

## **Proposed living wage settlement for School Caretakers, Cleaners, Canteen Staff and Groundsmen who are E tū members for voting!**

Your E tū bargaining team has reached agreement with the Ministry of Education on a proposed terms of settlement to renew your collective employment agreement. The proposed agreement covers all School Caretakers, Cleaners, Canteen Staff who are directly employed and E tū members. Including a provision and process to extend coverage to groundsmen. We attach a copy of the terms of settlement. A full track changed Agreement can be reviewed on the E Tū website, or you can call us and we will e-mail or mail you a copy. A Full copy will be sent to you once it is ratified.

The lifting of the minimum rates to the living wage has come on the back of E tū and its members pushing the government and Labour party to pay all workers whose wages are paid with public money living wages. The funding for this settlement has been approved by Cabinet.

Subject to ratification and sign-off by 20 January 2020 the new minimum rates of pay effective from 11 December 2019 will increase to \$21.15 per hour which is the current living wage.

On 11 December 2020 a further 3% increase to printed rates will apply, making the new minimum rate from 11 December 2020 \$21.78 per hour.

Supervisors who are grade one and two Caretakers will have new minimum rates of \$22.59 (11.12.19) and \$23.27 (11.12.20)

Unfortunately, the new rate is a flat rate inclusive of any recognition of skills, qualifications, service and responsibility such as supervising other workers.

Here are the new rates:

<b>Position</b>	<b>11.12.2019</b>	<b>11.12.2020</b>
Cleaner, canteen worker, caretaker, Supervisors (cleaning and canteen staff).	\$21.15 per hour	\$21.78 per hour
Supervisor (grade 1 and 2 Caretakers) - Rate 1	\$21.15 per hour	\$21.78 per hour
Supervisor (grade 1 and 2 Caretakers) - Rate 2	\$22.59	\$23.27

Ground people to be added by variation 90 days from settlement.

There are some Caretakers who have a higher rate than \$21.15 & \$22.59, if this is via the School Level discussion provision they should immediately seek their boards approval for increase's of a minimum of at least 3%. on 11.12.19 and again on 11.12.20.

These rates and their application from 11 December 2019 is subject to your ratification of this offer and sign-off prior to 20.1.20. If ratified payroll are committed to processing the wage increases and back pay in March 2020.

## **What's positive about the proposed settlement?**

This settlement will deliver the living wage to thousands of school cleaners, canteen workers, grounds-people and caretakers across Aotearoa.

The increases on printed rates for each groups of workers are:

- Cleaners and Canteen Workers - between \$3.45 and \$3.03 per hour.
- Cleaning and Canteen Supervisors – between \$3.10 and \$2.03 per hour.
- Caretakers and grounds-people – between \$3.45 and \$0.95 per hour.
- Grade 1 and 2 Caretaker supervisors - \$0.66 per hour.

All these rates increase by a further 3% in December 2020 which is between \$0.63 and \$0.68 per hour extra.

This is a minimum rate agreement. This settlement does not distract or restrict the ability of Caretakers, Groundsmen of supervisors seeking agreement from there board for a margin. The boards have new funding to pay \$21.15 or for those above that an increase of 3%.

The settlement provides for a working party to review process's round payments for skill, responsibility and service to start work 6 months before the expiry date of this new agreement. We had a range of other very valid claims. These will also be referred to that working party.

## **What's not so good about the proposed settlement?**

The Ministry would not agree to maintain existing margins for skill, responsibility and service. This was a simple cost factor, bringing all rates up to \$21.15 exhausted the additional funding they had available. Cabinet made available additional funding to enable \$21.15 to be paid as a minimum.

We are also disappointed no immediate progress was made on claims to improve your sick leave, provide flu vaccinations, further protections around contracting out. Members also wanted more detail on your rights around family and domestic violence, union delegates rights and recognition and processes for new workers.

We believe Caretakers who have carried phones and been on call are owed compensation which will be pursuing outside of the bargaining,

## **What happens now?**

The settlement and date of application is subject to successful ratification by Union members and sign-off if ratified.

Please vote on the settlement before the *13 of January 20 by making your selection and returning the enclosed ballot paper.*

## **Not yet an E tū member or work with other cleaners, canteen workers, grounds-staff and caretakers who are not E tū members?**

Become and E tū member today by joining on-line at <https://etu.nz/join/> or call us on 0800186466.