Terms of Settlement: Toll Networks (NZ) Ltd and RMTU 22nd March 2021

Terms of Settlement

The changes to wages, terms and conditions are as follows:

- 1. Term 2 years 1 July 2020 30 June 2022.
- 2. Wages: 0% increase on all paid & printed rates from 1 July 2020, 2% increase on all paid & printed rates from 1 July 2021.
- 3. 2% increase on the Transport, Laundry, First Aid, and On Job Training Allowances from 1 July 2021.
- 4. Granting Annual Leave in Special Circumstances (when sick leave is exhausted). The following clause to be inserted after Clause 13.9:

"If an employee has exhausted their sick leave entitlement, the company will consider the use of annual leave where there is an annual leave balance of greater than 10 days, on a case-by-case basis, and subject to providing supporting evidence of their special circumstances."

Memorandum of understanding

Toll and the RMTU agree to the introduction of a working group to review pay and allowances along with the hours of work clauses. We would like to commence discussions in good faith from July 2021 initially to set up the working group framework and participants.

All other terms and conditions will remain as per the existing collective agreement.

Employer

Union