

**OFFER OF SETTLEMENT – 19 May 2020**  
**SUBJECT TO RATIFICATION**  
**BROADSPECTRUM AND ETU**

	<b>Issue</b>	<b>Agreement</b>	<b>Explanation</b>
1.	Term	The term is 24 months, commencing on 1 July 2019 and ending on 30 June 2021.	
2.	Wages	Wages will increase from 1 July 2019 by 3% and again 12 months later, on 1 July 2020 by 3%.	
3.	Minimum Rates Table	Agreed minimum rates table will be included in the Agreement, under part IX of the Agreement “Remuneration” – Table included below	
4.	Double dipping – Clause 51	Amendment for clause 51.3.1:  “the Employee did not receive a wage rate increase <i>as part of a yearly wage review</i> , between 1 January 2019 and 30 June 2019”	This prevents employees from gaming the system and ensures only one wage review is done per year.
5.	Meals – Clause 12.5	Amendment for clause 12.5:  “If at short notice <i>and approved</i> , an employee is required to work additional time then the Company will provide them with a meal when the employee works in excess of 10 hours.”	
6.	Wet Cold Weather conditions – Clause 52.1	Add a line after 52.1, indicating:  “The Company will consider exceptional circumstances, and review the applicability and payment of this allowance on a case by case basis”	
7.	Notice Period – Clause 27	Increase the notice period from 1 week to 2 weeks	To allow more time for adequate resource planning to backfill position, and relieve pressure from peers.
10.	Special Sick Leave provision – Clause 19	Add a paragraph at the end of clause 19, indicating:  “As per current Company practice, additional sick/domestic leave, with or without pay, may be granted at the Company’s discretion. This leave will require Manager’s approval prior to the days being taken”	

**Additional Notes:**

- The Company acknowledges the discussions that were held in relation to the ‘Working Away from Home’ allowance. We commit to reinforcing the communication with the Managers to deal with and approve the requests with priority, and also to have consideration for particular situations (i.e. incidental hardship), on a case by case basis.
- In relation to on going discussions about the ‘Flat Rates’, the parties to the CA agree to continue the conversations during the term of this Agreement to understand the issues and review the feasibility of some employees transitioning to Overtime agreements. If an agreement is reached, the terms of Clause 7 of the CA (‘Variations’) will apply.
- Minimum Rates Table:



Position	Minimum Rates
Line Mechanic	\$ 28.00
Cable Joints	\$ 28.50
Electrician	\$ 29.00
Electrical Fitter - Registered	\$ 30.00
Mechanical Fitter	\$ 28.00
Power Technician	\$ 32.00
Trades Assistant	\$ 22.00
Arborist	\$ 30.00
Supervisor	\$ 36.00
Leading Hand	\$ 30.00
Apprentice/Trainee	\$ 20.00

- Pro rata increases for 2019 will be applicable and paid to those employees who left the Company after the CA expired but before settlement. The Company will provide a list of names to the Union for review while processing the increases.

CAMERON

Signed for BroadSpectrum \_\_\_\_\_ Date 19 - 05 - 2020  
Craig MacDonald GM Power and Telco NZ – For BroadSpectrum

Signed for ETU Incorporated \_\_\_\_\_ Date \_\_\_\_\_  
Joe Gallagher – Negotiations Specialist – For Etu