



Your Polytech MECA – Easy Guide

1. How do we improve our conditions?

By sticking together. That means:

- Organising and acting collectively
- Being visible
- Bargaining together
- Showing solidarity
- Getting more members involved
- Inviting non-members to join the TEU to fight for improvements to our workplaces

Many of our current benefits (like leave, safe workplaces, and reasonable hours) were won by working together.

2. What is a MECA?

A MECA (multi-employer collective agreement) is the document that sets out your pay and working conditions. It's your collective agreement.

3. Who is covered?

If you're a TEU member working in a polytech anywhere in Aotearoa, the MECA covers you and your rights at work. The MECA that we are negotiating aims to continue and improve the terms and conditions you already have.

4. Why is the MECA important?

- It sets minimum standards for everyone
- Ensures fairness across all polytechs
- Gives us strength because we bargain together as a group, not as individuals
- It's clear and transparent

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5. Does it allow for local differences?

Yes. The collective agreement already has schedules with terms and conditions unique to each polytechnic. Members and employers can negotiate to change terms and conditions in the parts of the agreement that are for staff across the country, or in the schedules that relate to your workplace.

Local voice. National strength.

6. Why do we have a MECA now?

- When we were Te Pūkenga, there was one employer and one agreement.
- Now polytechs are separate again, with multiple employers.
- The collective agreement we had included a clause that ensured that upon a dissolution of Te Pūkenga, new employers would become a party to the agreement. Our previous collective became a MECA automatically.
- Instead of one employer, we now bargain together across many polytechs.

7. Why don't some employers like MECAs?

Employers are wanting to separate out negotiations, dividing TEU members based on their employer, while we believe that anyone working in polytechnics does similar work so should be under similar terms and conditions. MECAs make workers stronger. When we stick together, we have more power.

8. What happens without a MECA?

If each polytech has its own agreement, we often see:

- Different pay increases in each polytechnic
- A weakening of conditions at each negotiation
- Less power overall

9. Who decides what happens?

Members decide. TEU members across the country voted strongly to keep the MECA. Our strength comes from participation.

10. How do I make a difference?

Come to TEU activities.

Have conversations about what is most important to your work.

Be present on campus: put up posters, wear TEU shirts, When you turn up to TEU events and take part in collective activities you make TEU a visible and present part of everyday workplace life.



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