

Variation to Collective employment Agreement between E tū Incorporated, NZNO and Waihi Lifecare (2018) Limited

Dear Union members

Your Employer Waihi Lifecare (2018) Limited have asked that clause 17.1 in your Collective Agreement be amended. Part of this clause was agreed to be removed in previous negotiations however was not picked up by the Employer until negotiations had been signed off by all parties to this agreement. The following variations are being proposed for union members to vote on.

This Variation is for Union members only. These variations will not be passed onto Non Union staff. Your Bargaining team have recommended in favour of the variation.

Clause 17.1 Specifically the removal of:

*"Midnight Friday – midnight Sunday \$1 per hour additional Night rate: 11pm-7am \$1 per hour additional. The night and weekend rates shall not be paid simultaneously."*

The Employer has agreed to back pay the above from 1<sup>st</sup> July 2022 to 1<sup>st</sup> December 2022. This payment will be made before Christmas 2022.

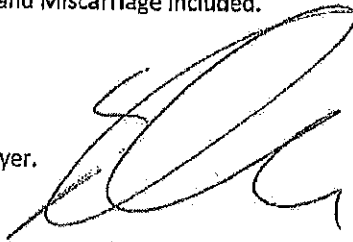
Amend clause 26.1 Sick Leave to read:

Employer will, after six months current continuous service, be entitled to 15 days sick leave. Employees may request paid sick leave in advance in the first six months of employment. Such request will be considered on a discretionary basis.

Amend clause 25.2 Bereavement leave to read:

All employees shall on the death of their spouse/partner, parent, step parent, child, step child, brother, sister, grandparent, grandchild, or spouse's parent be entitled to five days bereavement leave. Still Born and Miscarriage Included.

Signed by Employer.



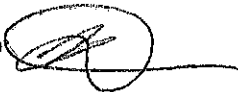
Dated 12-12-2022

Signed by E tū Inc



Dated 16/12/22

Signed by NZNO



Dated 16/12/22