

NUPE News

Spring /Summer 2019



ANTI THEFT DEVICE FOR WORKERS

nupe

*national union of
public employees*

co-operation without compromise

From the NUPE Secretary

Hi everyone

Amazingly enough we are rapidly moving towards Summer and Christmas, just incredible.

Firstly I really want to thank all of you the NUPE membership. We do appreciate that you have chosen NUPE to represent you in your employment matters. A special thank you as well to those of you who have become NUPE delegates. NUPE relies on delegates to meet new staff and encourage them to join NUPE. Delegates help inform and sometimes represent members and also connect the NUPE Organisers to what is happening in the work place. Delegates are invaluable. Thank you.

If you are interested in becoming a delegate please contact the office. There is a form to complete and you will need to be nominated by a NUPE member. NUPE arranges training for delegates and we aim to have two main training sessions per year, usually one in Christchurch and one in Auckland.

This year has seen significant change across many of our groups with changes that have affected a big chunk of the NUPE membership. We are currently experiencing growth across most groups which is fantastic.

NUPE has been focussing this year in establishing more regular Union Management meetings across all areas including sites where possible. These meetings provide a forum for the organisers and or your delegates to progress your issues to management. The aim is to ensure your issues are heard and resolved at the lowest level.

In the office this year in addition to the paid organisers Les, Quentin and Janice (Organiser and Secretary) we have Vicki working part time to look after membership applications and some administration. Matt also works part time to provide support with meetings and help with submissions. Andrew McKenzie continues to represent NUPE in legal matters.

This year NUPE has had a number of cases in mediation and some proceed through to the Employment Relations Authority. Currently we have a case for a group of members at the CDHB in the Allied Health area that we believe have been targeted and treated unfairly. The matter is currently at the Employment Relations Authority.

The NUPE office will be closed this year from 5pm 20th December until the 13th January. During this time there will be an organiser on call for emergency matters only (usually to do with Health and Safety or serious disciplinary matters). We hope there is no emergency matters that arise for you through this time but if they do then please phone the NUPE office 03 377 3582 and access the on call cell phone number.

We want to wish you all a wonderful safe Christmas celebration and happy new year.

Janice Gemmell

2019/2020 NUPE Christmas and New Year Break



The NUPE office will be closing at 5pm on Friday, 20 December 2019. The office will be fully open again on Monday, 13 January 2020.

NUPE wants to ensure that all the staff take this opportunity for a good annual leave break hence the closure of the office.

There will be an on call organiser over this period. They will be available for emergency/ health and safety matters only. All non - urgent matters will be dealt with on the office reopening.

The on call cell phone number will also change over this period. It will be updated and available on the answer phone at 03 377 3582.



Wage theft has become a business model in the hospitality industry

Debrin Foxcroft 07:40, Aug 12

MasterChef star George Calombaris has been hit with a substantial fine after admitting to underpaying almost \$8 million in wages to past and current employees.

OPINION: It can start with being told to pay for training. Or the deduction of wages for customers who duck out of paying or simply being underpaid.

Every year, wage theft in New Zealand costs millions. It has gotten to the point where we have to stop pretending this is a few bad apples.

Stealing from workers has become a business model.

A landmark study published last year in Australia identified a silent underclass of vulnerable Australian workers is owed an estimated billion dollars with almost a third paid A\$12 (NZ\$13) per hour or less – almost half of their legal entitlements. A third of all complaints to the Labour Inspectorate come from workers in the hospitality industry.

New Zealand is not much better off.

It's impossible to say just how much is stolen from workers each year, however, in 2016 the Council of Trade Unions found workers had been repaid more than **\$35 million for payroll "errors"** that year.

At Stuff we regularly cover stories from workers who have missed out on thousands because of their boss has decided to breach the basic standards.

Wage theft is particularly bad in hospitality.

A third of complaints to the Labour Inspectorate come from that industry alone. Workers are vulnerable, often on casual contracts and the businesses are more volatile. When restaurants shutter, staff often lose bonuses and the holiday pay they are owed.

Wage theft happens so often in hospitality that when I mentioned writing a story on the plight of workers trying to get hold of money from failed franchise chain

Wagamama, it just sounded like a story we had heard before.

And, we have.

In 2018, Wellington restaurant Five Boroughs closed up shop owing staff \$32,000. While the holiday pay was eventually paid out after the owners took out a personal loan, staff were left without redundancy payments.

The same year, True Food Yoga went into liquidation owing staff \$38,901.

Again in 2018, chef Tony Astle's King of Snake and Universo eateries owed staff \$107,000 in wages and holiday pay.

In the case of Five Boroughs and Wagamama, the owners ringfenced their losses and continued with other eateries while the staff were left out of pocket.

Hospitality workers often lose out long before the liquidators come in.

Earlier this year, one worker was left outraged after being told she had to pay for on-the-job training at a high-end Auckland restaurant.

