

House of Representatives

Supplementary Order Paper

Wednesday, 19 October 2022

Fair Pay Agreements Bill

Proposed amendments

Chris Baillie, in Committee, to move the following amendments:

Clause 31

In *clause 31*, after *subclause (4)* (page 43, after line 24), insert:

- (5) This section is subject to **section 31A**.

New clause 31A

After *clause 31* (page 43, after line 24), insert:

31A Exemption to coverage of fair pay agreement

- (1) An employee or employer may opt out of a fair pay agreement or proposed FPA if they notify the chief executive in writing that they have a fundamental conscientious, religious, or moral objection to being covered by a fair pay agreement.
- (2) An employee or employer who opts out under **subsection (1)** is not subject to the coverage of any fair pay agreement or proposed FPA.

Explanatory note

This Supplementary Order Paper amends the Fair Pay Agreements Bill. An employee or employer may opt out of coverage of a fair pay agreement if they notify the chief executive in writing that they have a fundamental conscientious, religious, or moral objection to their coverage. The employee or employer is not subject to coverage of the fair pay agreement.

It is a basic principle in any free society that people are able to exercise conscience to refuse to participate or belong to anything. New Zealand has already gone through a

period in which the State has forced people to comply with requirements for vaccines or masks which they have had fundamental philosophical or moral objections to. The result was a lot of people losing their jobs and considerable social division and protest. In the case of fair pay agreements, people are being forced into agreements they may personally object to but, unlike COVID-19, without any obvious public interest applying. There must always be recognition of personal objection and allowances for that.