

Etū *and you*

STAND TALL



E tū kahikatea *Stand like the kahikatea tree*
Hei whakapae ururoa *To brave the storms*
Awhi mai awhi atu *Embrace and receive one another*
Tātou tātou e *We are one together*

E tū and you has gone online

We're moving away from sending out physical copies of the magazine. We have some exciting developments in the digital communications space including an interactive website which will keep members up to date on all union activities.

Union Support

To speak to a union organiser about membership issues at work or any other concerns, get in touch with us at:

0800 1 UNION
(0800 186 466)
support@etu.nz

E tū Member Advantage

E tū's Member Advantage programme is changing all the time. It has recently been upgraded again to include great deals for E tū members from Vodafone.

E tū members have already enjoyed exclusive savings on accommodation, airline lounge memberships, package

tours, insurance services and more. These services are available to members and their families to use all year round, and can be accessed via the Member Advantage website:

www.memberadvantage.co.nz/etu

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Editorial: a year of E tū

By Bill Newson, E tū National Secretary



Welcome to this latest edition of our union magazine and thank you for being an E tū member. As we head towards the close of the year we can reflect on our challenges and achievements during the first year of our new union, E tū.

It was with great sadness that we mark the passing in October of our good friend, ex-Council of Trade Unions President, Helen Kelly. Helen was a strong, principled and courageous union leader.

She stood up for all working people and she had a clear vision of the need to create stronger unions for the future. Helen was very supportive of the merger which created E tū, and at our launch she became our first honorary E tū Life Member.

Helen Kelly was well respected by the families of the 'Pike 29', the miners killed in the Pike River mine disaster. It was a huge honour for E tū President, Don Pryde and myself to represent E tū members at the Pike River sixth anniversary commemoration on November 19 at the union memorial in Blackball.

For the past two years we have trialled a merger with the Flight Attendants and Related Services Association (FARSA). During 2016 we have worked towards making that permanent and on November 21, FARSA members voted a big 'Yes' to the full merger – 90% in favour!

Many of our E tū members will have experienced the skilled and hard-working service of flight attendants and we are really proud to welcome FARSA members

to E tū. This vote recognises the importance of stronger unions for a fairer go for working people.

In 2016, E tū continued to lead on wages with our Living Wage Campaign and our collective agreements like our trend-setting Metals and Manufacturing Industries Agreement. We continue the fight for equal pay for work of equal value.

Sometimes we have to support our members who stand-up and take action together for what is right. I acknowledge E tū members at Sitel, AVSEC Aviation Security, the Waikato Community Living Trust, Delaware North, PanPac in Hawke's Bay and Pastry House who have made such a stand this year.

2016 saw the introduction of new workplace health and safety legislation, following several years campaigning, working on submissions and the development of new standards by our union.

While the new law is an improvement, we believe our Government let working people down when they back-peddled and dropped the requirement for health and safety representatives in firms with less than 20 workers – 90% of New Zealand workplaces.

I want to acknowledge and thank our workplace health and safety representatives who do such a great job every day for our members.

During 2016, E tū representatives continued to play an active role in our Industry Training Organisations and it was a real pleasure to present the E tū sponsored Award at the 'Got A Trade, Got It Made' Awards ceremony in August.

We can be proud that it was E tū, led by NZ Steel delegate and National Executive member Mark Palmer, which lifted the lid on steel-dumping by China and led the call for our government to move more swiftly over the dumping complaint.

After a busy first year, many challenges lie ahead in 2017. It is election year and we will be standing up for policies that best serve New Zealand working people. I look forward to meeting with elected delegates at our Delegate Forums in May 2017, and all of our members at our regionally based membership meetings next August.

On behalf of our National Executive and our dedicated union staff, I wish all members and your families the very best wishes for the Christmas and New Year period.

Remembering our mate Helen

Almost a year to the day since E tū awarded Helen Kelly our first life membership, she passed away at age 52.

