



UNION ACCESS

Rationale:

This policy supports the Employment Relations Act 2000

Purpose:

The purpose of this policy is to provide reasonable access to registered Union representatives for the purpose of relating employment and union business to union members.

Scope:

This policy applies to all staff and union representatives.

Guidelines:

1. Union representatives intending to visit the school to discuss union business with staff must gain permission from the employer representative assigned to their union first.
2. Permission will not be unreasonably withheld.
3. The union representative is required to:
 - a. Visit the school at a reasonable time, considering school activities planned on the intended day of visit.
 - b. Act reasonably having regard to normal school operations.
 - c. Comply with school health, safety and security procedures.
 - d. Notify the school about the reason for the visit.
 - e. Produce evidence of identity and authority to represent the registered union concerned.
4. If the employer representative is unavailable, the union representative must leave a written statement of:
 - a. union representative identity
 - b. union being represented
 - c. date and time of entry to the school site
 - d. purpose of visit

Name and signature of Union representative

Union represented

Date

Name and signature of WBHS representative

Date



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Related Policies:

1. Health & Safety

References or Sources:

1. Department of Labour
<http://www.employment.govt.nz/er/minimumrights/unions.asp>
2. Employment Relations Act 2000 and amendments

Review Details:

Review Date	Reviewed by
Aug 2022	MOR
Review cycle: 3 years	Due date for Review: Aug 2025

Management Contact:

1. Support Staff and Caretakers and Cleaners Unions – Business/Financial Manager
2. PPTA – Principal or Deputy Principal