



**ELECTION
2026** ✓

Employment Leave Act

The Government has passed a law that cuts your leave

**Most of it does not start until August 2028.
The government we elect on 7 November can still stop it.**

The Employment Leave Act became law in August 2026. It scraps the Holidays Act 2003 and changes how your annual leave, sick leave, and public holidays are earned and paid. For a lot of workers it means less leave, and less pay when you take it.

Most of the changes do not start until August 2028, so there is still time to stop this. The Government we elect on 7 November decides whether this law ever reaches your payslip.

What the law does

- Your leave builds up in hours, and only on your contracted hours. Extra shifts you pick up stop earning annual or sick leave. You get a 12.5% cash top-up instead, and you cannot use it to actually take time off.
- Leave gets paid at your lowest rate. Penal rates, allowances, commission, and top-ups are stripped out, so taking leave can pay less than working.
- Public holidays are watered down. Alternative days become hours, and a new test can cut public holiday pay for workers whose hours change week to week.
- It rewards casualisation. Once you are paid the top-up, your employer carries no leave, so there is every reason to keep you on variable hours all year.

What it could mean for you

A worker contracted for eight hours but averaging 32 hours a week earns four weeks annual leave now. Under the new law, one week.
That is 75% less.

A worker whose night shift premium starts partway through the shift gets about 73% of a normal night's pay if they call in sick.
This means less money just for being too sick to work.

Your say

E tū opposes this law, alongside the wider union movement. It takes the most from the workers who can least afford it. This law does not start until 2028, so it can still be stopped. **Check you are enrolled before voting opens on 26 October.**



"This law is being sold as a simplification. It's not. It's an attack on workers' rights. We fought hard for these conditions and we earned them. This lot are stripping them away and tell us they're doing us a favour."

Lester Udy
Head Delegate, NZ Steel



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Getting ready for Election 2026

Make sure you can vote

**The rules have changed.
This time you have to be enrolled before voting opens.**

The decisions that shape your working life are made by the government you elect. To have your say, you need to be enrolled and your details need to be right.

The Government changed the election rules. You can no longer enrol at the voting place. If you are not enrolled in time, you will not be able to vote. If you have moved house since the last election, you will need to update your details.

Key dates		
Enrol or update your details by midnight, Sunday 25 October 2026.	Voting opens Monday 26 October 2026.	Election day is Saturday 7 November 2026.

Step one: check your enrolment

Go to www.vote.nz and click “Check your enrolment.” Enter your name, date of birth, and address. You will see whether you are enrolled, which electorate you are in, and which roll you are on, general or Māori. Many electorate boundaries have changed this year, so check your electorate too. If everything is correct, you are ready to vote when voting opens. If you have moved, update your details.

Who can enrol

You can enrol if you are:

- 18 or older
- a New Zealand citizen or permanent resident
- someone who has lived in New Zealand for 12 months or more.

Step two: enrol or update online

Choose “Enrol to vote” or “Update your details,” fill in the form, and submit it. To do it online you need one of these:

- NZ driver licence
- NZ passport
- RealMe verified identity.

If you do not have any of these, there are other ways to enrol. Find more information on www.vote.nz or call 0800 36 76 56.

Get it done today

You must be enrolled or have updated your details by midnight, Sunday 25 October 2026. You cannot enrol once voting opens on 26 October. Do not leave it to the last minute. Head to www.vote.nz and make sure your vote counts in this election.



Check your details

Scan to check or update your enrolment at www.vote.nz



Join E tu

Scan to join the union and stand tall with your workmates.