

nupe news

winter 2014

nupe

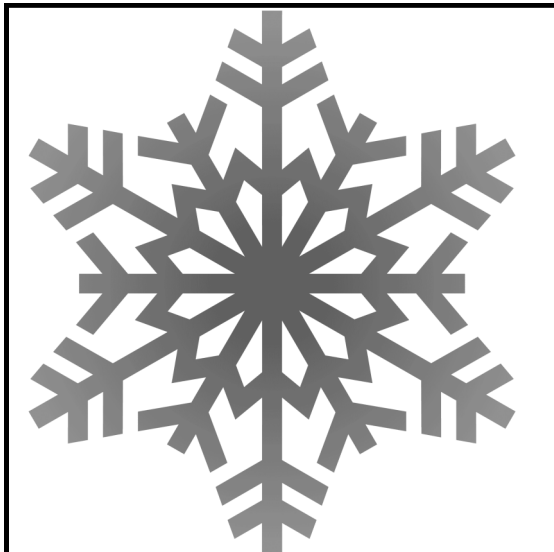
national union of public employees

co-operation without compromise

I hope all is going well in your particular area of work.

NUPE organisers have been trying to get round the membership as much as possible and, in addition you are getting this newsletter. If you are aware of a NUPE member not getting this please pass this on and get them to e mail us their details. We are also keen to grow membership numbers in your area of work. You can access membership forms for new members from NUPE. Email the office or the Organiser or check with your delegate. If you are able to please copy this newsletter off or leave it in your tea room. In many workplaces where NUPE has some membership many of the other staff in another union or not with any union do not know they have a choice of Union Representation.

NUPE is committed to your issues, your conditions of employment, individual advocacy for you when required and your safety at work. Yes we are often the smaller union on site (not always) but ... David was small and still toppled Goliath strategy. Remember that



passion and belief will get results.

Please can you ensure NUPE has your current address and contact details as well as your work email. We are keen to ensure that the details on our data base are as up to date as possible.

The NUPE Executive met last night and considerable discussion was had about NUPE being a strong

advocate for individuals and promoting safety. The Executive are made up of members from across different membership groups and they are members just like you. If you would like to be on the next executive committee then please contact the NUPE office about getting a nomination form and watch out for information coming out shortly about the next AGM. **The AGM will be held on the 1st**



News from the frontlines

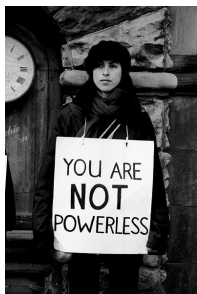
July at 5pm in Christchurch. If you are out side of Christchurch but are keen to attend we may be able to arrange a teleconference.

NUPE has been engaged in a number of matters that have resulted in going to the mediation service or to the Employment Relations Authority with members who have employment relationship problems or Personal Grievances. Just a reminder that while we are always hopeful to resolve matters at the lowest level, with your management there are occasions that matters need to go to the Mediation Service or the Authority. Please ensure your delegate and the organiser is aware of the matters at the earliest stage to provide advice and assist achieve resolution where possible.

Janice Gemmell

Bad Smell in CDHB Community Dental vans

The National Union of Public Employees (NUPE) organiser, Quentin Findlay said that the issue of an odour, later identified to be Formaldehyde, in a Level 2 Community Dental Van has been an ongoing concern for Community Dental staff for the



last 12 to 18 months.

Mr Findlay said that staff had tried to raise the problem with community dental management a number of times in the past year but that they simply had not been heard.

“NUPE found out about the issue approximately 6 weeks ago when staff alerted the union to the problem,” Mr Findlay said. “As soon as we learnt of the situation, we visited the Van, spoke with affected staff and arranged a meeting with the employer.”

Mr Findlay had visited the affected Van on two separate occasions. On his first visit immediately prior to a meeting with CDHB management he had sat in the Van for 10 to 15 minutes to gauge the potency of the smell.

At the first meeting between staff, NUPE and the CDHB, Community Dental management refused to recognise that there was a problem.

Before the odour was identified as Formaldehyde “Staff were advised to open windows. They were informed that they needed to manage their own illness. One Manager informed staff that there was no smell. The CDHB only agreed to the testing after NUPE advised them that members would not work in the Van until it was declared safe.”

Staff felt that they were treated arrogantly by management. “It will certainly take careful work to rebuild a culture of trust between staff and Community Dental Management” Mr Findlay said.

NUPE is now focussing on the wellbeing of its members who are obviously upset and concerned that this could have ever occurred.



Organiser Dispatches

Health and Safety in the Workplace must be the Priority for all.



Les Bryce (NUPE Organiser) recently attended the opening of the new

Worksafe New Zealand Agency in Wellington. This agency has been formed as a direct result of the Pike River tragedy. At the opening Worksafe NZ were clear that they will be taking a hard line approach to both employers and employees alike who fail to act safely or have a disregard for health and safety in their workplace. NUPE is very clear that a “Healthy and Safe workplace is not optional it is a requirement” and each and every individual must take ownership of their working environment.

NUPE considers seeking health and safety in your workplace to be at the forefront of the service we provide to you our membership. NUPE membership is across a number of front line areas where there is ongoing regular daily risk e.g. Fisheries Officers, Mental Health, CYF Frontline, Corrections, Care Services in ID and Elderly. In addition office and sedentary work environments also have health and safety matters that need to be enforced. Safety does just not mean preventing accidents. Safety covers such things as psychological and mental health and safety and includes

matters such as workplace bullying harassment etc. The Employer has an obligation under Health and Safety in Employment act to provide a safe and healthy working environment for all employees.

For an employer to say it is too expensive to correct an issue is simply not good enough or the converse for an employee to say it saves time or is easier to take shortcuts even though it is unsafe is not acceptable either. The real costs of a workplace accident to employers, employees and their families as well as to the taxpayer can at times be significant.

Quentin

The IRD CEA has now been signed and IRD Staff have received a lump sum payment. Negotiations are set to begin with Comcare Trust and MBIE for new CEAs in those areas. In addition to handling several individual cases, Quentin has been actively involved in the issue with the Vans for Community Dental.

Janice

Janice has been especially busy in CYFs with individual cases and bargaining for CYF’s Managers. She is also involved in negotiations for the Corrections and St John of God.

NUPE's 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 Delegates Oversees the Activities of Union staff and Policy Development

NUPE Organisers, Staff and Associates

Organiser: Janice Gemmell

Organiser: Les Bryce

Organiser: Quentin Findlay

Office Administration: Cass Daley

Legal Advisor: Andrew McKenzie

NUPE Executive 2013/14

Convenor: Alastair Lawrence

Secretary: Janice Gemmell

Treasurer: Paul Shennan

Executive: Bernard Flanagan, Matthew Glanville, Sandra Manning, Donna McIntosh, Pamela Roodakker, Marion Steghuis, Lynda Taylor

NUPE AGM



Tuesday 1 July 5pm.
520 Cranford St, Christchurch.

Nominations now open



Contact Details

Office Hours

9.00am – 4.00 pm Monday
to Friday

Phone

03 377 3582

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Christchurch 8141

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

Contact Cass at the
NUPE Office.