



Delegates please ensure that all workers on your site or branch get a copy of this update  
ANZ National, 18 July 2008

## Backdating back in – bank changes its offer

### KEY POINTS:

- The bank has reviewed their position on back payment of salary increases. If the offer is accepted by 8 August the bank will back date pay to 1 August.
- The bank has also agreed to come back to the bargaining table next week if the outcome of the indicative vote is to reject the current offer.
- Worksites need to cast an indicative vote, sign the **Fair Pay Invoice** and confirm attendance for the stop work meetings by 5pm Wednesday July 23.
- Getting non-members to join and be part of our collective bargaining is the best opportunity we have to persuade the bank to make changes to their offer.

### ACTIONS:

1. As soon as possible, but no later than 5pm Wednesday July 23:
  - cast an indicative vote on the bank's offer
  - sign the **Fair Pay Invoice**
  - complete the fax back form identifying which paid union meeting members will attend
2. Delegates, please make sure the three items above are faxed to Finsec on **(04 385 2214)**.
3. Talk to non members about joining us to help in winning an improved offer. Growth in membership and participation will be essential to us winning changes.

### Bank backs down on backdating

Earlier this week we wrote to the bank strongly expressing our view that members would be disadvantaged by their decision not to backdate the pay offer to August 1.

The bank has responded saying they will waive this if the offer is accepted by 8 August. However if the offer is not accepted following the paid union meetings, the bank has said backdating of any pay rise will be up for negotiation as part of an eventual settlement.

### Bank agrees to come back to negotiate

The bank has agreed to resume negotiations at the end of next week if the outcome of the indicative vote is to reject their offer.

### Indicative vote and collective activity closes at 5pm Wednesday July 23

Winning a better offer is up to us. It is very important that we have a high number of members participate in the indicative vote.

We encourage sites that have not cast their indicative vote to do so, and send through your results to Finsec on 04 385 2214 by 5pm 23 July 2008. Remember, along with your results send in your **Fair Pay Invoices** so these can be presented to the bank at negotiations next week.

*(If your worksite has not received the campaign pack with these materials in it call 0800 FINSEC and we will get a copy to you)*

### Join to win a fairer pay increase

Members and non members have identified that pay is the number one priority. If we are to encourage the bank to change its position, now is the right time for non members to join the collective bargaining. People joining will send a message to the bank that it has to improve its' offer.

### Thank you all

Your union council would like to thank you all for the great work you are doing as delegates and members in signing up new members, and participating in our activities.

**From the ANZ National Union Council**