



Delegates please ensure that all workers on your site or branch get a copy of this update
ANZ National, 14 July 2008

Bank's offer not enough – it can do better

KEY POINTS:

- Negotiations between Finsec members and ANZ National Bank finished late last Friday with a final offer from the bank that does not measure up against members' claims.
- The bank's final offer is for 4% for a one year term. This offer doesn't fully address members' claims for fairer targets, increased staffing and better annual leave.
- All members are asked to cast an indicative vote on the offer over the next week and a half. A pack is being sent to all sites later today with instructions for the vote. Members are also asked to participate in a collective activity to win improvements to the offer.
- Paid union meetings will start in two weeks time. These are stop work meetings, as per the Employment Relations Act, and we are required to give two weeks notice to the Bank.

ACTIONS - Please:

1. Circulate this Update to all staff in your worksite.
2. Cast an indicative vote on the offer by 5pm Wednesday July 23.
3. Take part in the collective activity being posted to your site to send a message to the Bank about the pay offer. Sign the "**Better Banks** Fair Pay Statement" to help win a better pay offer.
4. Talk to non-members about joining us to help win a better offer. Membership growth at this stage will be critical to our ability to win a better offer.

Bank' offer not good enough

Our Finsec negotiating team met with the bank last week from Tuesday 8 to Friday 11 July. The outcome of these negotiations is a final offer from the bank that does not address members' serious issues. The bank has offered the following:

- 4% pay increase for a one year term
- Red circling – a partial or no increase to staff paid above their salary band
- Pay increase from date of ratification. If the offer is not accepted by 1 August, the Bank will not back date it
- A statement in the collective agreement on factors the bank will take into consideration when setting staffing levels
- Establishment of a feedback forum when bank is setting targets
- Increase to 68.5 cents the per km mileage allowance
- Commitment to looking at an Industry Training Organisation

Our plan for a better offer

- The bank has two weeks before paid union meetings begin to improve its offer. We will be asking for further negotiations to happen late next week.
- We are running an indicative vote now so members can have a say on the offer prior to the bank's arbitrary deadline for refusing to back date the pay increase.
- All sites are being sent a "**Better Banks** Fair Pay Statement". This is an invoice to the bank for a 5% pay increase. All members are asked to sign this statement and fax it back to Finsec by 5pm Wednesday 23 July.
- Paid union meetings will start on Tuesday 29 July. It is very important that all members attend these meetings and have a say on the offer. Details of your meeting will be sent later this week.

Finsec members have a plan to win. It is important that we stick to this plan and stay focused on achieving a better outcome.

The ANZ National Union Council