Helen was diagnosed with terminal lung cancer but she didn't wait peacefully for the end to come. Instead, for two years she did what she's done all her life as a union organiser – fight like hell for New Zealand workers, their families and their communities.

Helen did not believe that unions should be purely focussed on its financial members to the exclusion of all others.

She believed unions had a wider role as the voice and rallying point for working people generally; that Union members paid their fees not just to protect themselves, but to further the rights of all workers and their families.

Helen led the fight against the removal of rights for unionised film and television workers, watersiders and meat workers, but also for forestry and farm workers who had no union.

She badgered lawyers to work for free as she pursued prosecutions against forestry contractors when Worksafe NZ refused to act. She pursued Pike River Mine manager, Peter Whithall through the courts to get justice for the families of the 29 miners killed.

On social media, Helen launched a barrage of criticism against bad bosses, who tried to silence her with legal threats and ban her from attending mediation for the Talleys AFFCO workers.

Bernie Monk who lost his son in the Pike River disaster, told E tū and you: "When the disaster happened, the first person on our doorstep was Helen Kelly. We needed press releases and other stuff done, and she just took it all on her own shoulders and got it done.

"We just unbelievably miss her. You know, to be honest, it's not very often I don't think of her. Even since she's died and the memorial service, a lot of times I think to myself 'what would Helen do in this case?'"

Bernie said the Pike River Mine families recently decided to go back to court after the Government told them the mine was going to be sealed.



Helen Kelly receives lifetime membership

"When I heard this I thought, 'Helen wouldn't put up with this shit'. Basically, the main reason we've put up an indictment in to have a look at this again is because that's what she'd expect us to do. That was the mana that she had in my life."

Moe mai rā Helen.



"I always admired her strength and her commitment to working people. It was just unbelievable the work she did for different causes; Pike River, the Hobbit dispute, there were so many things."

National Executive member, Angelique Brown

"Helen Kelly meant a lot to me – the way she did her job, the way she told people about what was happening in the health system. I remember her speaking about how we should get the Living Wage and how we deserved that."



E tū delegate, Tony Hunt

One very busy year

We've achieved so much in 2016. In our first year as E tū, there has been plenty of work to carry on from our legacy unions, as well as some exciting things we have started from scratch.

This magazine celebrates our big successes and highlights both how far we have come and how far we have to go. Below are seven things E tū has done that might not have been on your radar.

OPPORTUNITIES FOR YOUNG LEADERS

By Tim-bob Julian

"At the beginning of the year I was elected Convenor of the E tū Youth Network. I didn't know too much about the wider union beyond my job at NZ Post. But I was eager to learn. Now I've become a hugely active and enthusiastic member of the E tū whanau. I've been supported in my development as a leader, I've learnt so much about industrial relations, and I even presented at the International Union of Foodworkers Youth Conference in the Philippines as a representative of E tū."



E tū Youth Network Convenor, Tim-bob Julian at IUF Youth Conference

UNI GLOBAL UNION SUPPORTS E TŪ'S EQUAL PAY CAMPAIGN

E tū is affiliated with UNI Global, a union that represents over 20 million people in the skills and service industries internationally. UNI has been closely following our equal pay victory in New Zealand and is now funding E tū Lead Organiser, Yvette Taylor to coordinate a 12-month campaign

to grow E tū in the care and support sector. This acknowledges that E tū really is a world leader in the campaign to end gender-based pay discrimination and that what we achieve here will help pave the way for equal pay across the world.

REAL MEALS COALITION

By Labour MP and E tū member Clare Curran

"Southern DHB has tried to roll out frozen meals to replace great hospital food and Meals on Wheels that were once made with love by E tū members. The new food is substandard and our community isn't accepting it without a fight. E tū provided much of the backroom support, the administration, the design work, strategy, and everything else that is making our community campaign a real success. We will win!"



