

People's Party New Zealand Employment Policy

The People's Party New Zealand (PPNZ) is committed to ensuring fair, equitable, and modern employment laws that reflect the living standards and economic realities of today. Our employment policy prioritizes worker rights, fair wages, and a balanced approach to work and family life.

Key Employment Policies

1. **Fair Minimum Wage and Working Hours**
 - The **minimum hourly wage** will be set at **\$25.00 per hour**.
 - A **minimum workweek** will consist of **40 hours**, not 30 hours, ensuring full-time employees receive fair compensation.
2. **Monday to Friday Workweek**
 - The standard workweek will apply from **Monday to Friday**, excluding weekends.
 - **Saturday and Sunday** will be recognized as family days. If employers require work on weekends, the following conditions will apply:
 - First **4 hours** of work will be paid at **1.5x the standard rate**.
 - Hours worked **beyond 4 hours** will be paid at **2x the standard rate**.
 - Employers must provide **meal and travel allowances** for weekend work.
3. **Tax-Free Allowances**
 - All employee allowances, such as meal and travel expenses, will be **tax-free**, ensuring workers retain their full benefits.
4. **Overtime Pay**
 - For hours worked beyond the 40-hour standard during Monday to Friday, employees will be compensated at **1.5x the standard rate**.
5. **Agency Standards**
 - Employment agencies must provide the **same benefits and conditions** to all labor hire staff employed through them, ensuring consistency and fairness across all industries.

Tax Policy Reform

PPNZ will implement comprehensive tax reforms to ensure a fair and equitable system:

- A **flat tax rate of 20%** will be applied to all individuals, regardless of income or social status.
- This reform ensures **equality under the law**, with everyone contributing fairly, whether they are business owners, professionals, or laborers.
- Current discrepancies, where wealthy individuals pay disproportionately low tax rates, will be eliminated.

Penalty Tax Reform

- The current **penal tax rates** for overtime work will be abolished, ensuring workers are not unfairly taxed for working extended hours.
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Our Commitment: One Nation, One People, One Law

The People's Party New Zealand is dedicated to creating an employment framework where:

- **No one is above the law**, and all workers are treated with dignity and fairness.
- Employers and employees alike benefit from a transparent, equitable system.
- Weekend work is fairly compensated without compromising family time.

PPNZ will always prioritize New Zealanders' well-being, advocating for a just system that empowers all workers and ensures a balanced approach to work and life.