

BARGAINING UPDATE

Biomedical Technicians at Waikato DHB are finalising a 1-year collective agreement including a new pay scale and funding for a specialist certificate in biomedical engineering. A working party will be established to agree merit progression criteria.

At Southern DHB, **Psychologists** are bargaining on 2 and 3 November.

Hawke's Bay **CSSD** will be bargaining on 7 November, and Gisborne **T-Lab** will be bargaining on 6 November.

Nelson Marlborough **MH Managers** settled on Individual Employment Agreements with a 5% salary increase.

Bargaining has been initiated for Waitemata **Dental Therapists**.

Waikato **Perfusionists** are finalising a collective agreement (36 months plus 9 months) for 7.75%; overtime rates for call backs and \$1200 for all APEX members.

Bargaining commencement dates are set for early November for Nelson-Marlborough **Pharmacy**.

Welcome to the Hawke's Bay DHB Clinical Pharmacist Facilitators who have now joined APEX! We look forward to bargaining a new collective agreement for you shortly.

Anaesthetic Technicians: Midcentral DHB ATs had bargaining meetings on September 19 and 20; Lakes DHB ATs will be undertaking bargaining on November 6 and 7; Nelson-Marlborough DHB ATs will have bargaining on 15 and 16 November; Southern DHB ATs will be bargaining on 30 and 31 October. Meanwhile, Northland DHB ATs do not yet have a date set for bargaining.

Bargaining for Bay of Plenty DHB **Anaesthetic Technicians** has been ratified and concluded, as has that for Northland DHB **Physiotherapists**.

SHIFT & ON CALL LEAVE: KNOW YOUR RIGHTS

Many of our collective agreements provide for additional annual leave for those who work on call or on shifts. Recent problems with payroll systems at Waikato DHB and their calculations of entitlements to shift and on-call leave show us that we must be vigilant about ensuring we are receiving the correct amount of leave. The following are standard examples, but your collective agreement provides for different amounts of leave or different definitions of shift and on-call work.



On-call and shift-work leave provisions recognise the fatiguing aspects of long hours of on call work on top of our ordinary hours, and the anti-social nature of shift work. These clauses are designed to give us more time to rest, relax and spend with family and friends.

Shift Leave

Many of us become entitled to shift leave when we work shifts – up to 5 extra days of annual leave. Shift work is usually defined as being when the following conditions are met:

- » the work involves at least 2 hours of work performed outside the hours of 8am to 5pm, and
- » the work involves having two or more workers working shifts, and
- » the work extends over 13 continuous hours.

On Call Leave

There are also provisions for additional leave for working on call. On-call leave provisions vary between the collective agreements. Many of our agreements state "Employees who are on call will accrue additional leave at a rate of 1 day leave for every 230 qualifying hours on call, up to a maximum of 5 days leave (1150 qualifying hours on call) per annum."

Qualifying shifts p/a	Days accrued p/a
121 or more	5
96–120	4
71–95	3
46–70	2
21–45	1

Table 1. How shift leave entitlements accrue

Know Your Rights!

Make sure you check your leave balances, understand your entitlements under your collective agreement. If you are unsure, contact your delegate.



INDIVIDUAL EMPLOYMENT AGREEMENTS

It is easy to think that all the bargaining the union is involved in takes place in MECAs (multi-employer collective agreements) or SECAs (single employer collective agreements). However, APEX has a small but significant number of members covered by IEAs (individual employment agreements), and we bargain the terms and conditions of these members within their IEAs.



Sometimes this is an interim step towards bargaining a collective agreement in the future, but more frequently now it is on behalf of specialised professional members where an IEA is a perfectly appropriate document.

Notable Successes

Currently the two major groups of members in this category are **Managers** and **Specialised Technical Employees** often in **Information Technology**. There have been some notable successes in the last few months in using IEA negotiations to restore neglected relativities for managers in Nelson-Marlborough and Southland. We also have a smattering around the country of one-off technical specialist members who we have been assisting to solve workplace problems.

IEAs To The Point . . .

The point is that you don't have to fit into an existing collective agreement to enjoy the benefits of APEX membership. Sometimes a group of IEAs can be the 'collective-you-have-when-you're-not-having-a-collective'; sometimes roles are simply so unique that being on an IEA makes good sense, and

sometimes it is just a matter of starting small in the process of building a collective agreement.

No Fuss

An IEA can be a no-fuss comfortable fit for employees who would otherwise miss out on the benefits of union membership in a highly unionised environment.

WE ARE HIRING!

We're looking for a Delegate Support Officer. This is a full-time, permanent role based in our offices in Ellerslie, Auckland. The role will contribute to the ongoing success of the [APEX](#) union and the [NZRDA](#) union, under the direction of Contract Negotiation Services (CNS) Ltd. [Find out more here.](#)

MEET YOUR DELEGATES

Vanessa Galloway

I'm Vanessa, and I'm President of the Sonographers' Division of APEX. I've been a delegate with APEX since the early 2000s.

Why did you join APEX?

I joined APEX as a radiographer originally. However, I then became a sonographer, and wanted to work to develop better conditions particular to sonographers.

What wins have you had with APEX?

We've managed to get really good CPD money. This has now been expanded across other divisions within APEX, which is great to see. We've also got really good weekend work rates – something that's important now because the pressure is really coming on us to work weekends.



We also had a win when the Auckland sonographers went out on strike – we struck for a day, and after that the DHBs met all our demands. It was a great outcome.

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