

DX Members

### **ADDITIONAL PAYMENT FOR ESSENTIAL WORKERS?**

We have heard that Freightways are paying essential workers a special bonus. The Postal Workers Union has approached DX whether this is the case. If so, then why are staff not being paid this?

Response from management : *“Each Freightways brand has tailored structures for their teams that suit their business. The additional payment is based on week on week off roster. In the week off the payment is subsidy only. DX has not needed to introduce a roster yet. Our team are better off under the current structure.”*

### **100% of GUARANTEED WAGES**

Once again, I will reiterate and confirm that only **after agreement** could wages potentially be reduced. Until further notice it's **100% of guaranteed wages**.

**Clause 6d of CEA states :** The Company may review the Employee's guaranteed minimum hours of work from time to time and following such a review may then set the minimum hours of work to more accurately reflect the Employee's actual hours. This includes the ability for the Company to reduce the Employee's guaranteed minimum hours following such a review, provided guaranteed hours are not reduced to zero. **The Company will consult with the Employee prior to making any such reduction, and will give the Employee at least two weeks' notice of the change.**

### **USEFUL INFORMATION**

Employment NZ: Guidance for employees, employers and businesses, and financial support.

<https://www.employment.govt.nz/leave-and-holidays/other-types-of-leave/coronavirus-workplace/>

Ministry of Social Development webpage reading financial support.

<https://www.msd.govt.nz/about-msd-and-our-work/newsroom/2020/covid-19/index.html>

### **HEALTH and SAFETY PROCESSES in case of a COVID outbreak at work site.**

The Union has approached DX management and requested clear guidelines and policies. The following questions were asked. I will follow up and let you know in the next update.

Do Leaders managers have discretion to approve special paid leave (not annual or sick) while staff tested wait for result. Site Cleaning and Closure? Self-Isolation for all affected staff? Contact Tracing?

### **COLLECTIVE EMPLOYMENT AGREEMENT EXPIRES 30 JUNE 2020**

The CEA expires on 30 June 2020. PWUA members are encouraged to start thinking now about the wage rates they think need to be written into the Collective Agreement when negotiations for its renewal start as soon as possible. Any other improvements you would like to see in the CEA. For example sick I leave.