



17 May 2019

PPTA national office

Via email [stca@ppta.org.nz](mailto:stca@ppta.org.nz)

Tēnā koe

**PPTA advice for principals re: strike action 29 May, regional rolling strikes 17 – 21 June 2019 and rostering home, 4 June – 2 July 2019**

This advice is provided for principals who are PPTA members and as a courtesy to other principals.

Under the Employment Relations Act unions are required to give three days' notice of a strike so formal notice will be provided in accordance with that timeframe.

The Ministry of Education will provide advice on notifying who is participating. The Schools Trustee Association will provide advice to your board.

The following advice may be useful to you as clarity around matters which occasionally generate questions from principals.

While PPTA members will not be teaching or engaging in any school-related activities between on 12:01am 29 May to 11:59pm 29 May, and for one 24 hour period during the week 17 – 21 June, the decision about whether to declare the school open or closed is for the board to make.

PPTA members cannot be required to provide skeleton cover and there is no expectation the school will operate a normal programme.

Non-members and day relievers may not be used to cover the normal work of striking teachers but could provide general supervision of any students, for health and safety reasons, who are on site.

Unlike paid union meetings, 14 days' notice is not required for strike action. Schools will receive in excess of the notice required.

Teachers cannot be required to make up the strike day later in the year, no matter whether the school is open or closed.

In very exceptional circumstances (those not applying generally to schools or teachers) an exemption process will operate. Exemptions must be sought by the branch chair or an individual teacher to the PPTA regional chair. There are guidelines for regional chairs to apply to ensure consistent application of exemptions across the country. Teachers who are taking industrial action will not be paid for the

day. Your school staffing entitlement will not be reduced for that day. You are free to use the staffing entitlement saved on that day in other ways.

All union members have the right to take industrial action in support of collective agreement negotiations without duress.

The Employment Relations Act prevents differential treatment of union members on the basis of their union activities.

The above advice applies also to rolling strikes. We will provide separate advice on questions raised by principals about rostering home.

Although official notice has not yet been issued to your board, we hope you will appreciate this advice as you plan for rostering home and rolling regional strikes.

<b>Week</b>	<b>Date of action</b>	<b>Year group</b>
6	Tuesday 4 June	Year 9
7	Tuesday 11 June	Year 10
9	Tuesday 25 June	Year 11
10	Tuesday 2 July	Year 12

<b>Date of action</b>	<b>Region</b>
Monday 17 June	<b>Tamaki Makaurau</b> / Northland (Upper, Central, Lower)/ Counties-Manukau/ Hauraki-Coromandel
Tuesday 18 June	<b>Waikato</b> / Taranaki/ Central Plateau/ WBOP/ BOP
Wednesday 19 June	<b>Otago</b> / Southland/ Aoraki
Thursday 20 June	<b>Canterbury</b> /West Coast/ Nelson/ Marlborough
Friday 21 June	<b>Wellington</b> / Hutt Valley/ Wairarapa/ Manawatu-Whanganui/ Hawkes Bay/ East Coast

We recognise the difficulties the action will pose for you in your joint role as leader of learning and the representative of the employing board in the day to day manager of employees. We appreciate the support you may provide to teaching staff taking action in the first component of your overall role and acknowledge your duties in respect to the action in the latter component of your role.

Ngā mihi nui



Michael Stevenson  
General Secretary, PPTA