

WORKERS FIRST

CLOSING
THE TRIANGULAR
TRAP

**END THE
LABOUR-HIRE
EXPLOITATION**



Edition 01 • Year 2018

2 Posters inside!

Kundeyan '18

Solema Faaveva, FIRST Union Member



The times, they are changin'

Dennis Maga

You may have noticed some changes around here. Last November Syd Keepa stood down from the presidency to become our union Kaumātua, Robert Reid stood down from the General Secretary position to take up the presidency, and Maxine Gay stood down from the Retail and Finance Secretary position to enjoy a well-earned retirement.

I am humbled to be taking the reigns as the newly elected General Secretary of our union.

Through my experience advocating as co-ordinator for the Union Network of Migrants, better known as UNEMIG, and as former national organiser of The Warehouse Group, I have developed valuable learnings that I look forward to implementing throughout our union.

Our union's approach of being a voice for all workers is one of the things I am most proud of, and our focus on labour-hire in this issue reinforces that approach. Our union has lead the charge on organising precarious workers and we are now closer than ever to getting the law change we have been campaigning for.

I am also excited about working with our new leadership team, Assistant General Secretary Louisa Jones, Retail and Finance Secretary Tali Williams, Transport and Logistics Secretary Jared Abbott, and regional secretaries Sheryl Cadman and Paul Watson.

This is also the first publication of our newly revamped union magazine - 'Workers First'. We reflect on some of our achievements from the last few months, our new 'Worth It' campaign for Retail Workers, and we take a look at the law changes on the horizon with the change of government.

We are committed as ever to achieving the goals of our members and I look forward to working with all of you to build our union and put working people first.



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Robert Reid

CHANGE IS HERE.

New Workplace Relations Minister, Iain Lees-Galloway has made two major announcements since taking office. Firstly, he has announced the new minimum wage levels for the next 3 years. Secondly, he released an Employment Relations Amendment Bill that repeals many of the anti-worker changes that were made to the Employment Relations Act by the previous National Government over the last 9 years.

We are committed to increasing the minimum wage to \$20 by 2021

Minimum Wage

Iain Lees-Galloway announced on 22 December that the Government will increase the minimum wage by **75 cents to \$16.50 per hour** on 1 April 2018.

"Raising the minimum wage to \$16.50 next year was one of the Government's top priorities for the first 100 days, and we are committed to increasing the minimum wage to **\$20.00 by 2021**," he said.

To move the minimum to \$20.00 by 2021 will require significant minimum wage increases in 2019 and 2020. The minimum wage will have to increase by \$3.50 from \$ 16.50 on 1 April 2018 to \$20.00 by the end of 2020. This means an increase of 21% over 2 years 9 months or an average of 7.7% a year.

This increase is well beyond what the union could achieve for minimum waged workers under a National Government and is one of the reasons that FIRST Union campaigned for a new worker-friendly government at the last election.

The increases will also impact on our low waged members who are earning just a few cents or dollars above the minimum wage. This means that to maintain margins above the minimum wage other low wages will need to increase

NEW GOVERNMENT

Change is here

by 7.7% a year following the 4.8% on 1 April 2018. Iain Lees-Galloway also announced that the starting out (youth rate) of 80% of the adult rate would be abolished by the Employment Relations Amendment Act that would be introduced in the New Year.

Changes to Employment Relations Act

On 25 January 2018, Iain Less -Galloway and the Prime Minister, Jacinda Ardern announced the contents of the Employment Relations Amendment Bill that are largely roll-backs of the previous Government's changes which weakened employees' rights at work:

Restoration of statutory rest and meal breaks.
Restriction of 90 day trial periods to employers with less than 20 employees
Reinstatement will be restored as the primary remedy to unfair dismissal.
Further protections for employees in the "vulnerable industries" (Part 6A).
Restoration of the duty to conclude bargaining.
Restoration of the earlier initiation timeframes for unions in collective bargaining.
Removal of the MECA opt out where employers can refuse to bargain for a multi-employer collective agreement.
Restoration of the 30 day rule where for the first 30 days new employees must be employed under terms consistent with the collective agreement.
Repeal of partial strike pay deductions where employers can cut the wages for low level industrial actions such as wearing t-shirts instead of uniforms.
Restoration of union access without prior employer consent.

There are also some new proposals:

A requirement to include pay rates in collective agreements.
A requirement for employers to provide reasonable paid time for union delegates to represent other workers.
A requirement for employers to pass on information about unions in the workplace to prospective employees.
Greater protections against discrimination for union members including new protections against discrimination on the basis of being a union member.



FIRST Union response

FIRST Union General Secretary Dennis Maga said “the government’s proposed changes to employment law are a good first step in restoring balance and fairness to the employment relation system.”

However he noted the union’s disappointment that “the current government doesn’t yet have the numbers to completely get rid of the 90-day trial provisions. He noted that NZFirst would not support a full repeal of the 90 day law.

“The fact that there are so many changes and most of the changes are reverting back to the original Employment Relations Act highlights the “death by a thousand cuts” approach of the previous National Government over the last 9 years,” said Maga.

“We’re pleased with the role our union played helping make many of National’s regressive changes inoperable.

“For example when we publicly exposed Cotton On for attempting to withdraw tea and meal break provisions we put a halt on other companies doing the same.

“We highlighted the absurdity of the partial strike penalties when St John and Bunnings tried to dock workers’ wages for wearing a non-standard tee shirt or removing a company apron.”

“FIRST Union is also pleased with some of the new provisions, especially the requirement to include wages in a Collective Agreement. Our union has been battling with South Island Foodstuffs (and their Pak’nSave and New World stores) and Mitre 10 for some time to achieve this crucial right for our members,” said Maga.



Robert Reid

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In Brief

NATIONAL

PBT WORKERS HAVE WON THEIR FIRST EVER COLLECTIVE AGREEMENT.

The new agreement is a multi-employer collective agreement between the Transport division and the Couriers division. It includes three pay increases in the first 6 months of the agreement, the introduction of a night and evening shift payment, the introduction of time and half for overtime, the introduction of redundancy compensation, labour hire conversion following 6 months, additional bereavement leave, lieu days for public holidays that don’t fall on an otherwise working day and even a paid day off for member’s birthdays. The settlement was reached under notice of strike action and ratified unanimously by the members.

UNION WINS AT SAVEMART

A successful campaign to reinstate 10 sacked workers at Savemart resulted in over 100 members nationwide and a new collective agreement that included two wage increases in (3% backdated to last year and additional 4% in April), the introduction of redundancy compensation, long service leave, paid death insurance, new allowances and a bunch raft of other benefits. The members also won a number of improvements to their work environment relating to health and safety matters. At the time of press the new collective was going to ratification vote with the members.

FIRTH DRIVERS SETTLED

Firth drivers in Waikato settled on pay deal offering between 9-17.5% following several rolling strike actions culminating with our delegate speaking at the Fletcher Building AGM about the poor wage conditions for their drivers in the region. One member got a higher increase than the CEO, who only got 17%

INTERNATIONAL

UNIQLO ARTWORK

Campaigners have projected a series of messages onto the Tate Modern in London demanding that Japanese fashion brand, Uniqlo pays 2,000 workers US\$5.5 million in severance payments. Activists hope that with the support of people around the world these messages will finally catch the attention of Mr Yanai – one of Japan’s richest men and the only person who can make sure these workers get what they are owed.

