

Proposed Terms of Settlement (Thursday 18 August 2022)

N Z Cleaning Contractors Multi-Employer Collective Agreement

Employer (s) As listed in the Union notice of bargaining

Union E TU INCORPORATED

Agreed Terms of Settlement for the N Z Cleaning Contractors Multi-Employer Collective Employment Agreement expired 31 March 2022 and subject to ratification by the Union and BSC members.

1. TERM OF COLLECTIVE AGREEMENT

1 April 2022 - 31 March 2023 - (see clause 28).

2. COVERAGE Clause 2.1.2

Substitute \$23.00 with \$25.00 w.e.f. from the commencement of the first pay period after 14 October 2022.

3 WAGES Clause 8

Delete current agreement clause 8.1.2(a) and substitute as follows:

8.1.2(a) Commercial (i.e. non-school) Cleaners and Supervisors

8.1.2 (a) With effect from the commencement of the first pay period after 14 October 2022 all commercial cleaners and supervisors shall receive an increase of 30 cents an hour less any increase received in the six months preceding the effective date other than any increase arising from the minimum wage order of 1 April 2022.
An employee shall not be entitled to the additional 30 cents/hr until they have completed 6 months continuous service. For cleaners, the application of the 30 cent increase shall be to a rate that shall not exceed \$23.65/hr.

Thereafter the minimum hourly rate for commercial cleaners and supervisors shall be \$21.50 an hour.

8.1.3 Contracted School Cleaners and Caretakers

Delete current agreement clause 8.1.3(a) and substitute the following:

8.1.3(a) With effect from the commencement of the first pay period after 14 October 2022, all school cleaners and school caretakers shall receive an increase of 30 cents an hour, less any increase received in the six months preceding the effective date, other than any increase arising from the minimum wage order of 1 April 2022.
An employee shall not be entitled to the additional 30 cents/hr until they have completed 6 months continuous service. Thereafter the minimum hourly rate for school cleaners shall be \$21.50 an hour. The application of this 30-cent increase shall be to a rate that shall not exceed \$23.65/hr.

From the effective date, the minimum rate for the school caretaker shall be the school cleaners minimum hourly rate at the effective date plus \$1.05/hr.

NB: If ratification advice is not received by 1 October 2022, the effective date of the wage increases referred to above shall be the first pay period after a further 14 days (28 August or thereabouts).

4. HOLIDAYS Clause 10

Add 'Matariki' to Statutory Holidays list

5. GENERAL CONDITIONS, clause 11

11.3 line two, delete reference to '72 cents' and substitute '83 cents'

6. SICK LEAVE/BEREAVEMENT LEAVE, clause 16

Clause 16.3. Amend 'five days' and substitute '10 days'

Clause 16.6. add ' or on the occasion of a miscarriage or stillbirth (refer to Act).'

7. DOMESTIC VIOLENCE, clause 18

Delete heading reference to 'DOMESTIC' and substitute 'FAMILY'.

Clause (a), delete 'The Domestic Violence Protection Act' and substitute 'The Family Violence Protection Act.'

8. Statements of Intent, clause 28

Delete this clause

TERM OF AGREEMENT, clause 29

Amend clause to read 2022 and 2023

SIGNATURES Clause 29

NB: The union party shall be spelt 'E TU' in respect to the Parties and Signatures.

Signature & Date (BSC)

Signature & Date (Union)