



Union Claims – Collective Bargaining Southern Community Laboratories - APEX Agreement

July 2020

Claims:

1. Term:	To be discussed.
2. Remuneration:	Remove two steps from bottom of all pay scales, add two new steps to the top of all scales (proportionate increments), and renumber accordingly. NOTE: All existing staff will effectively move up two steps on their current scale. See Appendix A.
3. On-Call Allowances:	Increase to \$8.00 per hour for all hours except weekends and public holidays where the allowance will be \$10.00 per hour.
4. Long Service Leave:	Add 10 days leave after 20 years' service. Review recognition for 40 years' service.
5. Shift Leave:	Implement the Working Party Recommendation.
6. Parental Leave:	Update Lump Sum provision to 14 week 'top-up' provision for all employees.

Issues for discussion:

Pay Equity.	Formal claim on behalf of Scientists and Technicians.
Residency.	Salary path for skilled migrants to achieve \$25.50/hr and qualify for residency.

PAID PARENTAL LEAVE

14.14 Employees on parental leave may from time to time and by agreement work occasional duties during the period of parental leave and this shall not affect the rights and obligations of either the employee or the employer under this clause.

14.15 PAID PARENTAL LEAVE

Where an employee takes parental leave under this clause, meets the eligibility criteria in 17.2 (i.e. they assume or intend to assume the primary care of the child), and is in receipt of the statutory paid parental leave payment in accordance with the provisions of the Parental Leave and Employment Protection Act 1987 the employer shall pay the employee the difference between the weekly statutory payment and the equivalent weekly value of the employee's base salary (pro rata if less than full-time) for a period of up to 14 weeks.

Employees who negotiate carer leave under Part 3 (A) of the Act are not eligible for the Parental Leave payment under Clause 14.15.

These payments shall be made at the commencement of the parental leave and shall be calculated at the base rate (pro rata if appropriate) applicable to the employee for the six weeks immediately prior to commencement of parental leave. An employee who takes a period of paid leave (e.g. annual leave) at the start of his or her parental leave may elect to start his or her parental leave payment period on the day after the date on which that period of paid leave ends, even if it is later than the child's arrival or due date. These payments shall only be made in respect of the period for which the employee is on parental leave and in receipt of the statutory payment if this is less than 14 weeks.

Where both partners are employed by SCL, the paid parental leave top up will be made to only one employee, being the employee who has primary care of the child.

COMMENT:

All DHB collective agreements provide for the 14 week top-up of the governments' paid parental leave as per the clause above. It is time SCL came into the 21st century and met that obligation as well

LONG SERVICE LEAVE

The Employer will recognize Long Service in a graduated fashion in the following manner:

After 15 years	➤ 10 days (two weeks) long service leave
After 20 years	➤ 10 days (two weeks) long service leave
After 25 years	➤ 10 days (two weeks) long service leave
After 30 years	➤ 20 days (four weeks) long service leave
After 35 years	➤ 20 days (four weeks) long service leave
After 40 years	➤ 20 days (four weeks) long service leave, or payment of the cash value of same.

COMMENT:

SCL is agreeable to the introduction of a 20 year LSL step as above subject to the 25 year step being reduced to 10 days. So, it still adds up to 20 days, but employees will be able to access 10 days of it five years earlier.

SCL have not agreed to the 40 year step and this matter remains under discussion.

SHIFT LEAVE

One day of additional leave will be provided for every 24 qualifying shifts worked, provided that:

1. No more than five days leave may be accumulated in one year. (NOTE: A year shall be to a nominated fixed date for all employees in a workplace but may be a different date in different parts of the business.)
2. Counting of shifts will begin at zero from the nominated fixed date annually where an employee has qualified for five shift leave days in the preceding year.
3. Qualifying shifts will roll continuously for employees who qualify for fewer than five shift leave days per annum provided that qualifying shifts cannot carry over for longer than 24 months.
4. The will parties make every effort to ensure that employees have access to their shift leave as close to qualifying for it as possible.

COMMENT:

Due to the complexity and risk of unintended consequences arising from the further proposed changes to the criteria for Shift Leave that were recommended by the working group set up after the last bargaining, we have modified the same as above. Effectively then the criteria would not change in the MECA, but we would introduce the 'rolling tally' for shift leave so that there are no 'wasted' qualifying shifts at an arbitrary annual date of reckoning.

The business wants to further consider the administrative implications of this approach before formally responding.