FIJI LOCKOUT IS OVER

Over 200 service and maintenance workers at Fiji’s main airport have been ordered back to work by Fijian Employment Courts after a lock out that lasted over a month. The judge also ordered that all lost pay and entitlements be restored. The workers were locked out on December 16 after they attended an emergency shareholder’s meeting and raised several grievances; including an 11 year wage freeze as well as unsafe work conditions and sexual harassment.



“I have to go to WINZ to get money for a uniform.”

“I’m living pay cheque to pay cheque.”

*“I only wear hand me downs.”
“I can’t afford to take my kids to the doctor.”*

*“Holidays are a pipe dream.”
“We have to decide whether to buy food or school uniforms.”
“I had to move in with my adult kids to survive.”*

“I don’t get to see husband because we both work multiple jobs to survive.”

When you read these quotes – who are you imagining is saying them?

All of the above quotes are from retail workers in New Zealand. Food retail, clothing retail, homeware retail and beauty retail, big brands and smaller boutique stores. This is just a small sample of everyday struggles experienced by workers in retail and their families.

We require the services of retail workers more than almost any other profession. When we pop into the supermarket to buy food for dinner, when we head to the mall for new clothes or when we need that shovel or new kitchen implement at the weekend.

So why is retail work such an undervalued job in this country? And how can we change this? Retail work constitutes 400,000 of New Zealand jobs and growing. Around 15,477 of these workers are in our union.

Many retail workers in New Zealand currently survive on minimum wage rates and are chronically underemployed meaning they don’t have enough hours of work to live on.

The whole retail industry needs to be held to account for the low wages and conditions in which it employs its workers. If we want to change the face of the retail industry we have to start with the employers where we currently organise because that’s where we have the most power.

Our collectives contain starting rates that provide a margin above the minimum wage. With the advent of the governments gradual increases to minimum wage (to ultimately \$20 in 2020) these margins will decrease or disappear. As a result many of the retail employers we organize will be minimum wage employers. We can’t afford to simply wait for bargaining to increase retail rates.

Retail workers deserve hours they can live on

Our union is launching a retail workers campaign ‘Worth It’ to campaign to both maintain the margin between existing pay rates and the current minimum wage and to advance wages ahead of the new minimum rates coming in. Retail workers are worth more than minimum, and retail employers need to lift rates across the board now, not wait until 2020.

Beyond wages, retail workers

deserve hours they can live on – not live precariously week to week unsure whether they will receive enough hours to make ends meet.

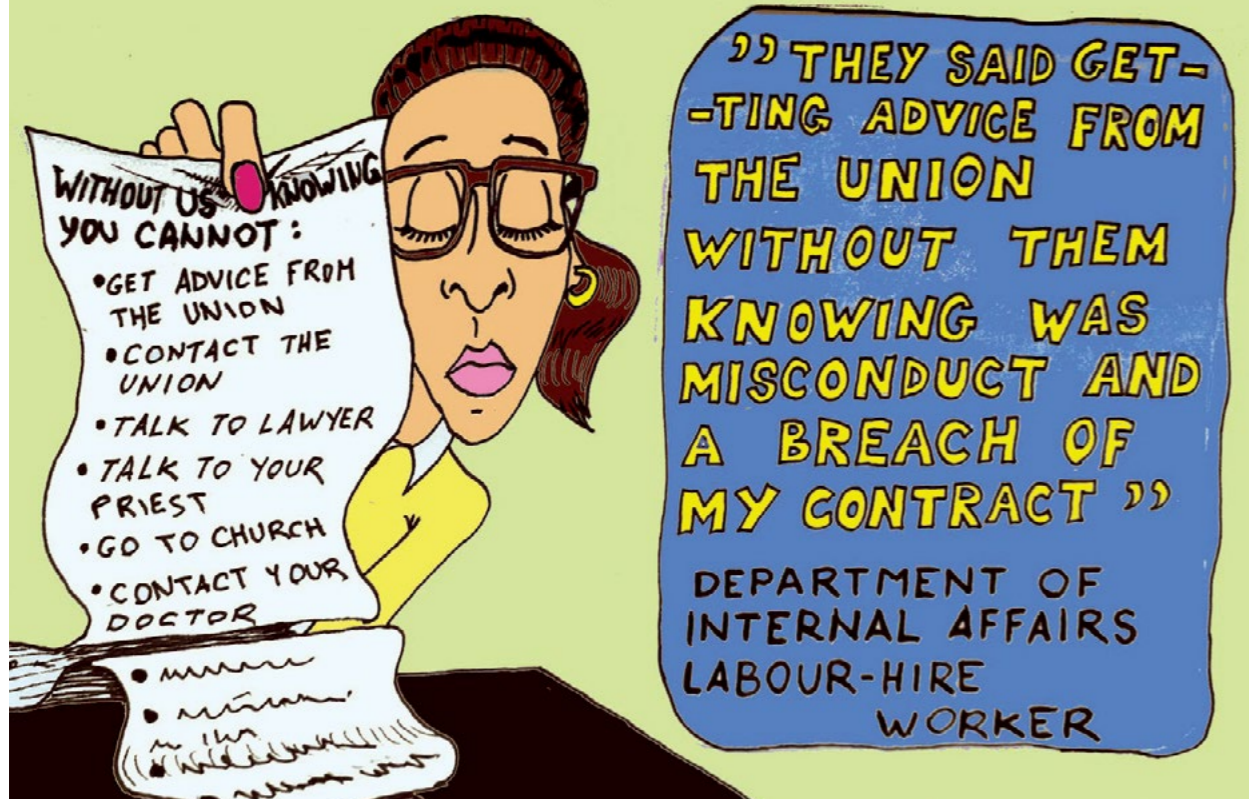
This can’t be achieved by brands operating alone, it presents an opportunity for workers from across many retail brands to work together for a common goal – a living wage and decent work for retail workers.

Employers need to take notice that retail workers will not accept being minimum wage workers any longer – and neither will customers accept retail workers being undervalued.

In the words of a food retail worker and mother of two - “I need to live not struggle.” Retail workers are Worth It.



CLOSING THE TRIANGULAR TRAP



Emir Hodzic

Lisa Fox

I walk into the cafeteria of a unionised site. The TV is going and people are sitting eating their lunch in groups of four or five. Some people have music blasting. A group of older Samoan men play pool. I'm at a coldstore so people are wearing beanies and overalls. Some workers wear yellow high visibility jackets and some wear orange ones. The workers here are almost exclusively Maori, Pasifika and new migrants.

I notice that those wearing yellow high viz are grouped together and those wearing orange are also grouped together. I can't help thinking that those wearing orange seem weary, while those

in yellow swagger around with a confident manner.

The scene reminds me of the seventh form common room where groups are clearly established, and it's an unwritten rule who is cool and who is not. The workers wearing orange are officially employed by a labour hire agency yet they work for the company whose cafeteria they sit in.

You feel more relaxed when your job is permanent

Labour hire agencies have been around a long time. In my teens I worked as a waitress at Eden Park for rugby games. The

agency would ring and ask if I wanted to work the game. I could say yes or no. This company, like many others, no longer directly employ staff. If you want a job you need to serve your time as a labour hire worker for months, sometimes for years. Effectively, instead of having a 90 day trial, these workers are on an indefinite trial. The head union delegate on this site has worked here for 13 years. He was employed off the street, as they say. Labour hire companies did not act as middle men then.

