

STATEMENT OF PROPOSAL

**DRAFT KAPITI COAST DISTRICT COUNCIL
EASTER SUNDAY TRADING POLICY 2023**

8 June 2023

CONTENTS

HAVE YOUR SAY	3
INTRODUCTION AND BACKGROUND	4
The Current Easter Sunday Trading Policy 2017	4
Legislative Requirements	4
UNDERSTANDING THE RULES OF EASTER SUNDAY TRADING.....	5
PURPOSE AND SCOPE OF AN EASTER SUNDAY TRADING POLICY	7
The Purpose and Scope of an Easter Sunday Trading Policy	7
ISSUES CONSIDERED	7
Confusion on Who Can Open	8
Unequal Economic Advantage.....	10
Limiting the Policy to Part(s) of the District	10
Religion.....	11
OTHER MINOR OR TECHNICAL AMENDMENTS.....	12
SUMMARY OF PROPOSED CHANGES.....	13
SCENARIOS – HOW DOES THIS IMPACT PEOPLE?	14

HAVE YOUR SAY

The Council invites your views on the draft Kapiti Coast District Council Easter Sunday Trading Policy 2023.

The formal consultative period will last for four weeks, from 26 June 2023 to 26 July 2023.

Submissions must be made either in writing or online.

You can complete the submission form attached to this document and either:

- email it to haveyoursay@kapiticoast.govt.nz,
- drop it off at the Council offices or a Council Service Centre, or
- post it to 'Kāpiti Coast District Council, Private Bag 60601, Paraparaumu 5254'.

You can also make your submission online via Council's online submission portal at <https://haveyoursay.kapiticoast.govt.nz/easter-sunday-shop-trading>

Hard copies of the submission forms are also available from District libraries and service centres.

Submissions will be heard on 22 August 2023.

Persons who wish to be heard by Council will be given the opportunity to do so. If you wish to make an oral submission to Councillors, please indicate YES on the submission form and ensure you have included your contact details. We will contact you to arrange a time for you to speak.

What happens to your feedback?

Your submission, and those of other submitters, will help inform Councillors as we finalise the new Kapiti Coast District Council Easter Sunday Trading Policy 2023.

INTRODUCTION AND BACKGROUND

1. The Kapiti Coast District Council (the Council) is undertaking a statutory review of the Kapiti Coast District Council Easter Sunday Trading Policy 2017 (the '2017 Policy'). This Statement of Proposal presents the draft Kapiti Coast District Council Easter Sunday Trading Policy 2023 (the 'draft 2023 Policy'), being proposed for adoption this year.
2. We have undertaken a range of targeted activities (input from the community and key stakeholders, a review of other Councils' Easter Sunday Trading policies, and a review of service requests, emails, and other correspondence) to identify and better understand the issues surrounding Easter Sunday trading.
3. With the release of this Statement of Proposal, Council is inviting feedback on the draft 2023 Policy.
4. This Statement of Proposal:
 - helps the community understand the Council's responsibilities and the review process to date,
 - explains the challenges we have identified, and
 - invites the community to make submissions on the draft 2023 Policy.

The Current Easter Sunday Trading Policy 2017

5. Council adopted the 2017 Policy in December 2017 (<https://www.kapiticoast.govt.nz/media/0chedwll/easter-sunday-shop-trading-policy.pdf>). The purpose of the Policy is to enable shops to trade on Easter Sunday if they wish.
6. There is only one key matter covered in the 2017 Policy:
 - Allowing shops to trade on Easter Sunday if they wish within the whole of the Kapiti Coast District.
7. Some matters are explained further later in the document; however, they are excluded from the Policy rules as they are outside the scope of the Policy. They include:
 - Individual retailers choosing whether to open on Easter Sunday;
 - Employees right of refusal to work on Easter Sunday under the Shop Trading Hours Act; and,
 - Alcohol regulation which is covered by the Sale and Supply of Alcohol Act 2012 and is not impacted by the Policy.

