**Legislative Changes Employment Relations Amendment Act 2018**

There have been a number of employment law changes as a result of the Employment Relations Amendment Act 2018.

These changes mean that your terms and conditions of employment alter in accordance with the law and the impact of these changes are detailed below:

Domestic Violence Leave (effective from 1st April 2019)

You may be entitled to Domestic Violence leave in accordance with the Domestic Violence—Victims' Protection Act 2018.  Please refer to our Domestic Violence Policy which can be found on our internet at <https://www.awf.co.nz/information-and-forms>. If you require a copy of this please contact your AWF Consultant.

1. **Rest and Meal Breaks (effective from 6th May 2019)**
	1. Every employee is entitled to set rest and meal breaks.  Rest breaks are paid and are at least 10 minutes and meal breaks are unpaid and are at least 30 minutes.
	2. Rest and meal break entitlements are provided when work is performed as follows:
2. 2 - 4 hours, you are entitled to one 10-minute paid rest break;
3. More than 4 hours up to 6 hours, you are entitled to one 10-minute paid rest break and one 30-minute unpaid meal break;
4. More than 6 hours up to 8 hours, you are entitled to two 10-minute paid rest breaks and one 30-minute unpaid meal break;
	1. During the period beyond 8 hours (the subsequent period), you are entitled to the following:
	(a) If the subsequent period is more than 2 hours but no more than 4 hours, you are entitled to one 10-minute paid rest break;
	(b) If the subsequent period is more than 4 hours but no more than 6 hours, you are entitled to one 10-minute paid rest break and one 30-minute unpaid meal break;

(c) If the subsequent period is more than 6 hours but no more than 8 hours, you are entitled to two 10-minute paid rest break and one 30-minute unpaid meal break

* 1. Rest and meal breaks are to be taken at the times agreed between the client and the employee.
	2. In the absence of any agreement the breaks must be taken in the middle of the work period in which they relate, as long as it is reasonable and practicable to do so.
	3. Client work commitments may require some flexibility, and this is to be discussed between the client and the employee when agreeing to rest and meal break times.