These are full time, permanent, semi-skilled jobs which have been increasingly casualised. The Employment Court makes the point that the large majority of the labour hire jobs would be full

time permanent positions if not for the triangular relationship. In a recent decision (LGS Skyclef vs Prasad) the Court made clear that when employees are in long-term labour-hire engagements, where the host company is directing the work, it is likely the host company is actually the employer. The net effect of this is that they are also entitled to the terms and conditions of the collective agreement applicable.

A labour-hire agreement does not represent an impenetrable shield to a claim that the "host" is engaging the worker under a contract of service. Much will depend on the particular facts of the individual case, and an analysis of the real nature of the relationship, including how it

operated in practice.

Employers use labour hire so they can have "flexibility" in the workforce. Flexibility means people are on indefinite trial periods and zero hour contracts. They want to trial people for months and sometimes years before they make them permanent, if at all. They want to turn workers on and off like a tap. If you get sick, suffer a bereavement or take annual leave then you find your hours are dropped or you are let go, without notice.

Not having to follow a fair disciplinary process before dismissing an employee is an attractive reason for using labour hire, along with the benefit of labour hire working through strike action. Even under threat of losing their jobs, labour hire workers do join our union. We bargain with the labour hire company directly, however this is a compromise as we believe the workers are really employed

by the people whose site they work on. What we have found is that the host company will then quickly engage a different labour hire company so as to "manage their risk".

With hundreds of labour hire companies in existence that process can go on indefinitely. What has and does happen is that the labour hire company will change but the worker will remain the same. For example, Jack is employed by Drake. We start bargaining with Drake so the host company engage Coverstaff. Coverstaff ask Jack to come work for them. Jack remains working at the same site but now purportedly has a different employer. This may mean Jack's rate is dropped and it also means he's no longer eligible for sick leave and bereavement leave because he has a new employer.

Both Labour and New Zealand First have a policy to address

the issue of these triangular employment relationships. A Private Members' Bill currently going through parliament, if passed, will give labour-hire workers the right to raise disputes with the host employer and gives them automatic coverage by the applicable collective agreement. The Labour and Green parties have expressed strong support for the bill. We are hoping New Zealand First's policy would also mean they will support the bill. The bill coming into law would see thousands of New Zealand workers in labour-hire arrangements lifted out of poverty.

If you want the workers go direct to them!

I interviewed some labour hire workers. Here are their stories:

Josie

What's it like working as a labour hire worker?

—It's difficult. There's no stability. If you stuff up one day you go home and you're panicking thinking they might let you go the next day. It's bad. It's horrible. I just don't understand it.

How does a temping arrangement work?

—You are hired from an agency to go in to do whatever the job is, you don't have much rights. You have to work the hours they say 10 – 12. Those are the hours we have to do.

How long have you worked at CTD? 5 months.

—Do you work in the chiller or the freezer? Chiller. You have to wear double layers.

How much were you paid when you started?

—\$15.75.

Then that went up?

—Yeah it went up to \$16.15. We're standing there hours on end, in the cold and we only get paid that much.

Is it worth it?

—No.

I know you were sick recently. Did the labour hire company not give you sick leave?

—No because I wasn't at the site long enough.

But you've been with the labour hire company for 5 years, what's it like working in a cold store with no sick leave?

—I struggle. I had to go back to work because I've got no way of providing for my family. I had to come back still sick just to stay afloat. It's not as though we can go to WINZ for help. People say go to your family for help. They're struggling themselves. Even though your family will do anything. But that's not the point. I had to go back to work.

Have you had any annual leave?

—No.

How many hours a week do you work?

—50.





If you could say anything to the CEO what would you say?

—Get rid of the agencies. If you want the workers, go direct to them. You're paying the agency more to get people in but you could pay that directly to the people.

Tiana

Do you know how the company pay the labour hire company for you?

—I was told \$27 [I have not written confirmation that this is the figure they get paid] which is gutting considering we only get \$16.15 out of that. That could come straight to the workers. [If the company directly employee agency workers they have to pay a finders fee which can be thousands of dollars.]

Have you worked as a labour hire worker before?

—Yes.

Can I ask, is there a reason for you working for a Labour Hire agency?

—Hard to find a job on my own.

Is it always in logistics?

—No. Tourism and catering – customer service.

Have you worked in full time permanent positions before?

—Yes.

What's the difference?

—You feel more relaxed, when your job is permanent, you feel worth it – which is the biggest thing for me.

What would becoming a perm mean for you?

—I have a place where I can come to work and feel comfortable. I know I'm valued for the work I do.

If you had an opportunity to speak to Jacinda Arden what would you say?

—Make a change. Everyone working towards better living.

Jenny works for a labour hire agency at the Auckland Foodstuffs cold store. As Jenny re-told me her story she broke down in tears. She was given one days' notice that her hours were being cut to 30. The reason given was her absenteeism. Jenny explained that she had suffered three bereavements during the last 14 months and had taken just three weeks annual leave.

All perfectly legitimate reasons for taking leave. Jenny told me that she didn't know how she was going to pay the rent. At \$16.50 an hour, Jenny's income only covers the rent. Her partners' income covers the bills, food etc. Jenny was afraid with her hours having been dropped she would be unable to pay the rent and her family would be evicted. Jenny has worked at Foodstuffs for 14 consecutive months, for 40, usually 50 hours a week.

Anne is a young Samoan woman who works to support her 10 siblings and parents. She is the only one currently working in the household. She started working for Drake in May 2017 at the Foodstuffs cold store. Anne works the nightshift in the freezer, which is – 40C for 10 hours a day, five days a week. One night she passed out in the freezer and was found by a colleague who called the ambulance. Anne was in hospital for 2 weeks. When she got discharged she rang Drake to let them know. Drake stated that she would no longer be needed at Foodstuffs. Anne doesn't know how she will support her family.

The importance of the company must not be more precious than the lives of our people

The majority of the yellow vest people on this site are First Union members. During collective bargaining, the union members have fought for labour hire workers to be made permanent employees as a term of the collective agreement. The sentiment of the permanent staff is "we must stand up for them because they cannot stand up for themselves.

"The union have managed to negotiate a number of conversion clauses which means after six months working as a labour hire worker at the site they become permanent employees. While there are some issues with this approach, it is progress in the right direction. However, as raised by Tiana in her interview,

ultimately they should get rid of the labour hire companies and hire the workers directly.

Once we inform employers that their practice of having labour hire staff work for them for extended periods of time is unacceptable, they simply start letting the longer serving labour hire staff go. We have had this experience at the Warehouse Distribution Centre, who had a number of labour hire staff who had worked there for over a decade. When we insisted that they were Warehouse employees some were made permanent direct employees. But many were let go. Still others were made permanent direct employees under a 90 day trial and then let go within the 90 days. Even though the individuals had worked there for between 7 to 11 yearsthey were employed under 90 day contracts.

Part of why this practise has been able to flourish in the last decade is because of a shortage or work. Largely due to the construction boom, this is no longer the case and employers are finding that there is increasingly a lack of cheap labour. Meaning labour hire workers can and do choose to move on.



In New Zealand legislation there are only two types of recognised employment relationship, permanent or fixed term. If the relationship is fixed term there must be a genuine reason for the term being fixed, rather than permanent. If the reason is not genuine, the worker can simply elect to be permanent. The problem is that the company says that the labour hire company are the employer. When in fact, the labour hire company are little more than a recruitment company who do pay roll. If the company does not want a worker returned to their site they say so and the worker is either reassigned or let go. The company instructs the work on a day to day basis etc. The barrier for unions to organise people is that if the workers join the union they are often let go. We have to apply common sense and reason that the real employer is the compant, and stop being so precious about the legal construct of limited liability companies. The importance of the company must not be more precious than the lives of our people.