Legislative Requirements

8. In accordance with section 5A of the Shop Trading Hours Act 1990 (STH Act) the Council may create a shop trading policy to permit shops to open on Easter Sunday in either the whole of its district, or any part or parts of its district.
9. The STH Act (section 5B) requires the Council to use a special consultative procedure (as outlined in s83 of the Local Government Act 2002) when deciding whether to adopt, amend, or revoke an Easter Sunday shop trading policy.
10. The STH Act requires that Easter Sunday Trading policies:

- are under review within 5 years of their adoption, and
 - are revoked two years after the review date if no review is undertaken.
11. Accordingly, a review of the 2017 Policy was due to commence by 7 December 2022 (5 years from the date it was adopted), and the final date for completion of the review is 7 December 2024 (2 years from the date the review is due). Failure to complete a review within this timeframe will result in the policy being revoked.
 12. Section 5C requires that the Council uses a special consultative procedure when deciding whether to amend, revoke, replace, or continue with the policy without amendment; and must make the new policy publicly available along with the date of revocation for the previous policy.
 13. To enable public understanding of the policy review process and the proposed amendments, the Local Government Act 2002 requires Council to present this Statement of Proposal (section 83).

UNDERSTANDING THE RULES OF EASTER SUNDAY TRADING

14. There are some different roles and responsibilities involved in managing Easter Sunday trading. As a result, it can be confusing to understand the rules for trading on Easter Sunday. The following section helps highlight some of the specific areas of responsibility that operate alongside this Policy.
15. The STH Act sets out a short list of days where shops must be closed unless they are specifically exempted. These days are: Christmas Day, Good Friday, ANZAC Day (until 1pm), and Easter Sunday. All of these, except for Easter Sunday, are public holidays.
16. The STH can be found here:
<https://www.legislation.govt.nz/act/public/1990/0057/latest/DLM212351.html>

Exemptions

17. Under the STH Act (sections 4, 4A & 4B) there are three types of shops which can open on restricted trading days (as defined by the STH Act Part 1):
 - Shops that can open with conditions and provided they meet certain conditions.
 - Shops that can open because of an area exemption.
 - Shops that can open on Easter Sunday because the local territorial authority (Council) has adopted a local Easter Sunday shop trading policy. This doesn't mean a shop can open on Christmas Day, Good Friday, or Anzac Day before 1pm.
18. Shop owners are responsible for determining whether they meet the criteria.
19. A limited number of geographical areas are covered by exemptions to the shop trading restrictions. These are generally tourist resort areas such as Taupo and Queenstown, and generally are limited to specific streets or small areas. These exemptions are historical, and new exemptions cannot be granted.
20. The full list of exemptions can be found here:
<https://www.employment.govt.nz/assets/Uploads/tools-and-resources/documents/b2d747be86/employment-NZ-Valid-exemptions-granted.pdf>

21. The Kapiti Coast District does not have any area exemptions.

Employee Protections

22. Easter Sunday is not a public holiday, and therefore employees are not required to be paid if their employers do not open for business. Public holidays are defined under the Holidays Act 2003 (section 44). This legislation can be viewed here: <https://www.legislation.govt.nz/act/public/2003/0129/latest/DLM237120.html>
23. There are requirements associated with the right to refuse to work on Easter Sunday for both employers and employees under the STH Act (section 5I & 5J), including yearly written notice on the employee's right to refuse to work, and with written refusal to work where the employee wishes not to work. As the right to refuse to work on Easter Sunday is a protected right, the employer may not treat the employee adversely for choosing not to work (as per the Employment Relations Act 2000)¹.

Alcohol

24. The sale of alcohol is regulated by the Sale and Supply of Alcohol Act 2012 (SSA Act), with NZ Police and District Licensing Inspectors as the enforcers of the SSA Act.
25. The sale and supply of alcohol is largely prohibited on Easter Sunday², regardless of whether there is a Policy in place. An Easter Sunday Policy cannot contradict the SSA Act by more widely permitting the sale of alcohol on Easter Sunday beyond that specified in the SSA Act.

