

**PROGRESSIVE DCS
SUMMARY OF OFFER FROM EMPLOYER
RECEIVED AT UNION OFFICE ON 11 SEPTEMBER 2006**

1. The offer is not an offer to settle a national agreement. It is an offer relating to **three separate agreements for Mangere, Palmerston North and Christchurch**. The company has not responded to our settlement proposal on the national agreement. They have simply ignored it.
2. The offer would result in three different terms for the three agreements:
 - ◆ Palmerston North 3 year term
 - ◆ Mangere 2 year term
 - ◆ Christchurch 1 year term

This means that there would be no opportunity to bargain nationally for 3 years.

3. There is **no offer on allowances**
4. There is **no offer on redundancy**
5. There is **no offer on the service holiday**
6. In all 3 sites the offer is for a **3.5% increase from 31 July 2006 or 4% but only if claw backs are negotiated**. These claw backs are not specified. Inflation is 4% so both of these options would result in a real pay cut this year. The 3.5% option is a real pay cut because you would be able to buy less with your wages this year than last year. The 4% option is also a real pay cut because it would be offset by claw backs.
7. In **Mangere and Palmerston North** the offer is for a further **3.5% increase next July**.
8. In **Palmerston North** any **wage increase for the third year would have to be negotiated later**. This would mean that if agreement was not reached there would be no right to take industrial action to support a wage increase in year three.

The offer does not deal with the issue our members have said is most important in these negotiations:

The right to negotiate a national agreement to get:

- ◆ Equal pay for equal work in the three areas; and to
- ◆ Make sure that members on the benchmark agreement in Palmerston North have back-up to protect and improve their pay and conditions

The effect of the offer would be to widen the pay gap between the three areas.

**Resolution of members of the NDU and EPMU at the Christchurch,
Palmerston North, and Auckland Progressive DCs**

This meeting:

- ◆ rejects the offer made by Progressive Enterprises, on the 11th September 2006
- ◆ condemns the unlawful lock out of us to force us to give up our right to collective bargaining on the national bargaining notice we have issued
- ◆ requests the employer to enter good faith negotiations for a national agreement based on the proposal made by the unions last week
- ◆ asks the unions to seek talks with Progressive to progress a settlement of all issues
- ◆ Requires Progressive to stop all attempts to negotiate directly with union members and to deal directly with the nominated unions concerned

12 September 2006