Companies claim that the labour hire workers are the labour hire company's full-time permanent employees. However, these labour hire workers are not paid between assignments, can be fired at will and often don't get sick or annual leave. So, how can they be the labour hire company's permanent employees? The answer is they're not.

Dozens of labour hire workers joined the union and wrote to the companies to explain their situations. When it became clear the company would not move, they voted to strike alongside their permanent colleagues. I take my hat off to these workers for their true courage. First Union are advocating for labour hire workers to receive the same terms and conditions as the permanent workers on a site and to give labour hire workers the right to take personal grievances against the host company. The use of these workers is wide spread and needs to be outlawed.

EVERY WORKER COUNTS



An exploitative employer has been forced to settle with a former employee after FIRST Union threatened to take direct action outside of his store late last year.

The employer, whose name is withheld, took advantage of a migrant worker by failing to provide an employment agreement, failing to pay tax on his wages and failing to meet minimum wage requirements.

Migrant workers are often beholden to their employers when they enter New Zealand because without employment they will often be in breach of their visa conditions and face deportation. Employers often take advantage of this, underpaying and exploiting their employees knowing they have nowhere else to turn.

"Milan's settlement was ten times larger than what he was owed in arrears," said FIRST Union organiser and UNEMIG co-ordinator Mandeep Bela. "This is the just outcome and we're glad we can secure justice for migrant workers."

"FIRST Union was invaluable in helping me through my difficult time," said Milan, the worker who was exploited. "After I realised that I was exploited by my ex-employer and suffered financial as well as time loss, I didn't know from whom to seek help because I was new in the country.FIRST Union walked me through the process and made it easier and at the same time they helped me remove my nervousness and fear related to my future employment prospects. Unions will only fight for what is right."



SERVICE BEFORE SALES

Ending debt targets in the banking industry



One of the most common and strongly felt issues raised by union members in the banking sector is the pressure to sell enough financial products (in other words: debt or insurance) to meet weekly, monthly or quarterly sales targets. Workers dealing with sales targets face daily stress to keep ahead of their expected output, and risk performance management if they are not able to do so. On top of this, union members often report that they feel uncomfortable about having to sell products that customers neither need nor can afford.

The Union has been raising these concerns with the banks for

years with little success, so last year we tried a new approach with a cross-bank campaign called "Service Before Sales" (SBS) that aims to eliminate sales pressure for bank workers and bank customers alike. The SBS campaign has been assisted greatly by a report released last year criticising sales practices in Australian banks. This document - known as the "Sedgwick Report" after its author - was commissioned by the Australian Bankers' Association (ABA) to deflect public outcry in Australia against a banking sector widely perceived to be focused solely on making money at the expense of bank customers. Despite being

commissioned by the ABA, the Sedgwick Report was written independently and is highly critical of the Australian banks (including the parent banks of ASB, ANZ, BNZ and Westpac in New Zealand).

The Sedgwick Report makes 21 recommendations. The demand of the SBS campaign so far has been to commit the New Zealand banks to these recommendations, and to ensure that these are put into practice. So far, we have seen some real successes thanks to the hard work of union members, delegates and organisers to place pressure on the

banks to bring their practices in line with the Sedgwick Report. ANZ, BNZ and Westpac have all modified their targets to better match the report, and BNZ made some important commitments in the latest round of collective bargaining with the union. Despite this, union members are still regularly reporting that they are experiencing the same problems under the new target frameworks. The struggle is nowhere near over.

*The struggle is
nowhere near
over*

The Service Before Sales campaign will continue in 2018, with three main aims. First, we need to ensure that the banks live up to the commitments that they have already made. This means closely following the banks' new target structures to ensure that they live up to the Sedgwick Report recommendations, and pushing for changes where they do not. Secondly, we will seek further commitments from the banks through collective bargaining. Finally, we will be keeping a close eye on developments in Australia. Despite the release and adoption of the Sedgwick Report, public and political pressure against banking sales practices in Australia has continued to grow. In December 2017, the Australian Government announced a Royal Commission into banking sales practices. We hope and expect that this document goes even further than the Sedgwick Report, and will be campaigning to hold the New Zealand banks and the New Zealand government to any further recommendations that come out of the Royal Commission.



SERVICEbefore**SALES**

union collective agreements have more!

- 4.- You have a right to privacy. You don't have to tell your boss what's wrong with you.
- 5.- If your employer asks you for a medical certificate/proof - they have to pay your expenses (unless you're off for 3+ days, then you pay for proof).
- 6.- You can get the medical certificate from a doctor of your choosing. Your employer can not tell you which doctor to get a medical certificate from.
- 7.- Genuine sick leave use is not a form of misconduct. Suffering real illness or injury isn't something you should be punished for. You shouldn't be disciplined for something that's out of your control. If this occurs contact your delegate or organiser at First Union.

togikarate, e iai nisi togikarate e sili atu ma le 5 aso ma'i latou mauaina.

- 4.- E iai lau aiā tatau e puipuia ai lou privacy. Au'a e te faailoaina pe tauina i lou pule le fa'aletonu poo se gasegase o lo'o e aafia ai pe afai e te lē finagalo iai.
- 5.- Afai e fesiligia pe manaomia e lou fale faigaluega poo lou pule se pepa ma'i poo se faamaoniga pe fai e te le faigaluega mo ni aso se 2 e tatau ona latou totogiina se fomaini e te alu iai, sei vagana ua e lē faigaluega mo le 3 pe sili atu foi ma le 3 aso ona totogi lava lea e oe.
- 6.- E mafai ona e alu i lau oe lava fomaini e aumai ai sou pepa ma'i. E lē mafai ona fosia oe e lou pule e te alu i se fomaini e faasino atu e i latou.
- 7.- Afai e fa'amaoni lou gasegase e lē tatau ona faasalaina fua oe. E lē tatau ona faasalaina oe pe afai e te gasegase pe ete lavea foi auā e lē talanoa se tasi ma faalavelave poo ma'i faafuasei. Fa'afesootai lau delegate poo le luni pe afai e te fia maua se fesoasoani.



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YOUR RIGHTS

- 1.- If you, your spouse, or a person who depends on you for care is sick or injured, you have a right to take sick leave.
- 2.- If you're sick, you need to notify your employer as soon as reasonably possible.
- 3.- By law, all workers in Aotearoa are entitled to 5 days paid sick leave after 6 months in a job. You'll then get 5 days per year. Sick leave you don't use carries over to the next year (to a max of 20 days). But it's good to check your agreement, though. You'll never have less than 5 days, but some

ASO MA'I O LAU AIĀ TATAU

- 1.- Afai o oe, lou toalua, poo se tasi o lou aiga e faalagolago ia te oe mo le vaaiga poo le tausiga, ae maua i se ma'i pe manua foi, e iai lau aiā tatau e ave pe faaaga ai ou aso mai.
- 2.- Afai e te ma'i, e tatau loa ona e logoina faavave lou pule.
- 3.- O loo i totonu o le tulafono, o tagata faigaluega uma lava i totonu o Aotearoa e latou te mauaina aso ma'i e 5 pe afai e uma le 6 masina o lo'o tumau lava i le galuega. E 5 aso ma'i e te maua i le tausaga. O aso ma'i e te lēi fa'aaogaina, e mafai ona lea ona tauaveina atu mo le isi tausaga (pe a ma le 20 aso). E tatau ona siaki lau togikarate aua e lē laitiiti atu ma le 5 aso ma'i e tatau ona e maua. E eseese lava

FIGHTING BANK CLOSURES



Recent years have shown a worrying trend for the closure of bank branches, particularly in rural and provincial areas. These closures have seen communities suffer as they lose access to banking services, in some cases having to drive long distances in order to reach another branch. The people who suffer most, however, are the bank workers who find themselves either out of work, or having to move to another role elsewhere.