Enforcement

26. The Council is not responsible for any enforcement relating to Easter Sunday trading under the STH Act 1990.
27. The Ministry of Business, Innovation, and Employment is the administrator and enforcer of the STH Act 1990.
28. A local policy in place allowing district-wide trade on Easter Sunday means that no enforcement is required, as there is no restriction on stores opening for trade.
29. Having rules in place creates an expectation that they will be enforced. It can be very frustrating for our community when Council, or other enforcement agent, is unable to take any substantial action to enforce a rule³.
30. The sale and supply of alcohol (with a few exemptions) is not permitted on Easter Sunday, regardless of whether a policy is in place or not. It is regulated by the Sale and Supply of Alcohol Act 2012 and not by the STH Act. NZ Police and District Licensing Inspectors have responsibility for enforcement under the SSA Act.

¹ It was considered that there may be a power imbalance with an employee's right to refuse to work, however it is considered that the protections under the Employment Relations Act 2000 are sufficient with personal grievances detailed under the Act.

² Sales are only permitted on Easter Sunday under the SSA Act in a few unique circumstances, including dining in a restaurant with a meal; residing on the premise; purchasing via remote (online) sales, though they cannot be delivered on Easter Sunday; and if it is sold from an off-license holder who makes and sells grape wine or fruit or vegetable wine on their premises.

³ It was well-publicised prior to 2001 that some garden centres would continue to trade on Easter Sunday despite it being prohibited under the STH Act. The maximum fine of \$1,000 (on conviction) was not a deterrent as they found Easter Sunday to provide significant financial return that more than covered the fine. In 2001, an amendment permitting garden centres to trade was added to the STH Act due to a continued lack of enforcement ability.

Other Legislation or Bylaws

31. There is also other legislation or Bylaws that manage or make rules affecting Easter trading activities that sit alongside the Policy. This includes:
- KCDC District Plan (which determines where trading businesses can be located)
 - KCDC Public Places Bylaw 2017 (requirement of licensing for trading in public places)
 - KCDC Trading in Public Places Policy 2017 (management of trading in public places)

PURPOSE AND SCOPE OF AN EASTER SUNDAY TRADING POLICY

The Purpose and Scope of an Easter Sunday Trading Policy

32. A local Easter Sunday Trading policy allows a Council to provide for local Easter Sunday Trading based on specific community values and needs. Trading on Easter Sunday remains an issue that results in a range of views across the community:
- It may be viewed as an inconvenience by people who would like to be able to undertake retail activities over a long weekend;
 - Some business owners and some employees would prefer the option to engage in trading and paid employment;
 - Some prefer that trading is strictly limited for religious reasons and/or to provide an opportunity for rest and reflection.
33. If Council do not have a policy allowing trade in place, many shops in the District will be unable to trade under the legislation. Only those covered by an exemption provision in the STH Act will be able to trade, which includes service stations, cafes, and garden centres.
34. A Council can choose to apply an Easter Sunday Trading Policy to all or part of their district, allowing the policy to be more nuanced if there is a specific community or area that has different values or needs.
35. An Easter Sunday Trading policy cannot:
- Provide for more liberal alcohol sales than stipulated in the Sale and Supply of Alcohol Act.
 - Specify that only specific types of businesses may trade on Easter Sunday (the provisions must apply to all retail businesses).
 - Set more stringent regulations than those in the STH Act (i.e. to attempt to prevent trade among businesses who are covered by an exemption in the STH Act).

