

## THE RESPECTIVE POSITIONS

Union Claim	DHB Position
<p><b>Coverage</b> – the Laboratory workers want to include all 16 DHBs, private laboratories and the NZ Blood service in the same MECA.</p> <p>The union also wants private providers taking over DHB work to automatically become a party to the MECA. It claims this is necessary to protect the employment conditions of their members.</p>	<p><b>Coverage</b> – The private labs have made it clear that they do not wish to be a party to a multi employer collective agreement that includes both public and private employers.</p> <p>The 16 DHBs and the Blood Service have also confirmed they do not wish to be in an agreement with private employers.</p> <p>The union wants to include 3 DHBs that no longer have in house lab services – we disagree given those DHBs have already contracted out their services and have no laboratory workers.</p> <p>This protection is already in the Code of Good Faith for the Public Health Sector. It requires DHBs contracting out services to transfer employees to a new employer in the same position and on the same terms and conditions.</p>
<p><b>Salary</b></p> <ul style="list-style-type: none"> <li>• 1% from 1 April 06</li> <li>• 3% from 1 July 06</li> <li>• 3% from 1 July 07</li> <li>• 1.5% from 1 July 08</li> <li>• 1% from 1 January 09</li> <li>• A term to 31 March 09</li> </ul> <p>In addition, the union still has claims for; specified minimum steps for section heads and team leader positions a minimum 9-hour break both sides of a call out, superannuation, bargaining fees and continuing education costs – none of these have been withdrawn and the union’s position is largely unchanged from when bargaining began.</p> <p><b>Total cost of claim – over 20%</b></p>	<p><b>Salary</b></p> <ul style="list-style-type: none"> <li>• 3% from 1 July 06,</li> <li>• 3% from 1 July 07 and</li> <li>• 2.1% from 1 July 08</li> <li>• A term to 30 June 09</li> </ul> <p>Our offer is made subject to flexibility of hours as set out below.</p> <p>In addition, laboratory workers will also receive automatic annual increments and career progression that average around 2% a year – it would raise the average increase for lab workers to about 5% a year.</p> <p>The union’s suggestion of moving to the same penal rates as other health workers would save DHBs about 2% which they would add to base pay – <b>that would raise the offer to 10.5%.</b></p>
<p><b>Hours of Work</b> - the union rejects the DHB’s claim on this subject.</p>	<p><b>Hours of Work</b> - we have asked for the ability to change hours of work following consultation with affected laboratory workers. The present agreement requires each employee’s agreement to a change.</p> <p>Our pay offer is on the basis of achieving this flexibility.</p>