The Banks try to justify these closures as a way of cutting costs, and because of the growth of online and over-the-phone banking services. While it is true that the way people bank is changing, there are large

sections of the community who are unable to use these services - particularly the elderly and those whose first language is not English. There are also services such as business banking and home lending that are difficult for anyone to conduct over the phone. As for costs, the major Australian banks (ANZ, ASB, BNZ and Westpac) all continue to make extraordinary profits in the many hundreds of millions per year. The Banks could easily afford to retain its branch network if they were serious about the interests of their staff and their customers, but they are increasingly choosing not to do so. 2018, unfortunately, is not off to a good start. BNZ has started

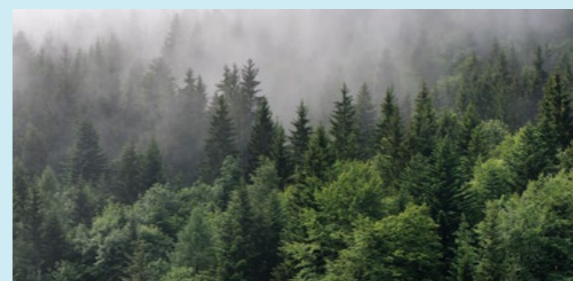
the process in several branches towards reducing opening hours and staff numbers, while Westpac confirmed in late 2017 that it would close five of its branches - in Penrose (Auckland), Newtown (Wellington), Sydenham, Lincoln and New Brighton (Christchurch). Finally, ANZ has recently confirmed that it will move its Australia Collections department from Wellington to the Philippines at the expense of 39 jobs. The union's comment that this announcement was "simple greed" when ANZ had made 1.8 billion dollars in profit the previous financial year was widely reported in the media. Filipino workers doing banking work for overseas companies are generally paid between \$250 and

\$400 USD per month, work in poor conditions and have almost no job security. It is difficult (and sometimes dangerous) to form a trade union in the Philippines.

The Banks could easily afford to retain its branch network

FIRST Union does not accept that it is inevitable or acceptable for the number of jobs in the finance sector to continue to reduce as it has in recent years. As well as respond to each specific proposal to cuts jobs, we need the public to understand that that the banks' approach to job cuts is bad for workers, bad for customers and bad for the New Zealand economy. Part of this work will be in the media, part of it through collective bargaining and part of it through community campaigning (as recently happened with the Christchurch closures). All of these require Union members to be actively involved and willing to stand up for their fellow workers. If your branch or department is affected by job cuts, please get hold of your local organiser as soon as possible!

Forestry bosses can do better



Almost 90% of the forest industry is breaching basic minimum employment standards, according to a Government audit of the sector.

Labour inspectors from the Ministry of Business, Innovation and Employment carried out audits in 34 forestry contractors across the North Island in 2017 and found that 20 of them didn't comply with legislated minimum standards.

The breaches are widespread and include employees being paid less than minimum wage and not being paid correct holiday entitlement or the right public holiday pay.

The industry is also infamous for its appalling Health and Safety outcomes. In 2017 alone, six workers died in New Zealand forests. FIRST Union is building our membership in Forestry. We are not surprised at the audit result, as we frequently report to industry groups what our members tell us about the conditions of employment that they face.

Recently the Council of Trade Unions raised over \$15,000 to pay for a headstone for slain forestry worker Eramiha Pairama. The owners of the company responsible for Eramiha's death, Lawrence and Yvonne Harper, failed to pay Eramiha's family \$75,000 ordered by the courts.

If you know Forestry Workers looking for support they can join our Forestry Workers Network at:

www.forestryworkersnetwork.nz



Wood processing company Juken New Zealand Limited (JNL) has shocked its workers by confirming their proposal to mothball the plywood line and cut 90 jobs from its 205 strong workforce at its Gisborne Mill.

FIRST Union President, Robert Reid criticised the decision saying, "If we're entering a house building boom in New Zealand then now is the time for Government, the wood sector and local industry to work together to bring jobs back to local mills, not cut jobs."

Earlier this year JNL announced it was beginning consultation with the workers and their unions on a proposal to cut half the jobs at its Gisborne Mill. JNL said they wanted to mothball their plywood (LVL) line as it was losing millions of dollars a year due to the drying up of the market for plywood in Japan because of the collapse in the house building industry there.

The unions were advised of the meeting and Gisborne organiser Colleen Ryan and President Robert Reid attended from FIRST Union and Norm

Mouritsen from E Tū. As soon as the announcement was made the unions sprang into action to work on putting up alternatives to the company's proposal and working with the staff to ensure they were supported during this very unsettling period.

Robert immediately contacted a number of Government Ministers and MPs from the area to see what they could do to try and reverse the decision of the company.

"JNL is the only significant wood processor left in Gisborne and its downsizing is a market failure," Robert Reid told the media shortly after the announcement.

"The Government needs to intervene to address the market failure and promote a sustainable social and economic plan for the region's forestry industry."

"Before the election Labour promised to create more jobs in the region's wood sector, announcing a \$20 million proposal to establish a prefab mill in Gisborne. Fast tracking this and other job creation proposals must be a priority," said Reid.

"Let's also remember that 15

years ago the late Jim Anderton came up with a number of proposals to deal with the "wall of wood" that has now come on stream. Many have been singing Jim Anderson's praises over the last few weeks and what better way to honour his legacy than dusting off the proposals he championed at the time and putting them into practice."

The unions made 5 proposals to JNL that could have kept the site operating. Many of these required government intervention. In the end JNL said it would not spend further time investigating the union proposals and government Ministers and Departments were not proactive in seeking to change the company's mind.

JNL has now announced it will proceed with its plan to cut the jobs.

On Monday 12 February the company addressed its workers again and announced that they were confirming their proposal to mothball the plywood line and 90 jobs would go.

"Our unions will now focus their immediate attention on

supporting those workers being made redundant. Workers will receive redundancy pay thanks to a union negotiated redundancy agreement. We will also be working with the company and Work and Income to ensure that redundant workers have CVs prepared, are provided with retraining if necessary and have job search support. It is fortuitous that the new Far East Sawmill will be hiring workers in a few weeks and there may be 50-60 job openings there," said Reid.

Colleen Ryan has been on the site almost every day since the proposal to cut jobs was announced. Most FIRST Union members have kept their jobs and many previously non-union workers have joined the union seeing the great work that Colleen and the union have done to support the JNL workers in their time of need. Most of the workers leaving have put their hands up for voluntary redundancy and they also want to keep in contact with the union when they find new jobs around the district.

Cecelia Wong *Westpac Botany Downs*

How long have you been a delegate for?

—Over 4 years now.

What do you enjoy most about being a delegate?

—The best part of being a delegate for me is knowing how to help my colleagues to understand their rights around workplace issues, and being able to be a support person for them, as well as being a voice for them, assisting them to find out solutions to any problems they may be having in the workplace. They can come to me for help.



What is the best part of being unionised?