Labour MP, Clare Curran speaks at Real Meals protest

PLAYING FOR HELEN

By NZSO member Robert Ibell

“E tū members of the New Zealand Symphony Orchestra and Orchestra Wellington were proud to represent our union by playing Bread and Roses at Helen Kelly’s memorial in October. Helen was a real union hero, and it was a privilege to be involved in celebrating her life with people from all over the world.”

Moe mai rā, Helen Kelly



OUR AUCKLAND COMMUNITY HUB



E tū Aviation staff in Auckland mark the anniversary of the Erebus Disaster

After the merger, we needed a new office that could fit all our Auckland staff. But what we’ve created is much more than a union office – it’s a fully functional community hub. It’s a place where community organisations have found a home, such as the Working Women’s Resource Centre and the Living Wage Movement. We’ve already hosted plenty of cross-union, political and community events in our community room, Puriri.

PRIDE, POWER AND POLITICS

By Daniel Cairncross

“E tū members from across the country went to the CTU’s Out @ Work conference, Pride, Power and Politics to discuss LGBTIQ issues and plan how we

can work together to make sure our workplaces are accepting and inclusive. E tū is a union for everyone, and we’ll stand up against intolerance and discrimination in whatever form it takes. Gender and sexual diversity issues are union issues.

KEVIN’S LIFE OF COMMITMENT TO UNION PEOPLE

E tū Life Member Kevin McFarlane is a real union hero. As a delegate at Sanfords in Southland for 25 years, he was pivotal in keeping the union strong at his site and beyond. His many victories include leading a successful 12-week strike, healing rifts between different union sites, and securing some of the best collective agreements in the industry.

Kevin had to leave work due to a terminal illness, but that didn’t stop him organising. He never missed a District Delegates Meeting, and he was a huge help

during IDEA Services review meetings, attending all his local meetings and even running some them. Kevin always puts the members first.

This year Kevin had to hang up his organising hat, as his illness worsens. The Southland E tū community are still in touch with him, now doing as much as they can for the man that has done so much for working people. That’s what being in a union is all about.

Lift-off for E tū's merger with FARSA



FARSA and E tū Aviation delegates

On November 21, E tū got even bigger and better with members of the Flight Attendants and Related Services Association (FARSA) voting to merge with us.

FARSA and E tū have been working together to be a strong voice for people working in aviation for two years now. FARSA members have shown belief in the collective strength of E tū by voting 90% in favour of this merger.

More than 90% of New Zealand-based flight attendants are E tū members, as are over half of all people working in aviation. From the front desk, to the engineers, to the baggage handlers, to Aviation Security, and to the flight attendants who keep you safe and comfortable in the sky, aviation is truly an E tū industry.

Like any other group of members in E tū, flight attendants know that being in the union isn't just about pay. Mid-haul flight attendant, Jo O'Leary says it's about having a real voice in the industry.

"We've already shown we can work well together and now we are even stronger," she says. "I'm also excited about being able to finally take part in E tū democracy and get more involved with our union."

Long haul flight attendant, Jo Olszewski says one of the best things about merging with E tū is the ability to bring our unique brand to the world stage.

"E tū is quintessentially Kiwi. Flight attendants are part of a global workforce and I am proud to be taking the E tū name and kaupapa around the world with me," Jo says.

The merger of E tū and FARSA is also welcomed by other stakeholders including the airlines with which E tū already has a strong working relationship, and other aviation unions such as the Airline Pilots Association.

"We've already shown we can work well together and now we are even stronger."

Mid-haul flight attendant, Jo O'Leary

The next step for E tū's aviation team is a big focus on engaging young members. For many young working people the first time they hear about unions is when a colleague invites them to join.

"Next year we can begin listening to our younger members about the way they see themselves working in union," says FARSA President, Marja Lubeck.

"It's important all aviation workers are involved in the direction and approach their industry and union will take. That's our focus from now on and the reason why coming together is so important."

Head of E tū Aviation, Kelvin Ellis is looking forward to moving forward together.

