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NUPE

Structure

NUPE - Structure

Organisers - NUPE's organisers are paid employees of the Union. The organiser's role is:

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- To be Accessible and responsive to the NUPE members.
- To be Available to Represent Members in their employment matters with their employer.
- To be Available to advise and support membership in individual employment matters
- To provide support and advice when there is organisational change.
- To Advocate Collective Employment Agreements.
- To Advocate at Mediation and the Employment Relations Authority.
- To Recruit New Members

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The Organisers

Janice Gemmell – Secretary & Lead Organiser

Janice has been an Organiser with NUPE since 1998. Just prior to her employment with NUPE she had returned to university as an adult student where she completed a BA in Social Policy with Industrial Relations a major component of the degree.

Les Bryce – Senior Organiser

Les joined NUPE in December 2007. Les comes from an engineering background and is also a Registered Ambulance Officer. He, has been involved with the Trade Union Movement for most of his working life.

Quentin Findlay – Organiser

Quentin was employed by NUPE in its Wellington Regional Organiser from 2002 – 2004. He has been previously employed by the Department of Courts, Parliament, NZEI and as the Education Coordinator for the Lincoln University Students' Association. He has over a decade worth of experience in advocacy and representation.

Andrew McKenzie – Legal Advisor

His role is to provide legal input to the Secretary and organizers and where necessary legal representation for members as part of resolving employment issues for our members.



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“A union representative, union steward, or shop steward is an employee of an organization or company who represents and defends the interests of her/his fellow employees but who is also a labor union member and official. Rank-and-file members of the union hold this position voluntarily (through democratic election by fellow workers or sometimes by appointment of a higher union body) while maintaining their role as an employee of the firm. As a result, the union steward becomes a significant link and conduit of information between the union leadership and rank-and-file workers.” - Wikipedia

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The Delegate – Roles and Responsibilities

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- Delegates are elected or appointed by their Union colleagues at their workplace.
- They are often the first point of contact for members with the union and are usually the person members / staff come to if they have an employment problem or need advice.
- The Delegate is the person that union members come to when they believe they have a problem or difficulty at work.
- If the problem is too serious, or if the advice is too complex, the Delegate will ensure that members are put in touch with the Organiser.

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What a Delegate does

- Being identifiable to members and acting as a first point of contact.
- Distributing union material and information / keeping members updated on Union News
- Ensuring union notices are pinned up in the workplace and kept up to date.
- Establish a regular link with the NUPE Office to get up to date membership details.
- Have a copy of your Collective Employment Agreement.
- Encourage and develop a collective perspective on issues and for Collective bargaining.
- Attend Union /Management meetings, represent members views to management
- Attend meetings and advocate (as required) for members on low level employment concerns.
- Make sure NUPE is seen and is active across your site and assist members when they ask for help.

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What Delegates Do Not Do.

1. Delegates are not required to be all things to all the membership.
2. Delegates are not required to be taking calls and concerns about work at home in their own time.
3. Delegates are not required to represent members in disciplinary matters.
4. Delegates do have a status and if they are attending a meeting in an official capacity and agree on matters outside of their understanding it can complicate any legal process later if the union is challenging a matter.
5. Delegates are not lawyers and must not represent members as though they were.