



A LONG YEAR... BUT WE GOT THERE!

What a year! COVID-19, a new overseas-controlled owner after some tensions at the top, and more. While all that has been going on, members have still been working, putting residents' care above all else.

That's the background to the work your union delegates have been doing to push for a better collective deal on pay and conditions. We now have a deal for you to vote on, and here is the story behind it...

NO BACKWARD STEPS

In July, Metlifecare announced they wanted to claw back some of your conditions: they tried to take away rights for casual staff and change the overtime provisions. Metlifecare also wanted to prevent staff from holding second jobs – even though that's illegal.

Working with our sister union, NZNO, your E tū delegates successfully pushed back and defended your rights at work. In the end, the

company withdrew their clawbacks, so no union member will lose any conditions.

Some technical wording changes on police vetting and indemnity insurance have been agreed to.

These changes do not remove any rights or conditions of anyone covered by the agreement. One disappointment is that our bid to extend coverage to night porters and baristas was unsuccessful.

BEREAVEMENT LEAVE

If you vote to accept this deal, union members at Metlifecare will be able to use bereavement leave to attend unveilings.

The importance of unveilings was not recognised by the as a right before we negotiated this improvement this year.

WHAT ABOUT PAY?



Kristine Bartlett, left, with Equal Pay activist Marianne Bishop at a safe staffing event.

For carers

This year was the fourth year of the Kristine

Bartlett equal pay win, so we knew that there was no guaranteed government-funded pay rise.

This year we focused on making sure that union members are being supported to move up the pay scales. It looks as though many have not had the training and support they need.

Metlifecare told shareholders that 93% of staff were engaged in training, but a union review of one village found over half the staff had not moved up the pay scales the way they were supposed to. *If that sounds like you, contact E tū on the number below.*



Training is essential to moving up the pay scale.

For household staff (kitchen, cleaning, laundry, gardening, etc)

We pushed to make sure the DHB funding was passed on. It took a lot of argument, but we did secure pay offers ranging from 2.12% for entry level kitchen and gardening jobs, to 3.17% for L1 domestic and L2 kitchen and 4.76% for domestic L2 (see the full details in the attached draft new collective agreement).

That's an additional one to two weeks' pay every year.

Unfortunately, Metlifecare has not accepted that night porters are covered by the agreement. We will be continuing to push for their rights in the New Year.

Is that enough?

Yes and no. Your bargaining team wanted more, but we also knew that after a year of bargaining members need a pay rise as soon as possible. Plus, the offer for household staff is backdated to 1 April 2020. That means a lump sum for the pay increase from April until now. What's more, the new agreement will expire in March – opening up the space to push for more.

Overall, your negotiation team is recommending you vote 'Yes' on the current offer and help us push for more in the new year!

WHAT ELSE?

Given the sale of the business to Swedish billion-dollar operator EQT, we want to be talking to the new owners in the new year about how they are going to show even more respect to the workforce.

UNION UNITY

As always, if you know a workmate or colleague who isn't a union member and would like to be, encourage them to join online at www.etu.nz/join

On behalf of all your E tū Metlifecare delegates, have a safe and happy holiday period.

We look forward to seeing you back next year!

In solidarity,

Your E tū Metlifecare delegate team