

## WORKPLACE RELATIONS POLICIES – ELECTION 2020

Over the last term of Parliament, the Government made significant increases to the minimum wage and passed a series of laws to strengthen workers' rights but work stalled on Fair Pay Agreements and modernisation of the Holidays Act. The future of workplace relations is one of the sharpest dividing lines between the parties of the Left and Right, with the sides holding opposing views on minimum wage increases, public holidays, sick leave, Fair Pay Agreements, break entitlements, and other issues.

### NEW ZEALAND LABOUR PARTY EMPLOYMENT & WAGES

- Increase the [minimum wage](#) to \$20 an hour by 2021.
- Progressively extend the living wage to all contracted public service workers, including contracted security guards, cleaners and caterers.
- Extend sick leave from five to 10 days per year.
- Implement Fair Pay Agreements within competitive industries, FPAs are agreements between unions and employers that set minimum terms and conditions of employment for workers in an entire industry or occupation, similar to Awards in Australia.
- Make changes to the Employment Relations Act to make it harder to undermine collective agreements. This will mean unions do not need to establish the “intent” of employers who automatically pass on gains from collective bargaining to non-union workers.
- Work with unions and employers to develop a better statutory regime to protect dependent contractors and ensure that they have fair wages and employment conditions, such as the ability to bargain collectively, requiring written contracts and introducing a duty of good faith for dealings.
- Complete bargaining in good faith to quickly achieve [pay equity for nurses](#) and for District Health Board administration and clerical staff and Improve transparency for women by ensuring there are better records of [pay equity](#) across NZ, including by ethnicity and age as well as gender.

### WORKING CONDITIONS

- Provide additional workplace protections for security guards when firms undergo restructuring, by adding security guards to Schedule 1A of the Employment Relations Act.
- Raise the age for workers to be allowed to perform [hazardous](#) work from 15 to 16 to align with the school leaving age and reinstate the right for workers in small businesses to elect health and safety representatives.
- Introduce an industry levy for shore-based welfare centres for seafarers.
- Make Matariki a public holiday from 2022, which will fall on a Monday or a Friday within [Matariki](#) (late May-early June).

## NEW ZEALAND NATIONAL PARTY

### EMPLOYMENT & WAGES

- Simplify the employment dispute [resolution process](#) and get rid of the “no win no fee” provisions in the Employment Relations Act.
- Pay tertiary [training providers](#) \$4000 for each unemployed person they retrain and get back into full time work within a year. Funding is available to any registered polytechnic, university or private training establishment (PTE) would be eligible to apply for the scheme.
- Expand the [Skills and Jobs Hub](#) model using purpose-built centres to deliver wraparound services and match unemployed Kiwis with jobs generated from our long-term infrastructure upgrade.
- Establish a specialist Under 25 Job Coach position at [Work and Income](#) offices to work with people under 25.
- Provide a \$10,000 cash [payment](#) to businesses for new full-time, permanent employees.
- End most of the recent [environmental](#) jobs programmes.
- Postpone the planned [minimum wage](#) increase in April 2021.

### WORKING CONDITIONS

- Initiate a [review of WorkSafe](#) to ensure it is focused on delivering a high performance culture, with an emphasis on a collaborative and reasonable approach to health and safety improvement.
- Allow [parental leave](#) to be taken by both partners at the same time.

## GREEN PARTY OF AOTEAROA NEW ZEALAND

### EMPLOYMENT & WAGES

- Pass legislation to ensure the minimum wage increases every year in line with the median wage, and ensure people can cover the cost of living.
- Introduce pay transparency legislation and increase support for preparing pay equity claims and support pay equity settlements in the public sector and parts of the community sector that are government-funded.
- Implement default union membership where people would automatically join a when they start a new job but could opt out.
- Increase paid sick leave from five to ten days. There would be unlimited top-ups to sick leave through a reformed ACC.
- Abolish the “youth wage” starting-out rate, which applies to young workers.
- Extend the living wage beyond the core public sector, including to contractors, people working for crown entities, and people working for Government-funded community organisations.
- Establish a hospitality sector [working group](#) to bring employers, unions and government around the planning table to ensure the industry is on a more sustainable footing going forward.
- Implement Fair Pay Agreements within competitive industries, FPAs are agreements between unions and employers that set minimum terms and conditions of employment for workers in an entire industry or occupation, similar to Awards in Australia.
- Ensure employment laws enable flexible working arrangements, including working from home or a four-day working week.
- Improve redundancy processes and provide a minimum of one month full pay for people

made redundant.

- Develop specific employment and equity standards to be used when selecting contracts for government procurement.

## WORKING CONDITIONS

- Increase [annual leave](#) from four weeks to five weeks.
- Restore the right to solidarity strikes and political strikes.
- Encourage worker representation on boards of publicly listed companies.
- Increase the number of [labour inspectors](#) to ensure workplaces are meeting their obligations to their staff and review the Health and Safety Act and Worksafe's capacity to ensure safe workplaces, including freedom from bullying, harassment, and sexual harassment.
- Make Matariki – Māori New Year – an additional public holiday. The public holiday would form a long weekend.
- Reform the Human Rights Act to remove the exception which allows pay discrimination for disabled people.

## ACT NEW ZEALAND

### EMPLOYMENT & WAGES

- Shorten the [personal grievance process](#) and ensure that easily understood information on personal grievance responsibilities under the Employment Act is readily available to small to medium business owners.
- Freeze the minimum wage and impose a three-year moratorium on any increases.
- Establish an [employment insurance scheme](#) where 0.55 percent of tax paid would be allocated to a ring-fenced employment insurance fund where if someone lost their job, they would be able to claim 55 per cent of their average weekly earnings up to a maximum \$60,000pa.
- Simplify the [immigration](#) process for skilled workers where an employer has identified a skills gap.
- Allow for [12-month trial](#) periods for new employees of businesses of all sizes. This policy is an expansion of the 90-day trial system.
- Temporarily exempt [redundancy](#) payments from any taxation.

## WORKING CONDITIONS

- Allow employers to [terminate employees immediately](#) for major irresponsible safety infringements

## NEW ZEALAND FIRST

### EMPLOYMENT & WAGES

- [Re-establish Careers NZ](#) as a separate entity but widen its target demographic to target all New Zealanders regardless of age (currently no agency has responsibility for career advice after secondary school).
- Extend funding and professional development around career advice and job transition for librarians around New Zealand so they can better support their community, regardless of age or employment status.

- Enhance local workforce development councils and industry workforce planning to better target financial support for on and off job training.
- Target and streamline apprenticeship financial support to ensure a continual stream of skilled workers in New Zealand's key industries as these change and grow to minimise reliance on imported skilled workers.
- Actively set up a seniors employment plan and support uptake of the employers toolkit for nature workers.
- Limit immigration to [15,000 people](#) per year and only to high-skilled workers.
- Create a housing and [employment](#) plan for older people.
- Ensure that support for those made unemployed by Covid-19 continues.
- Encourage the employment of NZ citizens to achieve maximum crewing rates of fishing vessels.

## WORKING CONDITIONS

- Reinstate Workbridge as the primary [employment agency](#) for Kiwis who are differently abled and resource them to provide the appropriate level of pastoral support to both employee and employer.