In February, a woman was awarded \$9000 by the Employment Relations Authority after she completed a day's work at a cafe after a promising interview, but was told at the end of the shift that all her work was part of an unpaid trial. In Australia, two

restaurant empires have been rocked by wage theft related cases.

Masterchef judge George Calombaris was slapped with a substantial fine after admitting to underpaying AU\$7.83 million in wages to 515 current and former employees of his hospitality empire.

Wage theft should be considered on par with other types of theft.

This was not a mistake. It was an intentional approach to increase profit margins by reducing what was paid to workers.

Just days later, it was announced Neil Perry's Rockpool Dining Group, was facing its first high-profile legal claim for under paying and mistreating a migrant chef.

I have ranted against wage theft before.

My feelings on the subject have remained pretty much the same, except maybe for a little more rage.

When an employer steals from workers, surely, it should be considered theft.

I am honestly still trying to work out why it's not.

(First published in Stuff 12 August 2019)



- **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**



**Now is the time to join
NUPE**

The power of Collective Bargaining

“Does it pay for you to be on a Collective Employment Agreement (CEA) rather than an individual agreement? The evidence available suggests that yes, workers on Collective Employment Agreements get bigger and more frequent pay rises. They may of course get other benefits aside from a better deal on pay, such as better job security, leave, redundancy pay, and consultation processes, and more say in their working conditions.” **Centre for Labour, Employment and Work (CLEW) at Victoria University.***

If you want to have your rights and conditions protected then make sure you join the Union—Join NUPE and make sure that your work mates do as well

NUPE—Cooperation without Compromise

New Stats NZ data shows more Kiwis were struggling to make ends meet

Jason Walls

The Council of Trade Unions says new data from Statistics New Zealand shows Kiwis need to be paid more to make ends meet.

The General Social Survey also showed that Kiwis who rent were less likely to be satisfied with their housing, compared to homeowners. The data, which comes out every two years, revealed that the number of New Zealanders who said they only just had enough money jumped from 24.4 per cent in the 2017 survey, to 27.1 per cent today.

The Council of Trade Unions (CTU) President Richard Wagstaff said the data showed Kiwis were clearly saying their incomes were too low. "It is not good enough that almost a third, 33 per cent, of working Kiwis identify that they have 'not enough' or 'only just enough' income to meet their everyday needs," he said.

"This is not financial wellbeing, this is financial struggle."

But Stats NZ data showed the number of people who said they did not have enough money to meet their everyday

needs had fallen 1.2 per cent since the last survey.

"This change coincided with a drop in the unemployment rate and several increases in the minimum wage between 2016 and 2018," according to Stats NZ Analyst Claire Bretherton.

Meanwhile, the data showed that one in three Kiwi households rent the homes they live in.

Those people were less likely to be satisfied with their housing compared to people who owned the home they lived in.

"Our latest data showed nine out of 10 New Zealanders were satisfied with their housing, reporting that it was very suitable (44.3 per cent) or suitable (45.0 per cent)," Stats senior analyst Rosemary Goodyear said.

"However, only a third of renters thought their house was very suitable, compared to half of homeowners."

In fact, renters fared worse for all aspects of housing quality measured.

They reported higher rates of cold, mould, dampness and poorly maintained dwellings compared to owner-occupied homes.

Stats also asked people to rate their housing affordability on a scale of 0 (very unaffordable) to 10 (very

affordable). The scale included costs such as rates, insurance and utility bills as well as rent or mortgage payments.

"A tenth of New Zealanders rated their housing as unaffordable (0-3). This was mainly people who rented their home (14.2 per cent), compared to owners (8.0 per cent)," said Dr Goodyear.

Perhaps unsurprisingly Auckland was by far the most unaffordable region, with both renters and owners in Auckland more likely to report their housing costs as unaffordable (with 13.2 per cent rating it as 0-3).



Delegate Training

Delegate training is open to all NUPE Delegates. NUPE will be looking at holding two



training sessions in 2020—one in the North Island and one in the South Island.

While dates and venues are still being worked through this does not stop you from indicating your intention to attend.

Contact: Quentin at
quentin@nupe.org.nz

Office Location and Hours

Physical Address

Trade Union Centre, (Northfield Business park) 68 Langdons Road, Papanui, Christchurch

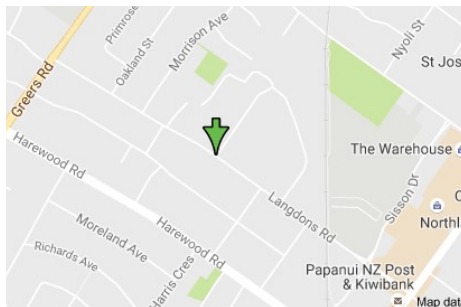
Office Hours

9—5pm Monday to Friday

Telephone/email

03 377 3582

officeadmin@nupe.org.nz



Dunedin becomes second Living Wage city in NZ

The Dunedin City Council is the second city to become an accredited Living Wage Employer in Aotearoa.