"E tū will constantly evolve to remain the union that our members want it to be. The merger of E tū and FARSA continues a fine tradition of members taking real ownership of their union."

Government pay equity move “a game changer”

E tū can be proud to have led an historic victory for women in New Zealand. The Government has bowed to pressure from unions and women’s organisations by supporting a set of principles by which women can pursue equal pay claims.

A Joint Working Group on Pay Equity was set up by the Government after E tū’s historic Court of Appeal win, allowing the union to pursue a pay equity case for residential aged care workers.

In May 2016, the Group, made up of employer, union and government representatives produced a report that recommended a set of principles and processes for women in female-intensive work to pursue pay equity claims.

E tū Assistant National Secretary John Ryall, who was on that Group, says it’s been a long wait, but the

Government has caved in to pressure and done the right thing.

“Groups of workers in female dominated, low paid jobs, such as cleaning, catering, hospitality, laundry work and caregiving will be able to re-negotiate pay rates across industries,” says John.

“If agreement can’t be reached, they can apply for a binding decision from the courts.”

John says these low-paid women have had little bargaining power, and employment law, with its emphasis on voluntary agreement, does not help them.

He says these new processes, once written into law “will be a game changer for these women.”

CARE AND SUPPORT NEGOTIATIONS

A settlement for care and support workers, arising out of the Kristine Bartlett pay equity case, is looking possible before the end of the year.

E tū member, Kristine Bartlett says, “This is wonderful news. I’m really confident but I just want them to hurry up and come to a fair and just resolution.”

Kristine and E tū successfully argued that women in female-intensive industries were paid less than men in comparable jobs because of historic systemic gender undervaluation.

John Ryall says the talks with Government negotiators are “positive”, with a preliminary agreement on a comprehensive package likely before Christmas.

That means care and support workers will be voting on whether or not to accept the offer between February and April, 2017.

Kristine has paid tribute to the many women and organisations which have backed the pay equity campaign.

“I’m overjoyed,” she says. “It’s great for the future of low-paid women.”



Kristine Bartlett

E tū Women’s Committee Convenor and aged care delegate, Marianne Bishop says she’s looking forward to a settlement for care staff but wants it for all members.

“We need to move the case beyond carers to include support staff such as cleaners and kitchen workers, as well as those in the mental health sector where the government has offered nothing. That’s one of our jobs for 2017,” says Marianne.

Local election successes pave the way for a victory in 2017

E tū members have contributed to victories across the country in the local body elections. We called households, knocked on doors, mobilised our workplaces, educated each other, and put a lot of effort into getting out the vote.

As members of the Living Wage Movement we asked candidates to make clear commitments to paying the Living Wage at councils around the country.

E tū members joined diverse communities attending Living Wage-hosted assemblies and forums where candidates heard exactly what our concerns were and how we can work together to address inequality in New Zealand.

The results were fantastic for working people. Auckland, Rotorua, Whanganui, Wellington, Hutt Valley, Porirua and Christchurch all now have Living Wage councils.

Regardless of political party affiliation, our members recognised the value of progressive leadership and put the right people in power.

Those weren't the only elections this year. E tū members helped get out the vote for Michael Wood in the Mt Roskill by-election. His victory in that electorate has stopped National and Act having a majority in parliament.

We get the best election outcomes for working people when the union movement gets involved at every level.

Now E tū is getting ready for the General Election next year. We will be campaigning for a change of government and the next editions of "E tū and you" will look at all political parties and what they will do for working people.

Many members have been hit hard by eroding employment conditions, low wages, poor health and safety practices and many other workplace problems. This is a direct result of our current government not valuing us.

Our families and communities are also suffering under National. The Government isn't doing enough to address the housing crisis, from the availability of social housing, to rents and house prices.



E tū member, Tali Harrington and Fola Chong-Nee meet the locals on the campaign trail

Add to the list the current Government's underfunding of health, education, and many social services and the need to change the government becomes even clearer.