ISSUES CONSIDERED

36. Easter Sunday trading across the District affects our community, making it important to seek the views of our community as part of this Policy review.
37. To develop the draft 2023 Policy and this Statement of Proposal, Council gathered and analysed information and talked with numerous stakeholders to assess whether the

current 2017 Policy remained appropriate. In this early review and engagement work, Council:

- requested feedback from key stakeholders, including Retail NZ, and First Union,
- requested feedback from our iwi partners Te Āti Awa ki Whakarongotai, Ngāti Raukawa ki te Tonga (Ngā Hapū o Ōtaki), and Ngāti Toa Rangatira to seek their views and input,
- analysed all Easter Sunday-related service requests⁴, emails, and other correspondence received by Council from December 2017 to December 2022,
- analysed District-wide in-person electronic card transactions on Easter Sunday versus other Sunday's between 2017-2022⁵,
- conducted a short survey of local businesses to determine whether they had opened to trade on Easter Sunday in 2022, and whether they intended to do so in 2023,
- reviewed all other Council's Easter Trading policies⁶, and
- assessed the Policy rules against other legislation to check for any ambiguities or inconsistencies that required amendment.

38. This early engagement and review work identified the following issues for consideration as part of the policy review:

- Confusion on Who Can Open
- Unequal Economic Disadvantage
- Limiting the Policy to Part(s) of the District
- Religion

39. Proposed responses to identified issues are explained further below.

40. We also identified some minor and/or technical changes to improve clarity and understanding of the Policy.

Confusion on Who Can Open

41. During our early engagement process, we identified that under the STH Act 1990 there can be confusion in determining who is allowed to trade and who is prohibited.

Our considerations

42. Shop owners are responsible for determining if they are legally able to trade on Easter Sunday. They may have difficulty navigating the STH Act to determine if they meet the criteria or not.

43. Generally, the following stores may trade on Easter Sunday under the STH Act:

- small grocery shops (such as dairies or superettes)
- service stations

⁴ Service requests are requests from customers related to Easter Sunday. Of the service requests analysed, of which there were only 11 located: 63.6% were related to regulation information (what are the rules?); 36.4% were related to the organisation of the Waikanae Easter Market (which is not run by Council).

⁵ Spending levels (via Worldline) are less on Easter Sunday than on any other Sunday, however, remain quite strong with an average of 44% of spending occurring.

⁶ 63.2% of Council's have a policy in place, all of which allow shops to trade across their districts.

- restaurants and cafes
 - duty free stores
 - shops providing services
 - real estate agencies
 - pharmacies
 - garden centres
 - shops at any public transport terminal or station
 - shops at a premise where an exhibition or show is taking place (including markets and crafts)
 - shops primarily selling only souvenirs.
44. However, in all cases except for pharmacies, strict conditions apply which limit the trading abilities of these businesses. For example, a service could provide a service such as hair cutting but cannot sell any products such as shampoos.
45. All other shops are not permitted to open under the STH Act (unless a local policy is in place). This includes a wide range of retail activities, including supermarkets, clothing retailers, homeware shops, appliance or electronics shops, and sporting goods stores.
46. There can be severe consequences for a business and/or individual if they wrongly interpret the provisions of the STH Act:
- If they wrongly understand they are prohibited from opening:
 - The business will miss out on a legal opportunity to trade as well as income from that opportunity
 - Employees who would have worked that day would lose income as they are not paid
 - The community will not have access to a shop they may have wanted to access that day
 - If a business or individual opens for trade when this has not been permitted by the STH Act (or a local Policy) it may result in enforcement action.
47. There is also potential for confusion if a local Easter Sunday Trading policy is applied to only certain parts of the District. This would likely be confusing for shoppers (who could, for example, be able to go to the supermarket in one part of the District but not others. It would also mean that some businesses (and their employees) would be able to gain economic benefits from operating on that day, while this would be denied to other parts of the District. This could incentivise non-compliance as it could be seen as unfair to allow trade in some areas and not others.

What we propose

48. We agree that the current Policy allowing trade across the District is appropriate and fit-for-purpose, as it eliminates any confusion by removing all restrictions on Easter Sunday trading implemented under the Shop Trading Act 1990.