The southern city joins the growing list of ethical employers in a surprise move by the council to step up and pay the minimum of a Living Wage to employees and contracted workers, employed on a regular and ongoing basis to deliver services for the City.

The 2019 list of fully accredited New Zealand Living Wage Employers includes 157 employers, large and small, from the north to the south of the country covering businesses in the private, public and NGO sectors.

Dunedin City Council is the second council in the country to become an accredited Living Wage Employer, after Wellington City Council achieved full accreditation last year.

“The impact of Dunedin City Council’s decision to become Aotearoa’s second Accredited Living Wage Council is significant,” says Felicia Scherrer, the Accreditation Coordinator for the Living Wage Movement Aotearoa New Zealand.

“More than 1000 workers will have their lives improved through the Living Wage, as well as all indirectly employed workers delivering a service to the Council.

“As an accredited Living Wage Employer, the Council is role modelling what best business practice looks like,” she says.

Also joining the list this year are AMP Capital Investors (NZ) Limited, AdviceFirst Limited and Western

Springs College, which is the country’s first accredited Living Wage secondary school.

Smaller businesses include Scout Hair (the first hairdresser), Mai Day Spa (the first massage therapist), and

the Remedy Espresso Bar.

“The number of Living Wage Employers continues to grow as more businesses adopt the Living Wage as the benchmark for paying an ethical and fair wage,” says Felicia.

“The commitment to paying the Living Wage has, for some time, been led by small to medium sized businesses, who felt strongly that this was the right thing to do.



September 02, 2019

Brief news: NUPE Growth and Training

NUPE continues to grow in Oranga Tamariki, Avsec and Corrections.

NUPE is actively engaged with the employer in those areas and our increasing strength and visibility through increased membership.

Union/Management meetings have been established across Oranga Tamariki and Aviation Security sites to discuss members concerns at the local level with local management.

Conversations and meetings continue to happen at the

higher levels between NUPE and OT regarding a range of issues and changes that the employer has announced. NUPE's approach continues to be that member's come first. The employer's policy must ensure member participation and ensure their health and safety.

As part of the increasing interest in NUPE, the Organizer and delegates recently undertook a tour of Northland, visiting Corrections sites in Whangarei, Dargaville, Kaitaia and Kaikohe. There were good meetings in a number of sites and NUPE attracted a number of new members. Recently, a meeting was had with potential members in Levin at Corrections. Again, this meeting was very position with people reacting favourably to NUPE's grass roots driven approach to representation.

The most recent South Island Delegate Training was successful with delegates attending the daylong event from Dunedin, Queenstown and Rotorua. (The Rotorua delegate was provided with honorary South Island status for the day). The delegates were presented with a range of topics covering the formation of unions, NUPE, the role of a delegate, meetings and health and safety. NUPE is looking at developing an advanced delegate course for next year and, a course that deals with health and safety.



NUPE South Island Training

Oranga Tamariki Residential Staff Update

Greetings residential staff for Oranga Tamariki!

It has been a good yet busy period for you all in the lead up to Christmas and New Year. We are pleased that across residences, NUPE is working closely with managers in the Union / Management meetings and also in the National Residential forum to raise matters that are important to you, the members. We have increased the number of delegates in residences nationally and are aiming to have at least two per shift. So if you are interested please get in touch with us.

Be sure to touch base with us or your delegates if you want some thing raised or addressed in the Union Management Meetings. You will all be aware of the significant changes to the residential structure and the new appointments will be starting shortly. During these times of change things can sometimes go wrong very fast. We encourage you to be extra vigilant, be careful, keep yourself and your colleagues safe, contact NUPE if you need to.

Become a NUPE Delegate

Delegates are elected or appointed by their Union colleagues at their workplace.

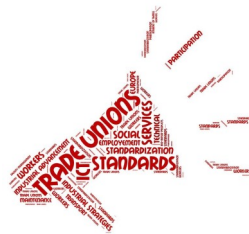
They act as the Union's representative on site.

Delegates roles include:

- 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.
- The Delegate provides a bi-weekly email to the office updating on how things are going on site.
- The Delegate will be invited to attend regular Union/Management meetings

The Delegate will also be responsible for helping to recruit new members on site

To be a delegate, contact the NUPE office now, Officeadmin@nupe.org.nz or speak to your delegates onsite or your organiser.



AS EASY AS
1.2.3.

HOW TO JOIN

1

Get a membership form. You can get one from our website www.nupe.org.nz or request one to be sent to you by mailing officeadmin@nupe.org.nz

2

Complete the form. Then scan it OR photograph it and send to officeadmin@nupe.org.nz or post to PO Box 13032 Christchurch 8140

3

NUPE will process the application, notify your employer to commence deductions and send you a membership pack

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