E tū's focus on politics doesn't end at getting a change of government. Like most private sector unions, we are affiliated with the Labour Party which means E tū members have a direct impact on Labour Party policy. We also have a constructive relationship with the Green Party through a memorandum of understanding.

We're excited about our wider movement's ability to impact on the next election and ensure working people come out better off.

Get ready for 2017

We need as many member volunteers as possible to ensure a victory for working people next year. To express interest in helping out, email communications@etu.nz and we'll keep in touch.

Legally speaking...

PERMANENT JOBS AT LSG SKY CHEFS

Airline caterers LSG Sky Chefs has recruited more than 270 permanent workers as a result of a Court case challenging the company's use of labour hire workers.

Also crucial to this great result were targets set in Collective Agreement negotiations in 2014 to reduce the use of labour hire workers by 40%.

For five years no new workers had been employed on the Collective Agreement. The temps were on the minimum wage with no rights. They could be fired at will.

The lift in permanent full-time workers is a real win. They are covered by the Collective Agreement, and in recent negotiations, those workers won another 2.5% in their pay.

LAW CHANGE URGED AFTER WHANGAI WIN

E tū's Runanga Convenor Sharryn Barton is calling for law changes after an Employment Relations Authority ruling recognising the whangai brother of NZ Steel worker, Awa Minhinnick.

E tū and Awa took the case after NZ Steel refused Awa three days bereavement leave to attend the tangi of his whangai brother, Arnold, because it didn't accept Arnold was Awa's sibling.

However, the Authority found in Arnold's favour.

The case also revealed how laws such as the Holidays Act and the Adoption Act don't recognise whangai relationships.

E tū's Runanga Convenor, Sharryn Barton says this needs changing.

"The Treaty guarantees protection of those things that are of value to my people," says Sharryn.

"Whangai is one of those institutions which we've had since time immemorial."



E tū Runanga Convenor, Sharryn Barton

Sharryn says the case also sends a strong message to companies to deal appropriately with issues related to tikanga Maori.

RESPIRE CARE CASE HEADS TO SUPREME COURT

The Supreme Court has granted leave for E tū to appeal a Court of Appeal decision reversing an earlier ruling which granted basic employment rights to respite carers.

E tū is taking the case on behalf of former respite carer, Jan Lowe.

The Employment Court had earlier found that Jan was entitled to conditions including the minimum wage, annual leave and sick leave.

That decision was reversed after an appeal by the Ministry of Health and DHBs.

This affects 35,000 mainly female respite carers who earn just \$75.00 for a 24 hour working day. So there's a lot at stake.

Democracy in action

The governance and democratic structures of E tū are designed to provide as many opportunities as possible for members, delegates and activists to be involved in decision-making at every level of our union.

Many networks, committees, and other representative bodies have either been set up this year or have continued successfully from our legacy unions. Below are just two of the groups that contribute to E tū's strong internal democracy.

INDUSTRY COUNCILS

Every member of E tū is covered by an Industry Council, made up of members from across different parts of the industry. Industry Councils must have a mix of regional, gender, ethnic and sub-industry representation to ensure the union works best for absolutely everyone.

The purpose of the Industry Councils is to provide advice, oversight and accountability for organising and strategic industry plans. They also support and assist on relevant industry training issues.

All Industry Councils are now up and running, with elected Convenors, Deputy Convenors, and Biannual Conference representatives. The Public and

Commercial Services Industry Convenor, Barbara Wyeth says the role of the Industry Councils is to ensure every member has real ownership of our union.

"It's not just about the site you come from as a delegate. The Industry Councils give participants an understanding of all sectors in an industry," says Barbara.

"Our meetings this year have really cemented the fact that E tū's strength comes from the collective wisdom of all members. The union isn't just the assistance at the end of the phone or the poster on the noticeboard – the union is all of us, the members."

TE RUNANGA

Te Runanga is the union committee that represents Maori members and ensures the voice of tangata whenua is strong in our governance.