Proposal:

- i. Retain the Policy as is.*

Unequal Economic Advantage

49. During our early engagement process, we identified that economic disadvantages can impact businesses who are unable to trade when other similar businesses are able to trade under either Easter Sunday Trading Policies or historic STH Act exemptions.

Our considerations

50. There were several exemptions made under the repealed Shop Trading Hours Act 1977 which allows shops in certain areas to trade on Easter Sunday, however, further exemptions cannot be created under the current Shop Trading Hours Act (1990). Existing exemptions are still considered valid under the STH Act. Kapiti has no historic exemptions.
51. Unfair economic advantages are created because those who benefit from an exemption (or a Policy) can access economic benefits by trading on Easter Sunday, while those who are not covered by either tool must remain closed. These exemptions have largely been superseded by local Easter Sunday Trading policies, as Councils are now able to allow trading which effectively provides equal access to the economic benefits of trading on that day. However, should Council choose to either apply the Easter Sunday Trading policy to only part of the District, or choose to revoke the 2017 Policy, this would again result in economic disadvantage for those parts of the community that were unable to trade, as customers are likely to instead access those goods and services from nearby areas where such restrictions do not apply.

What we propose

52. We consider that the current Policy settings of having an Easter Trading Policy that applies across the District as a whole eliminates any unfair economic disadvantage by providing shop owners with the opportunity to open in our District if they choose to.

Proposal:

- ii. *Retain the Policy as is.*

Limiting the Policy to Part(s) of the District

53. Councils have the option to apply an Easter Sunday Trading policy to part(s) of the District, rather than the whole District.

Our considerations

54. As noted in the discussions above, applying an Easter Sunday Trading policy to part(s) of the District may:
- Create confusion among businesses and the general public about in determining who can trade on Easter Sunday across the District.
 - Create unequal economic disadvantage, with similar business in different parts of the District being subjected to different rules around Easter Sunday Trading.
55. There would also likely be issues around enforcement. Council is not the enforcement body for the STH Act which is unlikely to be fully understood across the District and is likely to take up resource and staff time in responding to complaints when made with no actions able to be undertaken in response.

56. Limited powers of enforcement exist for the Ministry of Business, Innovation, and Employment, who are the enforcers of the Act, in preventing shops from trading. The only enforcement power is a fine which is applied, on conviction, to the offender (generally considered to be the manager of the shop) up to a maximum of \$1,000. Historically⁷ these enforcement provisions have not been enough to dissuade some businesses from operating. It is therefore likely that a policy that applied to only part/s of the District may suffer from a lack of enforcement.
57. Despite these negative implications, there may be other local factors that support the application of a policy to part(s) of the District. However, Council does not consider that any of our Communities has sufficiently different values that would justify considering applying a policy to part of the District only. Analysis of service requests and other community correspondence on Easter Sunday Trading issues did not provide any indication that there were location-specific issues that would support the exclusion of any one part of the District from coverage by the Easter Sunday Trading Policy.

What we propose

58. We agree that the current Policy allowing trade across the whole District rather than part(s) of the District is appropriate and fit-for-purpose, as it prevents the creation of issues that otherwise would exist (such as determining legality of opening) and enforcement issues.

Proposal:

- iii. Retain the Policy as is.*

Religion

59. During our early engagement process, we identified that there are some members of our community who believe that shops should not be trading on Easter Sunday due to the religious associations of Easter Sunday.

