



20 March 2024

Terms of Settlement – Cleaners and cleaning contractors MECA Collective Employment Agreement 2024-25: Subject to ratification by the parties.

E tū and the Employer parties (listed in the First Schedule of the MECA) agree to insert the following changes into the collective agreement, pending formal ratification from union members:

1. Term

The term of the agreement will be from 1 April 2024 to 31 March 2025.

2. Remuneration

Commercial cleaners, school cleaners, caretakers and supervisors will receive an increase of \$0.30 per hour. This will apply to covered members who have completed six months continuous service.

The \$0.30 per hour increase will be applied less any increase received in the six months prior to 1 April, unless this increase was provided to apply the new minimum wage rate of \$23.15. The \$0.30 increase will not apply to cleaners on a current rate of \$26 or above.

As a result, the base pay rate listed in **8.1.2 and 8.1.3** for all E tū members covered under this agreement who have completed six months continuous service will increase to \$23.45.

Wage increases will be effective from the first pay date following 1 June 2024.

3. Vehicles

The vehicle use reimbursement rate in **11.3** will increase from 83 cents per kilometre, to the current IRD rate.

4. Health and Safety – First Aid

A new clause **24.12** will be added to reflect employers' obligations to ensure employees have access to first aid kits.

5. Phone data use

A new clause **11.17** will be added to state that where employees consider they are using an unreasonable amount of mobile phone data for work purposes, they should speak to their employer about a resolution.

6. Trial Provision

A new trial provision clause **27**, pursuant to S67A of the Employment Relations Act, will be added to the agreement. This will make new employees subject to a 90-day trial period, during which an employee can be terminated from their employment under a "trial period dismissal".

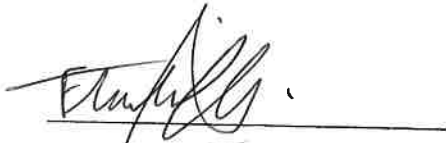
A trial period dismissal can be made with one week's notice and the employee cannot take a personal grievance or legal proceedings in respect of an unfair dismissal, in accordance with S103 of the Act.

The trial period will not apply to any new employee who has previously been employed by any of the employer parties to the MECA (listed in the First Schedule).

7. *Technical changes*

Add clarification to **22.3 – Time limit on Raising a Personal Grievance** reflecting the legislative requirement to allow 12 months to raise a personal grievance related to a sexual harassment claim.

Update Employer names in the First Schedule to ensure companies are listed accurately following any recent naming changes.



Finn O'Dwyer-Cunliffe, Advocate, E tū



Paul Weaver, Advocate, BSCNZ