCB and will be bound by the relevant collective agreement from the day they join the union.
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### Frequently Asked Questions

- ***If I am a member of NZEI only, what employment agreement will I be bound by?***
  - If you are a member of NZEI only, you will be bound by the *Primary Principals' (NZEI) Collective Agreement 2026 – 2028*. There is one exception – if you were a member of PPCB at any time on or after 17 October 2025 (the date the PPCB PPCA ratified), then left PPCB and subsequently joined NZEI you cannot be bound by the NZEI CA until 60 days before the PPCB CA expires. You can however be offered the NZEI IEA.
- ***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' (PPCB) Collective Agreement 2025 – 2027*. There is one exception – if you were a member of NZEI at any time after 24 February 2026 (the date the NZEI CA ratified) then left NZEI and subsequently joined PPCB, you cannot be bound by the PPCB CA until 60 days before the NZEI CA expires. You can however be offered the PPCB IEA.
- ***If I am a member of both NZEI and PPCB, which collective binds me?***
  - The *Primary Principals' (NZEI) Collective Agreement 2026 – 2028*.
- ***I am not a member of either union, and I would like to change which IEA I am on. Can I do that?***
  - You can remain on your current IEA, or ask to be offered the promulgated IEA (PPCBU), which reflects the *Primary Principals' (PPCB) Collective Agreement 2025 – 2027* or the IEA (NZEI), which reflects the *Primary Principals' (NZEI) Collective Agreement 2026 – 2028*.
- ***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 should be offered both the new IEA (NZEI) and the IEA (PPCB).