Our considerations

60. Easter is the principal festival of the Christian Church. Some of our Kapiti community associate Easter Sunday with a religious day and believe it should be a day spent observing their religion and spending time with family and friends.
61. In the 2018 Census, 35.8% of Kapiti residents identified as Christian (with 52.9% identifying as no religion). This is down from 44.7% identifying as Christian in the 2013 Census (with 48.9% identifying as no religion)⁸.
62. New Zealand is largely considered a secular society and has no state religion. A few examples of this include the previously mentioned religious identification data, the NZ Bill of Rights Act which confirms our 'freedoms of thought, conscience, religion, and

⁷ Garden Centres were not permitted to trade on Easter Sunday under the STH Act (prior to a 2001 amendment permitting their operation). It was well-publicised that some continued to operate regardless, simply accepting their fine as the significant financial returns for trading on this day more than covered it. This remains a potential problem for enforcers in any area where shops are not permitted to trade on Easter Sunday if a shop were to choose to open.

⁸ Religious data breakdown obtained from: <https://peopleandplaces.nz/kapiti-coast/people/ethnicity/religion/?entity=2289>

belief' (section 13), and the Education Act 1964 which sets out the secular character of primary schooling (section 78).

63. The rights of those who wish not to work on Easter Sunday as they are observing the day from a religious perspective remain protected by both the STH Act and the Employment Relations Act 2000 (as discussed under *Employee Protections* sections 22-23 of this paper).

What we propose

64. We agree that the current Policy allowing trade across the District is appropriate and fit-for-purpose, as it provides sufficient protections for those who wish to observe Easter Sunday from a Christian perspective to abstain from engaging in paid employment if they so desire while also providing opportunity for others to engage in paid employment and/or general retail activities.

Proposal:

- iv. *Retain the Policy as is.*

OTHER MINOR OR TECHNICAL AMENDMENTS

65. The draft 2023 Easter Sunday Trading Policy includes minor changes only as the Policy remains fit for purpose. The changes include updated references from the 2017 Policy to a 2023 Policy, and an updated map.
66. For more information, see the summary of proposed changes below.

SUMMARY OF PROPOSED CHANGES

67. Following analysis, we concluded that the current rules remain appropriate and fit-for-purpose.
68. While engagement has identified a range of views, people will not necessarily see their individual preference reflected in the draft 2023 Policy. We consider a range of factors in determining how to respond to issues and meet our legislative requirements. These considerations include but are not limited to, the:
- size and impact of issue,
 - usefulness or appropriateness of using the Policy to address it,
 - practicality of response,
 - Council's ability to monitor or enforce,
 - financial impact in terms of capital expenditure or staff costs, and
 - existing rules in legislation.
69. A summary of all proposed changes in the draft 2023 Policy can be found in the table below. A full copy of the draft 2023 Policy can be found here: <https://haveyoursay.kapiticoast.govt.nz/easter-sunday-shop-trading>

Draft 2023 Easter Sunday Trading Policy			Key differences between draft 2023 Policy and 2017 Policy
1	Title	2023	Minor amendments to reflect 2023 Policy.
2	Contents; Revision History		Carried over from the 2017 Policy; Added a second revision history to reflect 2023 Policy. Minor amendment of page numbers amended for clarity while reading document.
3	Introduction; Policy Objectives and Scope; Strategic Alignment		Carried over from the 2017 Policy.
4	Definitions		Carried over from the 2017 Policy.
5	Policy		Carried over from the 2017 Policy.
6 - 8	Monitoring; Review; References		References – addition of the Sale and Supply of Alcohol Act 2012 to reflect the alcohol legislation governing sales on Easter Sunday.
9	Schedule 1		Minor amendments with map updated.

SCENARIOS – HOW DOES THIS IMPACT PEOPLE?