A central focus of Te Runanga this year has been to build a vision around E tū's strategic goals of growth, reach and capability. That means increasing union density by recruiting tangata whenua, building and strengthening relationships with Maori organisations and networks, and contributing to E tū's work across all employment issues in a uniquely tangata whenua context.

E tū President and Te Runanga member, Muriel Tunoho says strong representation of Maori in our union is a vital part of what makes E tū a success.

"E tū – it's in the name. We are proudly an organisation that honours Te Tiriti o Waitangi by acknowledging tangata whenua and tauwiwi [non-Maori] as equal partners in our struggle for a better Aotearoa for all working people, their whanau, and communities.



Te Runanga at work

"Te Runanga is available to visit your worksite, marae, or community to share with you our vision, and to plan for a better future for our mokopuna. Mauri ora kia koutou ngā mema o E tū."

Justin Wallace and a Just Transition

Justin Wallace has been working in the Ironsand Mining division of NZ Steel for 20 years. He's been a delegate for 15 years, he's the Energy and Mining Industry Council Convenor and he sits on E tū's National Executive.

It's no surprise that Justin knows his sector inside and out. He's seen plenty of change in his time and the challenges facing mining at the moment are well-known. As the world moves towards renewable energy, miners around the world are losing their jobs.

The international union movement's response is to call for a Just Transition – which acknowledges the importance and inevitability of moving to renewable energy, while ensuring the burden of the change (which benefits everyone) will not be borne disproportionately by a few.

Justin joined an E tū delegation to Canberra, Australia to discuss this very issue. Hosted by the Australian Council of Trade Unions, the event brought together anyone with a vested interest in the Just Transition.

"The most interesting part about the conference was the diversity of representatives. They had unions, they had businesses, environmentalists, members of parliament, academics, and all sorts of people there," Justin says.

"You're going to be able to make a lot more progress when you're all around the table, looking to work together towards meaningful solutions."

Justin says there were some good ideas presented, particularly from the delegates from Germany, who have seen a long and controlled transition. In 1989 there were 180,000 employees in 180 mines in the black coal mining industry. In 2016 there's just 6,800 in three mines. 700 people are still on the payroll that are yet to be placed in other work, and all the mines will be closed in 2018.

"But the thing about Germany is that they've all been looked after," Justin says. "The oldest workers were given reasonable retirement packages. The workers who had been in the industry for decades but weren't about to retire were moved into the remaining mining jobs. The rest of them have been helped into other jobs, including in the new green energy sector.

"It was a natural attrition plan, phased in over long enough that it minimised the burden on the workers, their families and communities."



E tū Energy and Mining Industry Council Convenor, Justin Wallace

Justin says that with coal, oil and gas accounting for only about a quarter of New Zealand's electricity generation, the main use now for coal in New Zealand is for fuel in industries which have yet to find a suitable alternative.

"No one has yet found a replacement for coal in steel production, and Fonterra uses coal to dry milk in the production of milk powder. There's a potential that may change, but not in the immediate future."

Whatever happens, Justin knows that all stakeholders need to work together in New Zealand and around the world to make sure working people are not left behind. Justin lives in Waiuku with his wife Vivienne and their three kids. It's communities like theirs that would bear the brunt of a transition that didn't look after the people who rely on the industry.

"For us it's very simple. We want to stay in the same communities, making roughly the same wage."

Justin also sees a Just Transition in the energy industry as an important template to getting it right for all industries, with new technology, automation, and environmental concerns having the potential to change all sorts of work.

"It's not just us, these factors will affect every industry. That's why this is a wider union issue. If we can make the transition just and fair for miners, we're in a better position for other industries that have to make a big change."

E tū organising

LANDMARK SETTLEMENT FOR HOME SUPPORT WORKERS

Home support members have won guaranteed hours in a landmark settlement which ends their insecure working hours and pay.

“We need it”, says Wellington-based E tū delegate, Tamara Baddeley.

