

national union of public employees

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NUPE

Structure

### **NUPE - Struture**

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

### **NUPE - Structure**

### 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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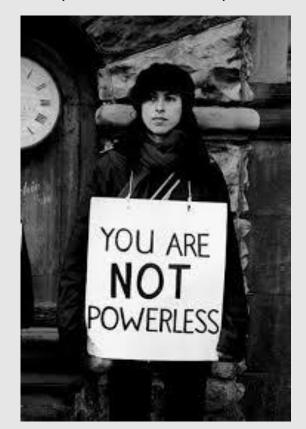


### **NUPE Structures**

"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. Rankand-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-andfile workers." - Wikipedia



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## **NUPE - Structures**

### The Delegate – Roles and Responsibilities

- 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 and 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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### **NUPE Structures**

#### 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.

## NUPE - Structures

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#### What Delegates Do Not Do.

- 1. Delegates are not required to be all things to all the membership.
- Delegates are not required to be taking calls and concerns about work at home in their own time.
- 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.