

## **Covid Government subsidies and employees' Special Paid Leave entitlements**

The PWUA raised with Post that they were in breach of the COVID-19 Leave Support Scheme subsidy rules by first claiming the subsidy and then deducting members' leave. After meetings with the Unions to resolve the matter NZ Post has agreed to the following:

### **Employees with Covid Illness:**

Post has agreed to pay Special Paid Leave to anyone who was off work sick with Covid, and who **agrees, or has agreed** to NZ Post applying for the subsidy on their behalf, under the COVID-19 Leave Support Scheme. NZ Post will pay 100% of the ordinary wages for those employees who are in this situation. All leave which has already been used will be reimbursed over the next few weeks.

### **Household Contacts:**

The subsidy can also be applied for by NZ Post for those employees who were unable to work due to being a household contact who were eligible for the COVID-19 Leave Support Subsidy, and **who agree or have agreed** to Post applying for the subsidy on their behalf. These employees should have been paid Special Paid Leave and not have been required to use their own leave.

Employees are eligible for the subsidy if they had to isolate due to being a household contact for at least 4 consecutive days (which includes non-working days).

If you meet these criteria and/or wish to check if you have been correctly allocated the right leave then please raise the matter with your delegate and Leader or contact your Union organiser. If you have incorrectly been debited leave, it will be reimbursed. The company says that these matters will be looked at case by case as they are raised.

Despite this win the PWUA remains concerned at what processes and or leave will be available for future Covid/pandemic outbreaks if subsidies are not available, or Post (for whatever reason) does not wish to sign up to being eligible to get the subsidies.

Accordingly, the PWUA will develop a claim for bargaining for Pandemic leave to ensure that union members will not be missing out on their entitlements.

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