



Delegates please ensure that all workers on your site or branch get a copy of this update
BNZ
28 October 2008

Knowing your rights when change happens

Information on your collective agreement rights

KEY POINTS:

- A number of changes are currently occurring in the BNZ that could impact on your hours of work.
- Whilst some of these changes may be okay, we believe it is important that Finsec members know your rights and entitlements when changes are proposed.

ACTION:

Delegates please distribute this Update to all staff and encourage all members to check out our collective agreement on what our rights are.

Lots of change happening at the BNZ

There are a number of changes that are currently taking place at the BNZ, from the re-branding to changes in the way the bank operates and changes to hours of work.

Your rights when hours of work change

Where there are operational changes that have an impact on the hours you work, the bank must:

- √ Consult with you and Finsec on what is being proposed
- √ Advise you that you are entitled to representation
- √ Provide an opportunity for feedback on the proposal
- √ Genuinely consider the feedback before making a final decision; and
- √ Provide a timeline.

It is essential staff provide collective feedback on the change proposal, otherwise they will assume you are happy with what is being proposed – even if you are not!

Bank can't change your hours of work without agreement

A change to your hours of work can only occur if you agree to it. You are allowed to

not agree to it if you don't want to change your hours of work. You cannot be discriminated against for not changing your hours of work.

If changes are taking place that affect Finsec members' hours of work, and you are concerned about the changes or have questions about the process, please contact us at union@finsec.org.nz and check out section 8.2 of our collective agreement.

Our collective agreement gives us rights

There are a number of clauses in the collective agreement which clearly outline the process and procedures the bank must follow when there is a change to your working conditions.

It is important to remember that as union members, we have fought for and won (over a number of years) these provisions being enshrined in our collective agreement and they are there for a purpose.

We encourage all Finsec members to check out your rights in your collective agreement to ensure you are being treated fairly and by the book.

From the BNZ Union Council