

NUPE Core Values

Social Justice and a Commitment to Collectivism and Fair Representation of all members

Valuing the On-going Employment Relationship and focusing time, energy and resources to members needs

National Executive from Elected membership oversees the activities of Union staff and Policy Development

NUPE Organisers and Associates



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Make sure that NUPE has got your correct address and details.

Contact the NUPE Office.

NUPE Executive 2014/15

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Executive: Alistair Lawrence, Louise Galle, Robyn Millar, Lynda Taylor, Marjon Stegehuis, Carleen Pocock, and Donna McIntosh.

NUPE News

summer/autumn 2015

NUPE wants you



In the Union

“NUPE believes that only by standing together will workers be able to protect and improve their rights and conditions.”

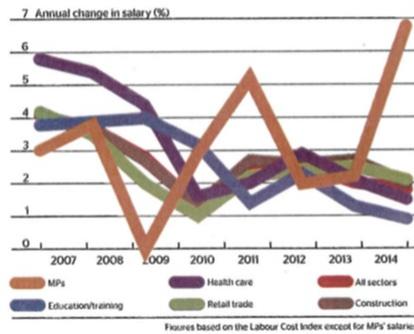


Secretary's Column

This is the first newsletter for 2015. It is rapidly becoming very clear that this year will provide many challenges for all workers and for us as your union representing you.

I have decided to comment on the recent sequence of events around the increase offered to our MPs. The MPs have had regular salary increases (see graph below from The Press 27th Feb 2015). In my opinion it is incredibly arrogant that MP's salaries have continued to rise so significantly when others simply have not. What is also extraordinary is that their increases are above the government expectations for other Public Sector Employees and were able to be back paid to July last year. NUPE does a lot of bargaining in the state sector and in health.

It pays to be in politics



The government has a clear set of expectations that we get outlined to us at the beginning of each bargaining round.

These expectations include no back dating, all cost increases not to exceed 2% (i.e this includes any across the board % movement our bargaining achieves and individual members performance movements. The increases that MP's have been receiving and have been offered again this year fall well outside the Government Expectations that all other public sector employees are subject to.

I believe that MPs are being incredibly hypocritical.

Costs are increasing for all of us and living is increasingly expensive. Ironically many of the living costs of MPs are covered over and above their salary as they are often required to live away from home in Wellington. In addition they get subsidised food at Parliament and subsidised airfares for all MPs and many retired MP's.

It is time for members to get vocal about your terms and conditions.

If you are in bargaining this year make sure you have your say. Complete the claims forms, attend meetings and be part of the process for this coming year.



Inequality: The Cost of Falling Wages

Workers have been short changed by up to one sixth of the wages they should have earned as a result of employers not sharing the benefits of productivity growth, the Council of Trade Unions says

A study released today by the Productivity Commission shows that real wages fell significantly behind productivity growth in a large part of the economy between 1978 and 2010. This resulted in wages and salaries, and labour income of self-employed people getting a falling share of the income the economy generates (the labour income share).

CTU Economist Bill Rosenberg has calculated that "wages, in the part of the economy considered by the Commission, would have been 12% higher on average in 2011 if they had kept up with productivity from the point of view of the revenue their employers were receiving for their products over the period studied (since 1978). Wages would have had to be 49% higher in 2011 from the point of view of keeping up with the rise in cost of living which workers have faced over that period. *Over a wider part of the economy which includes almost all its market sector, he estimates that wages would have been 16% higher in 2012 if they had kept up with productivity growth since 1989.*"

"This is an important part of the story of growth in income inequality in New Zealand. The fall in the labour income share is well known and has been happening in most countries around the world. However it was particularly strong in New Zealand." Rosenberg says.

"Even over a brief period in the late 1990s when the labour income share rose, a large part of that increase went to the top 1% of salaries. It was a period of high growth in the share of income that top executives and highly paid professionals were getting according an analysis of IRD tax data." Rosenberg says



"The Commission's work is important in that it finds that a large part of the fall in the labour share of income was due to the high unemployment and the introduction of the Employment Contracts act in the early 1990s. The opening of the economy (globalisation) also contributed through competition with imports from low-wage countries, and offshoring of production to those countries. All of these led to a loss of bargaining power for employees." Rosenberg says.

"The Commission contrasts New Zealand with Australia where strong productivity growth over a similar period did not lead to wages falling behind and a loss in labour income share." Rosenberg says

"Wages and salaries matter a lot to New Zealand households. Wages and salaries were 83% of 'market' income (before taxes and benefits) and 74% of all their income according to Statistics New Zealand's Household Economic Survey for 2014, and that proportion has risen since the late 1990s."



National News

More employment cases will be litigated following a landmark Employment Court ruling that paves the way for tens of thousands of home care relief workers to receive the minimum wage and holidays, New Zealand unions predicted. Service and Food Workers Union took the winning case to court and national secretary, John Ryall said litigation to secure workers' rights was now preferable to collective bargaining. "We decided there's got to be a better way than (collective bargaining), said Ryall which he described as hopeless. "Every time we win one of these cases, someone stands up, and we discover a new detail of discrimination. I think these cases will continue, until such time as there is a collective bargaining system in place."

