

### **Rule Change 1: change of Members notice period for resignation from 14 days to one month**

Changing the resignation notice period for members from 14 days to 1 month addresses a challenge in our union, where a small minority of members join only to benefit from collective agreement negotiations and then promptly resign. Extending the notice period ensures that members contribute to the union's goals for a reasonable duration, which will also enhance solidarity and cooperation within the union. A longer notice period also gives the union a longer period of time to engage with the member and address any of the reasons they may have for resigning.

### **Rule Change 2: Financial Year Change**

In order to align the Institute's financial year with the Maramataka year cycle (which is the planning and organising annual cycle of NZEI Te Riu Roa), the new financial year runs from 1 July -30 June rather than the current financial year which is from 1 April – 31 March. A temporary rule change is required to allow transitioning to the new financial year.

The anniversary for the subscription fee increase will be changed to from 1 April to 1 July to align with the financial year cycle. From 1 April 2026 to 30 June 2026 (a period of 3 months), the membership fee rates will remain the same as in 2025.

### **Rule change 3: Special Meeting section update**

Due to the financial year change to 1 July-30 June to align with the Institute's Maramataka year, there might not be sufficient time to present the audited financial statements for the previous year at the annual meeting, usually held in late September or early October. In such a case, a special meeting will have to be convened for members, either in person or online, to consider the organisation's financial statements. The Finance team and Auditors will take all reasonable measures to prepare the financial report in time for the regular annual meeting. This rule change serves as a contingency plan.

### **Rule Change 4: En Bloc Admin rule changes**

- **Admin rule change 1:** Section 76 of the Incorporated Societies Act 2022 mandates that all members must provide their consent to join the organisation, and section 26(c) requires that constitutions must contain information regarding the requirement for members to consent to become members of the organisation prior to the finalisation of their membership.
- **Admin rule change 2:** Section 86 (c) of the Incorporated Societies Act 2022 requires all societies to present to their Annual Meetings the interest disclosure of their committee members (National Executive and Te Reo Areare)
- **Admin rule change 3:** The term "Bereavement Benefit" accurately reflects the purpose of the fund, which is to provide financial support to the family members or designated recipients of the deceased member during their period of bereavement. Using "Bereavement Benefit" instead of "Death Benefit" helps avoid any potential misunderstanding or confusion about who receives the benefit. It clarifies that the support is intended for the bereaved individuals rather than the deceased member themselves.

### **Roul Change 5: Third-Year vote removal**

At the 2021 Annual Meeting, members voted to modify the rules so that they could have a say in whether their membership subscription should be increased or not, based on the CPI rate. A potential vote to halt the increase of membership subscription fees based on CPI in the third year would create substantial financial challenges for NZEI Te Riu Roa, potentially reinstating the complexities that existed before 2013 when membership fee increase was linked to CPI. This year a resolution from the Christchurch Branch was passed by members to amend Rule 16.2 to remove the option to vote on the third year from the rules.

### **Rule change 6 – Honours section update**

The Honours Committee's recommendation to remove the 'Professional' and 'Union Activism' categories from the Associate and Fellow Awards in the constitution was approved by members. This recommendation is made because requirements for both categories are very similar and in almost all cases, nominees have qualities that fit both categories. This has caused unnecessary confusion among members, award recipients, and people involved in the nomination process.

#### **Rule Change 7– Support Staff recruitment at Charter Schools**

Due to the possibility of state schools being forced to convert to charter school status, there is a moral argument that we should continue to support the workers at these schools. Our Rules already permit teachers and (unqualified) educators in charter schools to be full members. This rule change allows current support staff members to also remain members, and we do not have to re-recruit them again when a future government abolishes charter schools again.

#### **Policy resolution: Governance Review time extension**

Following the 2022 Annual Meeting resolution to review the governance structure of the organisation, a group of NZEI Te Riu Roa members, with support from external experts, was formed to lead this review. Alongside the review, the National Executive and Te Reo Areare have adopted new ways of working as Te Kahu Kiwi, and this practice has informed the thinking about new models. By postponing the presentation of rule changes until 2025, the organisation will also have the chance to consult widely with members on the key changes required to its constitution. This will ensure that members are included in the process and kept informed leading up to the 2025 Annual Meeting.

The timing of the governance structure review and the requirement to submit the constitution under the Incorporated Societies Act 2022 also provides a good opportunity for a more comprehensive modernisation of the constitution.