



## Changes to Employment Relations Act 2000

This change came into effect on 1 April 2011, with the exception of employer's retaining a signed copy of individual's employment agreement or current signed copy of terms and conditions (which comes into effect later in the year).

The key changes to this act are:

- Extending trial periods to all employers
- Changes to the personal grievance provisions
- Requiring consent to be given before a union can access a workplace, and confirming communication with employees can occur during collective bargaining
- Requiring employers to retain employment agreements
- Extending the role and powers of labour inspectors

Regarding the one provision in the Employment Relations Act 2010 comes into **effect from 1 July 2011**.

This provision requires employers to retain a signed copy of individual's employment agreement or current signed copy of the terms and conditions. Employees are entitled to a copy of their agreement if they request one.