

# Bargaining fee

NZNO members contribute time and money towards successfully negotiating a collective agreement with the DHBs. Non union members receiving these conditions without making any contribution undermines our collective bargaining power and is looked at negatively by members.

A bargaining fee goes some way to addressing the issue of non union staff receiving the conditions we negotiate and is paid by those staff as part of accessing the conditions we negotiate. The bargaining fee is set at the current membership fees.

The law requires a bargaining fee ballot to be held before the ratification of any proposed MECA so we need to do that again for this ratification.

If the majority of NZNO members and then non union employees vote YES to the bargaining fee clause, then non union employees currently employed who wish to receive the benefits of the MECA will pay a bargaining fee.

The proposed bargaining fee clause which you will be voting is the same as the clause in the current MECA and is set out below:

## Bargaining Fee

It is agreed that a bargaining fee shall be applied to those employees whose work is covered by this Agreement but who are not members of NZNO and who are not members of another union, and who do not otherwise opt out of this clause, in accordance with the Employment Relations Act 2000 (S.69P and following).

“39.1 For the purposes of this clause:

- (a) the “bargaining fee” shall be set at 100% of the current NZNO membership subscription rate (Registered Nurses \$22.10 per fortnight, Enrolled Nurses \$17.65 per fortnight, HCA’s \$13.18 per fortnight and paid each pay period, and shall not increase during the term of this clause;
- (b) the date the bargaining fee commences is 14 days after the expiry of the specified period as advised to the affected employees in accordance with S.69R.(1)(c) of the Employment Relations Act 2000

- (c) an “affected employee” is one
- (i) whose work is covered by the coverage clause of this Agreement and
  - (ii) whose terms and conditions of employment comprise or include the terms and conditions of employment specified in this Agreement and
  - (iii) who is not a member of the union and
  - (iv) who is not a member of another union and
  - (v) who is not an employee who has opted out.
- (d) An “employee who has opted out” is one who would otherwise be an affected employee but who has notified the employer by the end of the specified period that she/he does not wish to pay the bargaining fee, and whose terms and conditions of employment remain the same until such time as varied by agreement with the employer.
- 39.2 The employer shall at the end of the specified period deduct the bargaining fee from the wages of each affected employee and remit it to the union in the same manner in which union subscriptions are deducted and remitted to the union.
- 39.3 Nothing in this clause applies to new employees, that is, those who are employed after this Agreement has come into force.
- 39.4 This clause shall expire on 31 October 2022.