



TERTIARY EDUCATION UNION
Te Hautū Kahurangi o Aotearoa

Proposed Terms of Settlement – 2 August 2016

Manukau Institute of Technology/Tertiary Education Union Allied Staff Collective Agreement

The following are the proposed terms of settlement, subject to ratification, reached between the Tertiary Education Union Te Hautū Kahurangi o Aotearoa and Manukau Institute of Technology

1.0 EMPLOYMENT AGREEMENT COVERAGE

1.2 Coverage

Remove 'tea provisions' from coverage

3.0 TERMS OF EMPLOYMENT

3.1.3 Probationary and Notice Periods

Replace 'trial' with 'probation'

4.0 SALARIES and Schedule A

All printed salary rates, allowances and personal salaries will be increased by 1% effective from 1 October 2015.

New salary scales are attached as an appendix.

For the avoidance of doubt, this increase will apply to all members who have been members of TEU up to and including the date of ratification, including any TEU allied members who have been made redundant during the period 1 October 2015 until date of ratification.

7.0 LEAVE AND PUBLIC HOLIDAYS

7.2 Public Holidays

Delete 7.2.2

7.4 MIT Leave (*new*)

The following days are institute holidays and are days of paid leave in addition to annual leave and public holiday entitlements:

7.4.1 The three days between Christmas and New Year are paid leave;

7.4.2 The Tuesday after Easter is a day of paid leave

Renumbering of subsequent leave clauses is required: 7.5 Sick Leave, 7.6 Bereavement/Tangihanga Leave for Death in New Zealand or Overseas, 7.7 Parental Leave, 7.8 Special Leave, 7.9 Long Service Leave, 7.10 Wellness Day, 7.11 Incapacity

7.10 Wellness Day

Subject to the operational requirements of the employer, each employee is entitled to take one day of sick leave per annum as a wellness day (pro rata for part-timers) provided that the employee notifies the employer at least *one week* before the entitlement is to be taken.

7.11 Incapacity

Amend 7.10(c):

Will take into account any report and/or recommendation made available as a result of the medical examination(s) or any other *medical reports and/or recommendations which are provided by the employee*, and apply one or a combination of the following options, as *appropriate to the circumstances*:

Amend final bullet point of 7.10(c): *Termination of employment by giving two months written notice*

9.0 HEALTH AND SAFETY

9.3 Computer Users

Staff who use a computer for 50% of their working time or for continuous periods of two hours or more per working day shall be reimbursed up to \$200, upon proof of purchase, for prescription correction lenses, no more than once every two years. Staff covered by this clause should have their eyes tested prior to or soon after commencing employment, and it is recommended that they have their eyes tested every two years.

Delete 9.4

12.0 REDUNDANCY

Replace title with *ORGANISATIONAL CHANGE*

Replace current 12.4.1 with: *Consultation: The employer will provide the union with an opportunity to be involved in any review that affects staff covered by this Agreement, and will consult with TEU and affected staff. A period of three weeks shall be provided to ensure that TEU and affected staff can prepare submissions, provided that in cases where only one member of staff is affected, the Institute may waive the three week period of consultation and propose a reasonable lesser period.*

14.0 TERM

Amend: This employment agreement shall have a term of *one year* coming into force on *1 October 2015* and expiring on *30 September 2016*.

Amend various typos: 3.2(i) *plan*; 3.2(vi) *able to be carried*; 6.5.1 *called*; 7.0 *its*; 7.1.1 *service*; 7.4.5a *employee's*; 7.4.7 *employer/employee*; 7.5.1 *on, provisions*; 7.6.4 *qualify*; 7.8.1 *years*; 7.10 *employer/employee, months', clause*; 8.4.1 *employee*; 10.3 *seeking. People and Culture*; 10.7 *required*; 12.4.2 *surplus*; 12.5 *Enhanced early retirement*; 12.5.4 *purpose*; 12.5.4i *[the], any, [,]*, *employer*; 12.6.3 *agreement*; 13.2.2 *days*

The negotiators for the parties agree that these are the proposed terms of settlement that will be submitted for ratification.

TEU Te Hautū Kahurangi o Aotearoa

Manukau Institute of Technology

Advocate: 
Chan Dixon, Organiser

Advocate: 
Angela Clark, Human Resources Manager

Date: 2/8/16

Date: 2/8/16



MIT Allied Collective Salary scales 2015

		1/10/2014	1/10/15 +1%			1/10/2014	1/10/15 +1%
Band 2	Step 1	29,242	29,534	Band 6	Step 1	46,644	47,110
	Step 2	30,963	31,273		Step 2	49,391	49,885
	Step 3	32,684	33,011		Step 3	52,132	52,653
	Job Rate	34,406	34,750		Job Rate	54,874	55,423
Band 3	Step 1	33,433	33,767	Band 7	Step 1	51,048	51,558
	Step 2	35,402	35,756		Step 2	54,050	54,591
	Step 3	37,365	37,739		Step 3	57,054	57,625
	Job Rate	39,332	39,725		Job Rate	60,052	60,653
Band 4	Step 1	37,837	38,215	Band 8	Step 1	56,908	57,477
	Step 2	40,062	40,463		Step 2	60,257	60,860
	Step 3	42,286	42,709		Step 3	63,605	64,241
	Job Rate	44,513	44,958		Job Rate	66,951	67,621
Band 5	Step 1	42,240	42,662				
	Step 2	44,763	45,211				
	Step 3	47,210	47,682				
	Job Rate	49,693	50,190				