



COVERSHEET

Minister	Hon Andrew Little	Portfolio	Workplace Relations and Safety
Title of Cabinet paper	Equal Pay Amendment Bill: Outstanding Policy Issues Equal Pay Amendment Bill: Approval for Submission of a Supplementary Order Paper	Date to be published	7 September 2020

List of documents that have been proactively released

Date	Title	Author
17 February 2020	Equal Pay Amendment Bill: Outstanding Policy Issues	Office of the Minister of Workplace Relations and Safety Office of the Minister for Women
17 February 2020	Cabinet Minute – Equal Pay Amendment Bill: Outstanding Policy Issues (CAB-20-MIN-0031.01)	Cabinet Office
21 July 2020	Equal Pay Amendment Bill: Approval for Submission of a Supplementary Order Paper	Office of the Minister of Workplace Relations and Safety Office of the Minister for Women
21 July 2020	Cabinet Legislation Committee Minute – Equal Pay Amendment Bill: Supplementary Order Paper (LEG-20-MIN-0110)	Cabinet Office

Information redacted

YES

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.

Some information has been withheld for the reasons of:

- confidential advice to Government
- free and frank opinions.



Cabinet Legislation 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.

Equal Pay Amendment Bill: Supplementary Order Paper

Portfolios **Workplace Relations and Safety / Women**

On 21 July 2020, the Cabinet Legislation Committee, having been authorised by Cabinet to have Power to Act [CAB-20-MIN-0343]:

- 1 **noted** that the Equal Pay Amendment Bill (the Bill) holds a category 2 priority on the 2020 Legislation Programme (must be passed in the year),
- 2 **noted** that the Supplementary Order Paper to the Bill, attached to the submission under LEG-20-SUB-0110, amends the Bill to reflect:
 - 2.1 decisions taken by Cabinet on 17 February 2020 [CAB-20-MIN-0031.01] and decisions that the Minister for Workplace Relations and Safety and the Minister for Women (the Ministers) took on issues which arose during the drafting process, which are consistent with Cabinet's decisions;
 - 2.2 two additional changes for which the Ministers seek Cabinet's agreement (paragraphs 3 and 4 below);
- 3 **agreed** to create a specific penalty for employer non-compliance with the minimum requirements of the opt-out notice;
- 4 **agreed** to create a specific penalty for union non-compliance with the minimum requirements of the endorsement process;
- 5 **noted** the advice of the Minister for Workplace Relations and Safety on further amendments to section 13NB of the Supplementary Order Paper;
- 6 **approved** for release the Supplementary Order Paper to the Equal Pay Amendment Bill, tabled at the meeting [PCO 20938-1/16.0];
- 7 **agreed** that the Supplementary Order Paper to be released for the Bill's Committee of the whole House stage;
- 8 **authorised** the Ministers to make decisions on any issues that arise during the drafting process, consistent with Cabinet's policy decisions;

9 **noted** that the Bill will come into force three months from the day after the date of Royal assent.

Gerrard Carter
Committee Secretary

Present:

Hon Chris Hipkins (Chair)
Hon Andrew Little
Hon Stuart Nash
Hon Iain Lees-Galloway
Hon Tracey Martin
Hon Julie Ann Genter
Hon Eugenie Sage
Michael Wood MP (Senior Government Whip)

Officials present from:

Office of the Prime Minister
Officials Committee for LEG