

# 2018 MECA BARGAINING

*protect & improve*



2<sup>nd</sup> October 2018

Dear Members,

We met again with the DHB bargaining team on Thursday 20 September mainly to respond to their tabled claims. From our last bargaining newsletter, you will remember the DHB's claims were vast and many had the potential to have very negative impacts on RMOs. Given this and the feedback we had directly from members and through our delegates, the majority of DHB claims were rejected as they were either an attempt to circumvent the RDA, were clawbacks to already established RMO entitlements or were simply changes for no justifiable reason.

Having completed our response to their claims, we spoke about what an acceptable deal could look like for the RDA which basically was (not including a few tidy ups such as the ED requirements under schedule 4 moving to the body of the MECA):

1. An increase to salary of 3 + 3% from the date of expiry (with backdating via a lump sum payment)
2. The removal of the Deduction Model
3. Clause 8.1.2 remaining unchanged.
4. Schedule Ten is moved into the body of the collective

We also provided some wording around an alternative rostering clause for schedule 10 so as to bring more attention to the flexibility within schedule 10 whereby other rostering options can be looked at insofar as they are demonstrably safe.

However it was at this point that it became clear that no matter what concessions we made or steps we took to address the DHBs concerns unless we agreed to the following then no offer would be made:

1. Change the manner in which runs categories are calculated (which would lead to a drop in pay) and
2. Agreed to lessen or weaken the requirements of schedule 10 (so that less safe rosters are introduced) and
3. The RDA is no longer involved in decision making around changes to runs and rosters

What was revealed was that no matter what we compromised on nothing would be enough for the DHBs. We asked what would happen if we took every claim off the table other than a pay rise, removal of deduction model and keep 8.1.2 and schedule 10 unchanged would there be a deal and the answer was no. We pointed out that this would be us making all the compromises and the DHBs making none. They have said they will report to their various stakeholders but indicated they had no confidence that their position would change as a result.

From this bargaining session it seems to us that nothing less than a reduction in Schedule Ten requirements, the weakening of RDA involvement in decision-making processes and a change to the remuneration system will be considered by the DHB.

We would greatly appreciate your feedback on these matters and any possible solutions you may have, now is the crucial time to provide feedback before we consider alternatives options. We have dates tentatively booked for later in October but before then we will be engaging with you all either via delegates or through meetings to determine what next but it would be fair to say we have had enough of their stalling, tabling clawbacks they know we will not agree to and being unwilling to compromise or budge.