

# 2019 MECA BARGAINING

*protect & improve*



8<sup>th</sup> February, 2019

Dear Members,

We returned to mediation Monday of this week and as a result of that meeting agreed there was value in returning for a second full day of mediation yesterday.

In response to the main sticking point between us (the protective role of the NZRDA) we put to the DHB team a facilitation process whereby if there is a proposal that is not agreed to by the NZRDA (to introduce shifts, rotate to another employer etc), then the DHB concerned can trigger a process that involves the parties undergoing facilitation to review the situation and receive a recommendation from the facilitator. We went so far as to suggest Andrew Connolly, Ken Clark (CMO of MidCentral DHB) or Kyle Perrin (DoT at CCDHB) as possible facilitators for this role.

The DHB response was to build a facilitation mechanism into a consultation process that (still) removed NZRDA and (still) left the DHB CEO having the final say (regardless of any recommendation).

Whilst this is still not acceptable, we have found the last two days of mediation to be the most productive for a considerable time. The fact that the DHBs are moving off their previous fixed position in response to our compromise position, is also somewhat encouraging. This DHB response however was put to us very late in the day so the plan is to return to talks next Friday.

We are also in no doubt that the change in attitude at the bargaining table is as a result of the pressure the DHBs are experiencing from the strike action. The fact that the second strike was more supported than the first surprised the DHBs, as has the fact that we have not just “given up”! The third strike needs to keep this message “in their face” so to speak, so keep up the good fight!

Kia Kaha

**NZRDA**