—Having the knowledge that you have a channel that you can go to for assistance about anything work related, and another really important thing for me is being able to access legal and employment information when it is most needed, it is a fantastic thing to be involved in.

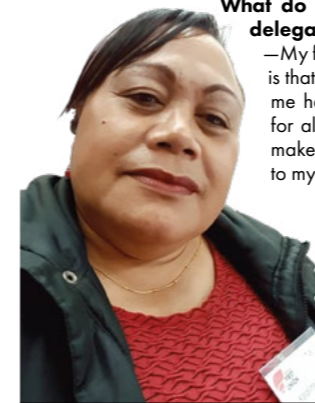
Kasalina Kolotau *Cotton on Distribution Centre*

How long have you been a delegate for?

—I became a delegate in 2014.

What do you enjoy most about being a delegate?

—My favourite thing about being a delegate is that I get to help people at work. It makes me happy to see that everything we fight for alongside the union be fulfilled. It also makes me happy to have that responsibility to my team.



What is the best part of being unionised?

It has given me a lot of courage to speak up. It feels very supportive and helpful for us.

Wallace Tautuhi *The Warehouse Distribution Centres*

How long have you been a delegate for?

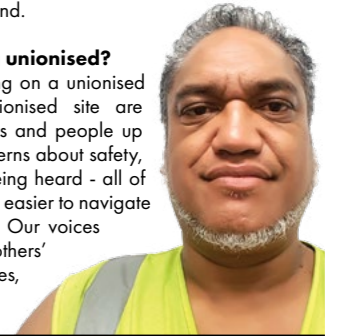
—I have been a delegate within the NDU/FIRST Union setting for a long time now, going on 11 years.

What do you enjoy most about being a delegate?

—Having a voice. If you're not happy at work and you're not part of a union, your bosses generally don't want to know. I enjoy the responsibility of taking care of us working class people, of my workmates, for sure. Anything to do with wages, working conditions, any type of support, it feels good to be able to lend a hand.

What is the best part of being unionised?

—The differences between working on a unionised site as opposed to an un-unionised site are staggering. Intimidation by bosses and people up the top, constant discomfort, concerns about safety, worrying about your voice not being heard - all of these issues and more are so much easier to navigate when you're on a unionised site. Our voices are united now. We've got eachothers' backs, and we know the union does, too. All about the comfort levels.



Bridget Cameron *Countdown Supermarkets*

How long have you been a delegate for?

—I have worked at countdown for 4 years and been a delegate for 3.

What do you enjoy most about being a delegate?

—I enjoy being a delegate as I get to help people and support them. I have really enjoyed being a part of the delegates club in christchurch, as it's a chance to get together and catch up with delegates from other work sites. It's fantastic to be a part of such a good support network.

What is the best part of being unionised?

—The best part of being unionised is that you get to stand together and don't have to face anything alone. The countdown first union facebook group has been amazing at bringing us together and offers another level of support. Alone we wouldn't get the results we were after, but together we are much stronger and can stand together, it's such a great thing to be a part of.



*Hui tātou ka tū.
Wehewehe tātou ka hinga.*
United we stand. Divided we fall.

KOTAHITANGA
TE RUNANGA MAORI
FIRST UNION

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RŪNANGA MĀORI REPRESENTATIVE
Marcus Coverdale
ON 021 626 094

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AND BE PART OF A FUN AND WIDER PACIFICA COMMUNITY
We assist, give a voice to, and empower our Pacifica Union Members

Contact FIRST Union
Pasefika Fono Representative
Terry Tuiletufuga
0211 263 655



FIRST BREAK-THROUGH FOR BUS DRIVERS IN BAY OF PLENTY

Our Bus Fair campaign to stop the downward pressures on bus driver's terms and conditions recently celebrated its first major victory. The Bay of Plenty Regional Council is the first regional council in New Zealand to change its tendering process to favour operators paying higher wages since the introduction of the Public Transport Operating Model (PTOM). The move follows a number of collective actions, including strike action and marches by Bus Drivers First members and the inspirational advocacy of Go Bus delegate Allan Matthews.

In 2013 the National Government brought in a new system which required all New Zealand councils to implement an unfair contracting model, where urban bus contracts would be rewarded to the worst, lowest paying bus companies. FIRST Union responded with the Bus Fair campaign, calling on an end to the unfair tendering model and the implementation of a Fair Pay

Agreement to remedy the mess left behind by the model.

In Hamilton Pavlovich drivers took rolling strike action winning improved conditions of work. Go Bus took industrial action and won a 6.7% pay increase. Drivers in Kapiti then joined the union and issued notice of strike action also resulting in a 6.7% increase. Go Bus drivers in Otorahonga and Te Awamutu then joined the union resulting in a similar increase from the company.

The fight continues for drivers

In Napier and Hastings, the Hawkes Bay regional council met with drivers and community supporters who delivered a living wage petition. The council have now included this in their 2018 review of contractor pay.

In Auckland bus drivers teamed

up with train drivers and together we delivered over 10,000 signed postcards in support of public transport workers to the council.

Membership is now growing in other regions including Dunedin and Invercargill.

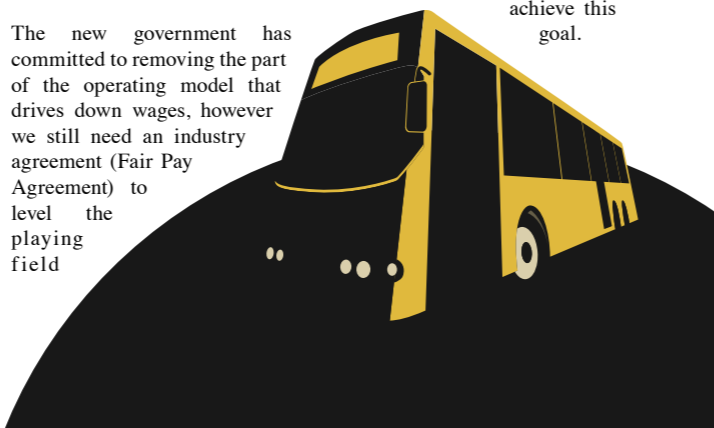
We met with politicians and councillors up and down the country about this issue and we got their attention; in her first television interview our new Prime Minister Jacinda Ardern talked about bus driver wages and the need for a Fair Pay Agreement.

The new government has committed to removing the part of the operating model that drives down wages, however we still need an industry agreement (Fair Pay Agreement) to level the playing field

where low paying operators have already won contracts.

The fight continues as drivers for a number of companies operating in Auckland have voted for industrial action in March.

We are proud of our members for coming together and taking action to achieve change. At a workers council meeting in December bus delegates set a target of achieving bus driver standard rates, overtime and hours. We know that if we stick together, build community support and take action we can achieve this goal.



ON THE JOB

Allan Mathews

Driving an urban bus full time is a stressful job. It's hard on the driver physically, mentally, and emotionally.

We know most of the physical stressors: the sitting in one position for 5 hours in a row, with no time to stretch. The bad seats that lead to bad backs. The 15 hour days that sees the driver paid for only 10 hours.

We know the mental hardships. The 10 hours spent hyper alert. The wariness and weariness of that last hour at work - when

the driver's battling fatigue, sun strike, and surly passengers. The constant money worries, and asking yourself if you'll be able to buy your 7 year old a pair of shoes this week.

