

Terms of Settlement of Bargaining between Accor and Members of Unite for Ratification

The bargaining representatives for members of Unite employed by the employers listed in the table below have reached agreement on the following proposed terms of settlement.

<u>Hotel Name</u>	<u>Legal Entity Name</u>
Ibis Budget Auckland Central	CP Wyndham Street Hotel Nominee Limited
Mövenpick Auckland	CP Hotels Limited
Novotel Ibis Auckland Ellerslie	PR Hotels Limited
Ibis Wellington	PR Featherston Street Limited
Novotel Wellington	PR Hotels Wellington Limited
Novotel Rotorua Lakeside	Cogent Corporation Limited
Ibis Rotorua	Cogent Corporation Limited
Sofitel Auckland Viaduct Harbour	Custom Street Hotel Limited
Sofitel Wellington	CP Wellington Holdings Limited
The Sebel Quay West Auckland	Accor Australia & New Zealand Hospitality Pty Limited
The Sebel Auckland Viaduct Harbour	Accor Australia & New Zealand Hospitality Pty Limited
Ibis Christchurch	Canterbury Hotels Limited
Novotel Christchurch Cathedral Square	Canterbury Hotels Limited
Mövenpick Wellington	CP Hotels Limited
Ibis Budget Auckland Airport	Auckland International Airport Limited
Ibis Hamilton	HRH Limited Partnership
Novotel Hamilton	HRH Limited Partnership
Novotel Auckland Airport	Tainui Auckland Airport Hotel LP
Pullman Auckland	GPR Hotels Limited
So Auckland	Custom Street Hotel Limited
Pullman Rotorua	1135 Arawa Street Limited
The Sebel Manukau	Rayland Enterprises Limited
Sofitel Queenstown	NZ Hotel Central Lakes Management LP
Pullman Auckland Airport	Tainui Auckland Airport Hotel Limited 2 Partnership
Hotel St Moritz	St Moritz Management Limited

These terms are subject to ratification with hotel employees who are paid up members of Unite as at the date of ratification.

If ratified these terms and conditions will be binding on the parties and will be read with the proposed collective employment agreement binding union members whose work comes within the coverage.

Agreed changes in terms or conditions of employment are as follows:

- 1. Term of agreement:** 01/04/2024 (once ratified) to 31/3/2026.
- 2. Remuneration:** Employees will be paid as per the table at Appendix A (Schedule B of the Agreement) from 1 September 2024 to 31 March 2025. On 1 April 2025, employees' remuneration will increase by a minimum of 1% (on average per grade) from the amount specified in Appendix

A. The parties have agreed that they will meet in February or March 2025 to discuss if a larger increase for the period from 1 April 2024 to 31 March 2026 is viable. Where the parties are not able to agree and ratify any wage rate changes for year 2 on or before 31 March 2025, then the Collective will expire as at 31 March 2025.

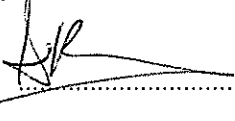
3. Schedule C will be amended to state:

Employment Relationship Problems

Some problems are classified as "Employment Relationship Problems" and these include such things as personal grievances, disputes, claims of unpaid wages, allowances or holiday pay. If such a problem arises, or if a concern becomes more serious, please make sure you bring to our attention that it is an "Employment Relations Problem" for you. In most cases there is a time limit of 90 days in which you can raise a personal grievance, beginning on the date on which the action alleged to amount to a personal grievance occurred or came to your notice, whichever is later. If the personal grievance is for sexual harassment, you have 12 months to raise it with us.

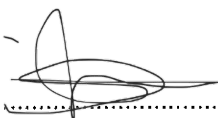
4. **Subsequent parties:** The parties may include other Accor sites outside of the named sites as additional parties to this Agreement by mutual agreement. That agreement shall not be unreasonably withheld. For clarity, this can only be Accor Hotels that are managed by Accor, not franchised Hotels.
5. **Uniforms:** Wearing stockings or pantyhose as part of the uniform is not compulsory at Novotel Rotorua Lakeside or any other Accor site.
6. **Vacant positions:** Where a vacant position is advertised externally at a payrate that is higher than the rate included in the Collective Agreement, the Lead Hotel Organiser from Unite and the Director of Talent and Culture Operations from Accor will discuss what has occurred and the rate in the Collective Agreement.
7. **Pay gap reporting:** Accor will report to Unite on the percentage of its employees in each pay grade for the following categories: male, female, Māori, Pacific, Pakeha, and other nationalities. This reporting will happen annually.
8. **Salary:** The minimum full time salary is \$62,000.00.

Shanna Reeder for Unite Union

Signature 

Date 2-8-24

Joanne Craughwell for Accor

Signature 

Date 06/08/2024

PP Joanne Craughwell

Appendix A

Schedule B Wage Scale 2024/2025

As at 1 September 2024

GRADE	CLASSIFICATION	ALL NZ EXCL QUEENSTOWN AS AT 1 SEPTEMBER 2024
Grade 1	Kitchenhand / Kitchen Steward Apprentice to level 3 Food & Beverage Attendant Porter/Concierge Telephonist Room Attendant Laundry Attendant Public Area Attendant Houseperson Night Cleaner	\$25.09
Grade 2	Cook (unqualified) Commis Chef Apprentice to level 4 Food & Beverage Attendant (experienced) Bartender Welcomer Porter/Concierge (with extra responsibilities) Front Office Receptionist/Guest Service Agent Night Porter Room Attendant – Self Checker	\$25.94
Grade 3	Commis Chef (qualified) Breakfast Chef Food & Beverage Team Leader Bartender (experienced) Barista Front Office Team Leader Night Auditor Reservations Sales Agent Spa Therapist Housekeeping/Desk Coordinator Housekeeping Team Leader Maintenance Technician (not trade qualified) Handyperson/Gardener	\$27.32
Grade 4	Demi Chef (qualified) Food & Beverage Supervisor Bar Supervisor Spa Supervisor Housekeeping Supervisor Maintenance Technician (trade qualified)	\$28.74