

NEW MECA FOR DHB-EMPLOYED MEMBERS

It took a while but we got there in the end.

After lengthy negotiations, ASMS managed to negotiate a new multi-employer collective agreement (MECA) for members employed by district health boards. The new MECA is effective from 1 July this year until 31 March 2020.

At the start of negotiations mid-last year, the DHBs tried to claw back some existing entitlements and rights, such as job sizing agreed hours of work, annual leave, and sick leave. Late last year they had a go at above-MECA remuneration in certain circumstances and, at the penultimate phase in the process, they attempted to undermine your consultation rights.

Your ASMS bargaining team successfully resisted every effort to dismantle or undermine entitlements, and achieved what the National Executive considered to be a good outcome. As always, it was not possible to achieve everything we wished, much to our disappointment, but overall

some significant gains have been made – especially in the areas of salary increases, recovery time, and paid parental leave.

A good summary of the negotiations and gains achieved is on the ASMS website at <https://www.asms.org.nz/wp-content/uploads/2017/08/Special-MECA-Bulletin.pdf>. This was written before members voted to ratify the MECA but provides an overview of the issues involved.

A copy of the new MECA itself is at <https://www.asms.org.nz/wp-content/uploads/2017/08/2017-2020-DHB-MECA-unsigned.pdf>.

It's also worth reading our Q&A about the new parental leave provisions at https://www.asms.org.nz/wp-content/uploads/2017/08/paid-parental-leave-FAQs-July-2017_168331.3.pdf.

THE BARGAINING FEE BALLOT

The ante penultimate episode of the ASMS DHB MECA negotiations saga is

the bargaining fee ballot, which was held at all DHBs in mid to late August.

The process requires DHBs and ASMS to agree that a bargaining fee will be levied on SMOs who are not members of ASMS and then for a ballot to be held at each DHB of both ASMS members and SMOs who are not members to decide whether a ballot will apply at that DHB.

That ballot has now been held and has resulted in the majority of SMOs at every DHB agreeing that a bargaining fee will be levied (see below for the results by DHB).

The next step is for non-members of ASMS to have the opportunity to opt out of the MECA (and the bargaining fee). By the time you read this, that step will have been concluded.

Following that, the bargaining fee will be taken out of bargaining fee payers salary in four equal instalments over four successive pays beginning in the pay period following 15 September.

DHB	In favour	Against	Invalid
Northland	81	9	3
Waitemata	169	3	1
Auckland	247	24	4
Counties	113	1	0
Waikato	198	16	0
Lakes	37	2	0
Bay of Plenty	69	6	0
Tairāwhiti	31	3	0
Taranaki	51	4	0
Hawkes Bay	81	5	2

DHB	In favour	Against	Invalid
Whanganui	31	3	0
MidCentral	82	3	2
Wairarapa	18	1	0
Hutt Valley	66	1	0
Capital & Coast	133	3	0
Nelson Marlborough	77	6	0
West Coast	16	0	0
Canterbury	230	10	0
South Canterbury	27	2	1
Southern	103	7	0