“We need to be able to plan our lives around going to work for certain hours for certain pay.”

Many of these workers compare their conditions with zero hour contracts because their work can disappear overnight if they lose clients.



Tamara Baddeley:
“it’s about time”



Amor Taite: “Guaranteed hours? It’s a big win.”



Home support negotiating team for Enliven

This settlement guarantees workers 80% of their regular working week.

It also provides training so clients get quality care.

The settlement, agreed by unions, the Ministry of Health, DHBs and care providers, will benefit 24,000 mainly female home support workers.

Taranaki delegate, Amor Taite, says: “It means stability for people where this is their only income. It’s a big win, for all people in New Zealand to get guaranteed hours.”

GOOD IDEAS FOR CHRISTMAS? SAFE, WELL PAID STAFF

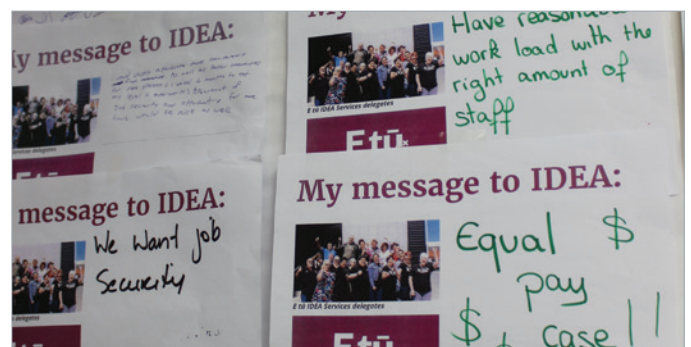
Health and safety, as well as pay is dominating the first collective agreement negotiations in two years for E tū’s 3000 members at IDEA Services.

The bargaining team is using the new Health and Safety laws to push for health and safety reps, especially on small sites where they are not legally required.

Many members face the constant risk of verbal and physical assaults.

IDEA has rejected a union bid for one rep for every 19 staff – proposing instead a one to 87 ratio – which leaves hundreds of smaller IDEA homes without representation.

IDEA union delegate, Robyn Campbell says, “Health and safety at work is a fundamental right. IDEA knows the best systems depend on staff being involved and feeling valued.”



IDEA delegates’ messages to the boss

Manawatu delegate, Nic Corrigan says staff are also fed up with constant restructuring and under staffing.

“If those doing the work aren’t supported, that’s an insult to the workforce and the very people we support,” says Nic.

SOLID ENERGY SALE LIFELINE FOR MINING INDUSTRY

Mining industry members have welcomed the sale of Solid Energy's mines as good news for jobs and the community.

Bathurst and its financial partner, Talley's have bought the Stockton mine on the West Coast as well as Rotowaro and Maramarua in Waikato.

Stockton miner, John Cunneen says the sale is "good for people, good for jobs, good for the community. And there might be prospects for people looking for jobs."

The Convenor of E tū's Energy and Mining Industry Council, Justin Wallace says there is concern about

the involvement of Talley's but "hopefully all they are is an investor, because their relationship with unions and the way they treat members isn't great."

Greenbriar bought the New Vale and Ohai mines, while Birchfield, an established West Coast company, bought the Strongman and Liverpool mines.

Birchfields is not union-friendly, and Justin says a strong effort will go into establishing a foothold at all the Solid Energy sites.

"Again, it's a battle, but it's a battle that we're willing to take on."

MEMBERS SIGN ON FOR LIVING WAGE AT NZ KING SALMON

NZ King Salmon's commitment to the Living Wage has lifted membership there, with 16 new members, and others keen to sign up.

This followed meetings in Nelson with NZ King Salmon workers where the company, the Living Wage Movement and E tū talked about a future where every worker is paid a minimum of the Living Wage, currently \$19.80 per hour.

It was a huge occasion for King Salmon delegate, Api Domoni.

"Fifteen years ago, there was a handful of us in the union who met outside and in the rain to talk," says Api.

