



COVERSHEET

Minister	Hon Brooke van Velden	Portfolio	Workplace Relations and Safety
Title of Cabinet paper	Collective Bargaining Rebalance – Allowing for Pay Deductions in Response to Partial Strikes	Date to be published	16 December 2024

List of documents that have been proactively released		
Date	Title	Author
October 2024	Collective Bargaining Rebalance – Allowing for Pay Deductions in Response to Partial Strikes	Office of the Minister for Workplace Relations and Safety
29 October 2024	Collective Bargaining Rebalance – Allowing for Pay Deductions in Response to Partial Strikes CBC-24-MIN-0105 Minute	Cabinet Office

Departmental note: MBIE has been made aware, subsequent to the consideration of the Cabinet Paper, that a correction is required at paragraph 11.2 as the partial strike took place in 2023 and not 2024 as stated.

Information redacted	YES
<p>Any information redacted in this document is redacted in accordance with MBIE's policy on Proactive Release and is labelled with the reason for redaction. This may include information that would be redacted if this information was requested under Official Information Act 1982. Where this is the case, the reasons for withholding information are listed below. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.</p> <p>Some information has been withheld for the reasons of legal professional privilege, free and frank opinions, negotiations and international relations.</p>	



Cabinet Business Committee

Minute of Decision

This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.

Collective Bargaining Rebalance: Allowing for Pay Deductions in Response to Partial Strikes

Portfolio **Workplace Relations and Safety**

On 29 October 2024, the Cabinet Business Committee:

- 1 **noted** that changes are needed to collective bargaining settings to provide for a more effective and efficient bargaining environment where rights and consequences are more balanced, and which minimises potential disruption to public services;
- 2 **agreed** to the policy set out in Appendix One, attached to the submission under CBC-24-SUB-0105, which reverse the 2018 changes made to the rules relating to partial strikes, and revert the settings in these areas to those set out in the Employment Relations Amendment Act 2014;
- 3 **agreed** to a transitional provision that an employer must not make a specified deduction of pay in relation to:
 - 3.1 any partial strike that ends before the commencement of the legislation; or
 - 3.2 any period of a partial strike that occurred before commencement;
- 4 **agreed** that the Employment Relations (Partial Strikes) Amendment Bill be added to the 2024 Legislation Programme with a category five priority (to proceed to select committee by the end of 2024), which means that the Bill would be introduced and have a first reading by the end of 2024;
- 5 **agreed** that the policy changes in paragraphs 2 and 3 be given effect through the Employment Relations (Partial Strikes) Amendment Bill;
- 6 **invited** the Minister for Workplace Relations and Safety to issue drafting instructions to the Parliamentary Counsel Office to give effect to the policy changes in paragraphs 2 and 3;
- 7 **authorised** the Minister for Workplace Relations and Safety to make decisions, consistent with those under CBC-24-MIN-0105, on any issues that arise during the parliamentary process, including any transitional provisions.

Jenny Vickers
Committee Secretary

Attendance: (see over)

Present:

Rt Hon Christopher Luxon (Chair)
Rt Hon Winston Peters
Hon David Seymour
Hon Nicola Willis
Hon Brooke van Velden
Hon Dr Shane Reti
Hon Simeon Brown
Hon Erica Stanford
Hon Paul Goldsmith
Hon Judith Collins KC
Hon Todd McClay
Hon Matt Dooccy

Officials present from:

Office of the Prime Minister
Department of the Prime Minister and Cabinet