But wait - as they say on the TV commercials. There's more. I'm the First Union delegate to the Go Bus drivers in Tauranga, and I've often wondered how many challenges to our patience we drivers face. So I got the drivers to count the stuff that happens. I asked 30 people to fill in notebooks, numerating a number of scenarios we all find

emotionally challenging: like aggressive passengers, lack of air-conditioning, vehicles parked on bus stops, and so on.

Fifteen drivers (more than I dared hope for) completed the exercise. I did the counting up, and the results scared the hell out of me.

The 15 drivers collectively worked 147 days over the fortnight I gave them to complete their part of the project. I figured if I totaled all their results, I'd find, what one driver could expect to experience over 147 days, or 21 weeks.

The results scared the hell out of me

37 abusive passengers: the lovely folk who swear at their driver.
24 threatening passengers: Physical threats, and threats of "Reporting to the manager!"
42 buses with lousy air conditioning: driving in temperatures of 30 degrees +.
72 passengers complaining about the air-con: And who can blame them?
52 near misses: Accidents that don't happen simply because of the driver's skill.
100 drivers who cut the bus off, necessitating an emergency braking manoeuvre.
220 cars / vans parked on bus-stops: So you can't stop at the curb to either pick-up or drop-off passengers.
32 drivers' seat that just aren't up to scratch.
21 sets of wipers that don't work as advertised.
242 different occasions when the driver stops to pick up people who don't want that bus. Our Council says it doesn't want to ask passengers to signal the driver. No, I don't know why, either.
23 steering wheels that can't be adjusted to give the driver a comfortable driving position.
9 leaky buses. And -
240 different occasions when major junction bus stops are overcrowded, and you have to wait out in the street before you can get in to pick-up and drop-off passengers.

This is all invaluable information. It's added ammunition when talking about wages. It's an extra

hand-grenade to drop into the conversation when talking about Health and Safety. If you're the

only one to have the information, you can dictate the course of your negotiations.



The notebooks cost 5 cents each from Warehouse Stationery (I would have paid 10 cents if the staff were being paid the Living Wage). My wife and I spent a couple of hours handwriting the headings on separate pages. And it took me 10 seconds at the end of each run to fill in the count. Easy peasy: I recommend this sort of exercise for every delegate.

WE ARE NOW OPEN SATURDAYS! MEMBER SUPPORT CENTRE



Nick Mayne, Caitlin Wilson and Chris Lennon

Our member support centre is your first port of call whenever you are in need of assistance or advice from the union.

0800 TO FIRST

(0800 863 477)

contact@firstunion.org.nz

FIRSTUNION.ORG.NZ

MONDAY - FRIDAY: 8:30am - 5:00pm

SATURDAY: 9:00am - 12:00pm



STRIKING FOODSTUFFS WORKERS WIN CONVERSION RIGHTS FOR LABOUR-HIRE WORKERS



A long running dispute between Foodstuffs and its cold store distribution centre workers has been settled with union members winning conversion rights for the labour-hire workforce across the country.

Following 6 days of strike action, a new collective agreement was signed that includes a provision that will see labour-hire staff offered permanent employment with Foodstuffs within five months of completing training. The settlement also sees current Foodstuffs Cold Storage employees' pay increase between 10.5% and 16.5% within the next two years.

Fruit and Produce distribution workers for the same company then followed suit with a settlement including conversion and disciplinary rights for labour-hire workers and a minimum 3.5% annual increase for existing staff.

The agreements have resulted in around 40 labour-hire workers being offered permanent employment in the Auckland region alone. The converted staff will go from near minimum wages to above living

wages and from zero hour contracts to guaranteed hours and overtime rates.

FIRST Union has been critical of Foodstuffs as one of the worst offenders for using triangular employment arrangements. The company have been the subject of a number of illustrated complaints that have featured on the Real Work Real Jobs campaign Facebook page.

A Private Members Bill is currently going through its first reading in Parliament that aims to address the exploitation of workers in triangular employment arrangements. The Employment Relations (Triangular Employment) Amendment Bill would see labour-hire workers being automatically covered by the collective agreement, and have the right to take employment disputes direct to the host employer as well as the labour-hire company.

Visit the Real Work Real Jobs Facebook page (www.facebook.com/realworkrealjobs) to keep updated.



COURT RULES AGAINST PAK'N SAVE Porirua after “defective” investigation

FIRST Union is welcoming the Employment Relations Authority's decision to rule against Pak'n Save Porirua after it wrongly dismissed Raeena Naiker for having a private conversation. Central Region Secretary Sheryl Cadman reports.



Pak n Save Porirua has been unionised for some years now and has a collective agreement covering all FIRST members on site.

We recently took the company to the Employment Relations Authority to challenge the dismissal of our member Raeena Naiker. Ms Naiker was having a private conversation with another worker in the tea room.

Ms Naiker expressed her frustration about a supervisor who had refused her request for annual leave. For some reason the other worker decided to report what Ms Naiker had said to the Manager and, after a cursory investigation, the company decided to dismiss Ms Naiker for serious misconduct.

The company claimed Ms Naiker breached its policy by using abusive language.

The union represented Ms Naiker on site and then at mediation, however the company would not change their mind.

The union decided to take Ms Naiker's case to the Employment Relations Authority. Authority member Trish MacKinnon listened to both Ms Naiker and the company and, after hearing both sides of the story, she ruled in favour of Ms Naiker.

The Authority agreed with the union contention that Ms Naiker was having a private conversation with someone who she assumed, wrongly, was a friend and that she was not making a public statement when she criticised her supervisor.

The Authority went on to find the company's investigation was 'defective'. In light of this, the Authority ruled that Ms Naiker was unjustifiably dismissed and awarded her three months wages and compensation of \$6,000 for hurt and humiliation.

We are really pleased that Ms Naiker has finally had a just outcome to her dismissal. It shows how important it is to belong to the union so that when things do go wrong at work, we can be there to support you.

NEW LAW A boost to South Island retail workers

Employers will once again have a duty to conclude collective bargaining and collective agreements will be required to include pay rates or pay ranges for various levels of staff.

Jenny Wells a Pak n Save supervisor and Union member is really rapped that finally some light is shining on getting her employment agreement settled after almost three years of bargaining.

The law changes are a result of our own union's legal actions and criticism that employment law under the National led government failed because it was heavily balanced in favour of the boss at the expense of working people.



Jenny Wells is among many retail workers employed by Foodstuffs South Island whose employer refused to bargain wages into their collective agreements despite many efforts to conclude bargaining including several mediations, court proceedings and even protest/strike action. Jenny joins members in New World Nelson, Pak n Save Invercargill and

Dunedin (Centre City) New World who now have improved rights.

Foodstuffs retail workers in the Pak n Save and New World stores are typically paid around \$2 an hour less than Countdown Union members in like for like work.

Commenting on the law change Jenny says “Our members have certainly started looking up and having a smile as they anticipate the end of what has been a tediously long process for us. We look forward to celebrating with other Foodstuffs workers as they, too, can enjoy the employment security that workers in other businesses already have.”

Union members at Centre City Dunedin New World are also pleased with the changes. Several members with between 12-22 years' service, still paid minimum wage, will be welcoming the chance to bargain pay rates. Invercargill Pak n Save members are similarly struggling to survive on their incomes and some are forced to access charity food parcels to help feed their families.

The Invercargill store owner has recently been before the Employment Relations Authority (ERA) for breach of good faith proceedings filed by our union. The ERA concluded in its judgement that Pak n Save Invercargill breached good faith undertakings to such an extent that it has seriously undermined bargaining.



