

NZNO criteria for initiating collective agreement bargaining

Single employer/single site bargaining

When members from a single employer site request NZNO to negotiate a collective agreement we make a decision based on the following criteria:

- > members must fit within our [union membership](#) according to our [constitution](#);
- > minimum of 20 potential members at site;
- > union density (number of union members, divided by total number of eligible employees times 100) should be at 75% for site with 20 potential members;
- > union density should be at 60% for site with 50 potential members;
- > union density should be at 50% for site with 80 or more potential members;
- > criteria applies to new collective agreement bargaining;
- > criteria applies to renewal of existing collective agreements;
- > consistent with sector bargaining plan (available on request).

There is some discretion to operate outside the criteria. If you would like your site to be considered please contact NZNO.

Single employer/multi site bargaining

When members from a single employer with multiple sites request NZNO to negotiate a collective agreement we make a decision based on the following criteria:

- > consistent with sector bargaining plan (available on request);
- > fit within our union membership according to the NZNO constitution;
- > union density should be at 50% for any site covered or to be covered by the bargaining;
- > criteria applies to new collective agreement bargaining;
- > criteria also applies to the renewal of existing collective agreement.

There is some discretion to operate outside the criteria.

Date adopted: January 2014

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Review date: January 2017

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Mission statement

NZNO is committed to the representation of members and the promotion of nursing and midwifery. NZNO embraces Te Tiriti o Waitangi and works to improve the health status of all peoples of Aotearoa/ New Zealand through participation in health and social policy development.

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