New employment laws that went into effect March 6 will leave workers worse off, warned union leaders. They said provisions of the controversial Employment Relations Amendment Act, which affects collective bargaining, will increase the opportunity for exploitation of workers. Among other changes, strict rules over breaks are eliminated and employers and workers can agree on the timing or duration of breaks and receive compensation for not taking a break. The legislation also removes the requirement for new staff to be employed under the collective agreement for the first 30 days and allows employers to walk away from collective bargaining.



New Zealand's unions marked International Woman's Day on March 8 with a call for the Government and all employers "to commit to ensuring all women, regardless of industry, are fairly paid, have decent and safe workplaces." CTU Women's Committee Co-convenor, Sheryl Cadman said all women workers, "those in paid and unpaid work," are honoured on International Woman's Day. She urged the Government to implement a plan to guarantee fair pay and decent work for women. "This needs to include extended paid parental leave, easy access to early childhood education for working parents, family-friendly policies at work and workplaces that are free from bullying and sexual harassment. This plan would lift hundreds of thousands of women and families out of poverty wages and incomes, meet the standard of decent work and provide for a sustainable future. "



News from the frontlines

Grey Waste is Toxic Waste

NUPE has been involved in discussions around the



issue of Grey waste. This is the waste which is discharged from the mobile Dental Vans, it includes human saliva, blood and various chemicals.

The union is extremely concerned about what is in the waste water and the various procedures which the CDHB use to empty the vans. The emptying of Grey waste has seen it splashed onto paths and over Community Therapists and Assistants.

NUPE brought matter to the attention of Environment Canterbury who warned that the empty of Grey Waste might be contrary to legislation. Non-compliance with the legislation might mean a \$60 000 fine for the employer and a \$1000 fine for the person discharging the waste. Environment Canterbury has also warned that the school sewage system might not be suitable for Waste disposal.

As a result NUPE has informed the

CDHB that it's members will not be handling the Grey Waste until there is certainty that it meets the standards required by legislation.

New Look NUPE Webpage

NUPE has redesigned its webpage. It's hoped that the new look webpage will contain information and advice on a range of topics for NUPE members.

Check out the new website at www.nupe.org.nz

AvSec says No to Names on Identity Cards

After 4 years lobbying NUPE, with the assistance of PSA and EPMU

organisers, has successfully managed to

ensure that frontline staff do not have to have their names printed on their Airport Identity Cards. This has been a Health and Safety issue which NUPE raised and persisted with until we received the right result.





Organiser Dispatches

Avsec. I am about to initiate for bargaining and send out a claims survey to all members. Watch out for the claims forms.



MPI. The competency framework has now been completed and awaiting sign off from the Director General. We will then meet with MPI to work out the logistics of incorporating this into the current CEA.

NZDF. NUPE has just held the first of our planned 3 monthly forums. This is attended by Delegates, Organiser and H/R. It is mainly to discuss and resolve any issues which may be outstanding. Let NUPE or your Delegate know if you would like any issues raised at these forums.

We are about to initiate for bargaining in 6 weeks.

Ministry of Justice I have just taken over the MoJ portfolio from Quentin. We are bargaining for a new collective later in the year. Keep an eye out for claims form which will be emailed to you.

Richmond. NUPE is in bargaining at present and after 2 days of negotiations we have received a zero offer from the employer. NUPE will be meeting with delegates to discuss this zero offer and will be canvassing members as to what action we should take next.

Disability Services / Clerical NMDHB. Bargaining has been concluded for DS just prior to Xmas and back pay is due to be paid out this month if not already. We are awaiting an offer for our clerical members which we will present to members when it arrives.

H & J Smith – Dixon House – Granger House. The H & J midterm review of your collective agreement is in April / May.

Granger and Dixon, We will be back in bargaining later in the year. Around September.

Auckland Hub. Les is now responsible for the Auckland Hub and will be visiting approximately every 6-8 weeks. His next visit is 15/16 April. He will be holding more CYFS claims meetings at this time.

Les Bryce



Organiser Dispatches



Janice is currently the lead organiser for CYF, CDHB, Brackenridge and some of the local NGO groups.

Quentin is assisting with bargaining and individual members meetings in these areas as well. CYF and the CDHB are our biggest two groups and both are in bargaining through 2015. Please ensure you watch out for meetings and or notices about your bargaining. We are really keen to ensure we know well your issues / claims for your bargaining.

Brackenridge also has bargaining in May this year.

Please encourage new members to join up to NUPE. The membership forms etc are all available on our website or call 03 377 3582 and we can post you out forms.

NUPE has been growing well in the NGO sector particularly in NGO's delivering mental health services into the community. We welcome those new groups that have come on board to NUPE recently being Stepping Stone, Te Awa Trust and continued growth in COMCARE.

Delegate Training

Quentin has organised a number of training sessions for new delegates. Delegate training is kept small (10 people) so as to encourage more one to one feedback and communication. People are encouraged to participate.

The first of these sessions was held late last year and had delegates from Community Dental and Comcare. In February a delegate training forum was held in Auckland by Quentin and Andrew McKenzie (NUPE Legal Adviser).

Another Training session will be held in Christchurch in mid/late May. It is open to all new delegates.

Quentin is also currently undertaking the development of a health and safety manual incorporating the new changes to the legislation it is hoped that we will be able to run courses on this later in the year.

If you want to be a delegate and attend training please contact:

Quentin@nupe.org.nz