



6 April 2020

VARIATION OF AGREEMENT

Broadspectrum NZ Limited Telecommunications Services Collective Agreement 2019-2020

Dear Colleague

We are pleased to provide you with the details of the in-principle agreement reached between the parties in response to the threat of a pandemic, resulting from the COVID-19 virus.

You will be aware that New Zealand is now operating under a State of National Emergency and at Alert Level 4 status for at least 4 weeks commencing 11.59pm on 25 March 2020.

Alert Level 4 means that other than 'essential services', all businesses must close, and their employees must stay at home. Some parts of Broadspectrum have been deemed an 'essential service' and continue operating, while other parts have not, and these employees must stay at home.

The variation agreement is intended to govern how employees:

- that are unable to work, or
- able to work but less than 80% of their ordinary contracted hours

due to government guidelines in relation to the COVID-19 pandemic, will be paid from 30 March 2020 for a maximum of 12 weeks, but with a review within four weeks.

Both the company and ETu recommend that these arrangements are ratified with urgency by you.

The details for you to consider are as follows:

- This variation will come into effect on 30 March 2020 and will be in place for a maximum of 12 weeks, but will be reviewed within four weeks.

1. TERM

Once this variation comes to an end, the parties may agree to renew the variation for a further term only by entering into a new variation agreement in writing.

2. CONTENT OF VARIATION

The parties agree to vary **Broadspectrum NZ Limited Telecommunications Services Collective Agreement 2019- 2020** as follows:

- a) Employees covered by this variation will be paid for 80% of their ordinary contracted hours of work
- b) Employees will take paid special leave for 80% of their ordinary contracted hours not worked, or; a combination of ordinary rate of pay for hours worked and paid special leave to a total of 80% of their ordinary contracted hours of work
- c) Employees that agreed to take leave over the period 30 March to 3 April 2020 will have the option to have this leave rescinded and be paid in accordance with 2 (a) or 2 (b) above