



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

# Finsec members in BNZ to vote on flexible work option

## KEY POINTS:

- The BNZ has proposed a flexible work option that allows for a 9 day working fortnight or a condensed week.
- These changes effect the overtime and hours of work clauses in our collective agreement so **ALL** members need to vote on either accepting or rejecting the bank's proposal.
- Finsec members have until 4pm Wednesday 17 December to vote on the proposed changes. A voting pack was sent to all sites last week.

## ACTION:

**Delegates:** Please organise your site's meeting according to the instructions contained in the variation pack sent to your site last week.

**Members:** Please attend your site meeting and take part in the vote.

### Flexible work– condensed working hours

Finsec and BNZ have negotiated a change to our collective agreement to give staff an option of condensing working hours.

The proposal gives staff the option of working your 75 hour fortnight over nine days instead of 10. You would do this by working additional hours over the 9 days.

Under the proposal the maximum hours you can work a day is 10 hours, and the maximum hours you could work in a week is 50. Flexible working arrangements made under this proposal would not attract overtime payments.

These changes have to be formally voted on by all Finsec members before they can take effect.

### Variation vote meeting information

We are asking Finsec delegates to run a meeting in your worksite where members will conduct a variation vote (a vote that changes our collective agreement). Full instructions for

these meetings were sent to all sites last week (NB: Finsec Organisers will be running some meetings but meeting information was sent to all sites). Ring 0800 FINSEC if you didn't receive the information.

The information about the variation proposal can also be found at the Finsec website here: <http://www.finsec.org.nz/BNZ/BNZ%20flexible%20hours%20variation%20pack.%20pdf.pdf>

This meeting and vote needs to take place by 4pm Wednesday December 17. Only Finsec members or those that join up before the meeting can participate in this vote.

### Majority of members need to vote for result to be valid

It is important that all members attend the meeting and participate in this vote. We need 50% of Finsec members to vote in the ballot for the result to be valid.

*From the BNZ Union Council*