SAFE STAFFING LEVELS

Important For Staff, Important For Customers

Tali Williams

Countdown staff across the country advised us that lack of staff has been a significant issue at their stores.

Resulting issues include:

- Difficulty taking breaks
- Difficulty cleaning properly
- Stress
- Health and safety concerns due to rushing around
- Long lines and complaining customers
- Fatigue

We raised this issue in collective bargaining with Countdown and achieved a clause that states that if any employee feels their department or store has unreasonable staffing levels than the store manager or group manager needs to review staffing levels taking into consideration a variety of factors.

Following this when members raised staffing issues with their store manager they by and large found that store managers were not adhering to this clause and would simply say that the Management Operating System tool (mainly known as MOS) told them they had sufficient hours.

What we always hear from Countdown senior management in negotiations is MOS is just a tool, O.R is just a guideline but that's not how store managers see it and that is reflected in responses to understaffing concerns raised.

So a number of union delegates from different Countdown stores across the country met with Countdown senior management recently to agree on a process and form that store managers must follow when they are approached about unreasonable staffing levels.

The agreed process says that store managers need to reflect on a number of factors when determining safe staffing levels in a store. These include: health and safety, hygiene and cleaning, hours worked or days worked in a row, leave coverage, rostering for entitled break times and appropriate staff training. The new form and process will be rolled out soon – we need to be sure to use these to raise staffing issues with managers and not accept unreasonable or unsafe staffing levels at Countdown.



UNION FEES ARE OUR LIFEBLOOD

Union fees are the lifeblood of our union. Without the small union fee that we all pay each week or fortnight the union would not be able to collectively bargain for wage increases, provide personal support and grievance handling for members, recruit new members, monitor employer health and safety plans, communicate with members and the general public, lobby MPs and the Government or be involved in our communities on behalf of our members.

Every year the National Executive of the union increases the fee by a small amount. It is required to do so under the rules of the union to stop large fee increases happening every few years if fees are held for a year or so.

The National Executive is required to keep fee increases below the average percentage wage increase that we have achieved for members over the previous year.

We have done this again this year with the standard union fees increasing by 2.5% which is the average wage increase gained across the union.

A table of standard union fees from 1 May 2018 to 30 April 2019 is shown below.

| WEEKLY UNION MEMBERSHIP FEES | | |
|------------------------------|-------------|-------------------|
| 36+ hours | 26-35 hours | 15-25 hours |
| \$8.00 | \$6.15 | \$5.50 |
| 11-14 hours | 1-10 hours | Associate Members |
| \$4.10 | 2.65 | 2.65 minimum |

In addition some of our members are on special fees with some higher and some lower than the standard fees.

The top (higher than standard) Finance Sector (Finsec) fee remains frozen for the 7th year in a row.

Other lower special fees are lifted from time to time so they reach the standard fee level eventually.

New fee rates from 1 May 2018 to 30 April 2019 (Not applicable to the finance sector members who are on the Finsec fee scale. Contact the union for more info.)

WORKERS FIRST
FIRST UNION

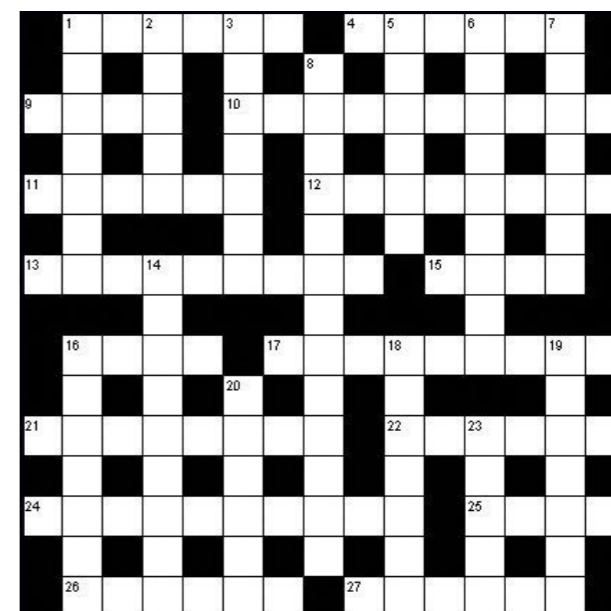


Puzzles

CROSSWORDS

ACROSS

- 1 Martial art: kendo usually no good for unqualified beginners (4,2)
- 4 Like the whole point – take it for granted (6)
- 9 Ancient city held by party reject (4)
- 10 Annoy old Cleopatra's killer with English tariff (10)
- 11 Fired Steiger without purpose (6)
- 12 No Lancastrians kiss Tory bum (8)
- 13 Don't worry: Kelly keeps a higher breed than Bevan's Tory Party! (5,4)
- 15 First class of French assistant (4)
- 16 See 24
- 17 Holbein eats in for convenience (9)
- 21 Concern Home ruler during trial (8)
- 22 Open tin lid to get a penny for a pound (6)
- 24, 16 Dotty and her charades: such money doesn't grow on trees (4-6, 4)
- 25 Head off Vietnamese capital in return for Scottish island (4)
- 26 Standard article on Wisdom (6)
- 27 The legendary King Henry wants primitive art in the first place (6)



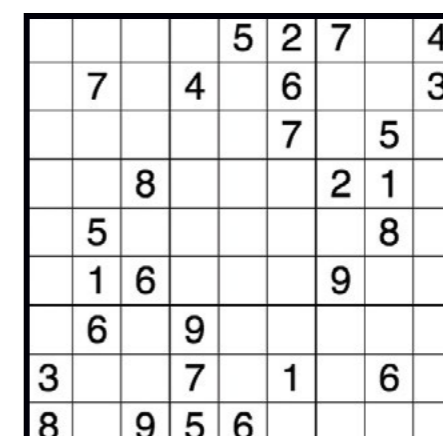
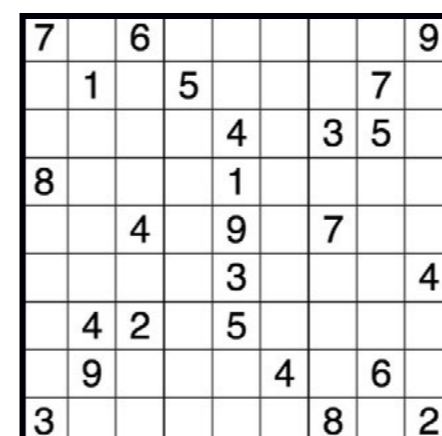
Set by Alberich • Puzzle by Slovany

SOLUTIONS



DOWN

- 1 Opener's opening (7)
- 2 Wants pressmen on Tyneside (5)
- 3 Liberty cap off reformed revolutionary (7)
- 5 Smashing up public transport with traveller aboard (6)
- 6 Air in UK affected an inhabitant of Lviv, perhaps (9)
- 7 Allow in French championship (7)
- 8 Royal 15 from Wigan in t'daily press (4-2-7)
- 14 Cockney character: 'e 'as to look after 'er! (4,5)
- 16 Hold on: time to crack Abel's assassin (7)
- 18 Ablaze then frozen over? The result depends on it (7)
- 19 ...and he would get his pound of flesh from the Beast of Bolsover? (7)
- 20 Tebaldi out of turn: what a nerve! (6)
- 23 Sounds like no sound of a horse (5)



SUDOKU

Each row contains the number 1 to 9, each column must contain the numbers 1 to 9 and each set of 3 x 3 boxes must contain the numbers 1 to 9.



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