FOR THE POLICY	AGAINST THE POLICY
Matt's Hardware Store has a large garden centre attached. Matt is pleased he is able to offer his staff the opportunity to work on Easter Sunday if they want to, as he knows some of his staff have big financial commitments and want as much work as possible. Matt always found it unfair that the garden centre up the road was able to open on Easter Sunday but his hardware store and garden centre combination wasn't. Matt is happy his store is able to provide products to customers on a long weekend, when many customers are undertaking DIY projects.	Lupe has been a devoted Catholic her whole life, and she works long 12-hour days on the weekends. As a result, she normally attends church services on weekdays. As a Catholic, it is very important to her religious well-being to attend the Easter Sunday church service, which is only held on Sunday. Lupe's workplace will be closed as it is not exempt to open on Easter Sunday under the legislation. This makes Lupe happy as it gives her the opportunity to attend the Easter Sunday service at her church without having to organise time off.
Samantha started her employment recently after taking time off to have two children. She does not yet have annual leave. Samantha is a newly single solo parent and the sole income earner in her household. Samantha's employer is required to be shut on Easter Sunday as it does not qualify for any exemptions under legislation. Samantha is worried. Finances are tight in her household. She would normally work Sundays as her children are with their father, and not working on Sunday without pay means she won't be able to afford all of her groceries this week. Samantha decides to go without some food this week so that her children don't go without.	Cohen works six days a week and doesn't usually take much time off from work unless he is made to by his employer, so his family look forward to the compulsory 3.5 days a year that shops must be closed for, which includes one day a year for Easter Sunday. They are pleased as it gives them that additional day to spend with Cohen, as most of them have the day off work as well.
Steve owns a hair dressing business in Waikanae. In 2016, he opened his store under the legislation as a business providing a service and cut hair on Easter Sunday, along with selling some shampoo and conditioner products to clients. Steve was reported for selling products on Easter Sunday and received a \$1,000 fine which put him in a tough spot financially. He	Hannah owns a small business that she runs every Sunday, which is the one day a week the rest of her family don't have activities or work scheduled and are all home. Hannah is pleased that her business is unable to open on Easter Sunday under legislation, as it means the financial incentives don't tempt her into opening that

had not understood he wasn't allowed to sell products alongside his service. Steve is pleased the 2017 District-wide policy allows him to open his store and be fully operational on Easter Sunday.	day and she gets to spend the day with her family instead.
Raquel works for a small business that only has a few employees. Her colleague who usually works Sundays declined to work, so Raquel was able to pick up the shift. Raquel is pleased as the extra shift this week means that Raquel will be able to put a little extra towards her daughter's fifth birthday party coming up soon.	Emily runs a business in Otaki that is permitted to open under legislation, however with discussions with staff Emily decided that she would close the business for Easter Sunday. Emily is happy as gives them a time for rest and relaxation with their families on Easter Sunday.
James owns a store in Paekākāriki and pays his staff well. He discussed the possibility of opening on Easter Sunday with his staff and reminded them that as it is not a public holiday, if they were to remain closed then they would not receive pay for that day. His staff decided they would rather have the extra day off this year. James kept his store closed on Easter Sunday and they all enjoyed the extra day off.	
Rob and his family decided to take a holiday in Kapiti for the Easter break. As they are only here for a short time, they were buying the food they needed each day so they wouldn't have to worry about taking it home with them. Rob did not realise that many Kapiti shops would be shut on Easter Sunday, and his family had to make-do with buying food from the corner shop and local cafes for that day. They found this quite time consuming and stressful, as one of Rob's three children has a severe dairy allergy with many products not being suitable for consumption, and many cafes weren't able to guarantee a non-contaminated meal. Rob decided he wouldn't come back to visit Kapiti after this experience.	
Amelia's store is not permitted to be open on Easter Sunday, but Amelia chooses to open the store regardless knowing she risks receiving a \$1,000 fine.	

Amelia decided to open anyway as when she opened last year, her store did incredibly well and earned \$3,000 profit.	
Isabella's Clothing Boutique in Raumati does not qualify as a business who can open under the legislation on Easter Sunday. Isabella is upset as she is struggling to keep the lights on in the business while staying open 7 days a week. On other holiday weekends, she normally notices an increase in trade as tourists visit her shop. Isabella will be forced to remain closed and miss out on the income from Easter Sunday. Isabella decides she will need to have a discussion with staff about the possibility of permanent closure.	