"What a journey we have made – to come to the cafeteria with the company and discuss issues together."

Api says the Living Wage would be awesome.

"With a few bucks you can take the kids for an ice cream or if they want takeaways, you can say yes. That's the difference," he says.



E tū delegate at NZ King Salmon, Api Domoni with Christine Irvine from Living Wage Nelson

King Salmon has committed to good faith bargaining towards becoming a Living Wage employer at pay talks next year.

Api says: "Let's all hope we achieve a positive outcome at the negotiations, where everybody can share the benefits of the Living Wage."



BIG DAY FOR CCDHB SECURITY ORDERLIES

Orderlies are celebrating achieving qualifications that will mean more pay. 43 security orderlies at Wellington’s Capital and Coast DHB have completed their Level 3 qualification – the first of the hospital’s orderlies to do so.



The CCDHB graduands – congratulations everyone!

Graduates received their certificates at a special graduation ceremony at Wellington Hospital in October.

The new qualification means a 90 cents an hour pay rise.

E tū members, Jason Tamaki and Dale Luke who trained the orderlies, also qualified.

Dale says the training “just makes us better at our job, more aware of the policies and procedures within the orderly service – things like knowing your rights, other peoples’ rights, how to act professionally and ethically,” he says.

“It’s going to help us do more and get better.”



Our E tū trainers, Jason Tamaki and Dale Luke

E tū member Sam Va’a who also graduated says: “I know more what to do on the job, and it’s good to have something like this. I learned a lot and I get a pay rise!

“Can’t wait for the next one.”

E tū flies the flag for skills and training

E tū supports a skilled workforce. E tū works with Industry Training Organisations on training courses across many industries. We promote training for our members, with recognition of qualifications through higher pay.

Record service recognised

Supporting his fellow orderlies at the Graduation ceremony was E tū member, Mack Elesoni, who also received a certificate marking 46 years of service with Capital and Coast DHB.

Congratulations, Mack!



Compass – pathetic training effort

Directly employed hospital workers receive training and pay for qualifications, but many members employed by commercial contractors do not.

After pushing Compass for three years to begin training agreed to in the 2013 negotiations, E tū Industry Coordinator Jill Ovens recently received the figures for the 680+ E tū members working for Compass in DHBs across the country.

It showed only two have completed the training, “which is an epic fail, not for our members, but for Compass,” says Jill.

PASTRY HOUSE WORKERS STRIKE FOR MORE DOUGH

Members at Pastry House took three days of strike action in late October, to help bolster their pay offer.

Workers voted to strike after a half-baked offer from their employer, the Aussie giant, Allied Mills – which was a no show at pay talks.



On strike! Heat goes on Pastry House for better pay!



Half-baked offer "fails to rise"

Mediation followed in late November with Pastry House lifting its offer. Members accepted and the deal has been ratified.

Delegate Mozima Khan says: "We're glad that it's settled and we look forward to the next negotiations. It was hard negotiating with a faceless boss. Let's hope they show up next time."

WEALTHY SISTEMA PAYS PLASTICS INDUSTRY'S LOWEST WAGES

E tū is determined to settle Sistema's collective agreement, despite strong resistance from the company.

Building a strong union on the job is essential for Sistema's mainly migrant workers, who labour 12 hours a day on their feet, for up to six days a week for the minimum wage of \$15.25 – and there's no overtime or penal rates.

Many workers rely on painkillers for overuse and other injuries.

Anil Rathee, a former E tū delegate says "Working for Sistema is a nightmare. It is like modern day slavery."

Sistema moves soon to a new state of the art plant in Airport Oaks – the biggest manufacturing plant in New Zealand.

Sistema's wealthy owner, Brendan Lindsay can afford a better deal for his staff.

This is migrant exploitation and E tū will keep fighting for respect and dignity for Sistema's workers.



Despite multi-million dollar earnings, Sistema pays its workers peanuts

SERIOUS INJURY INCIDENT AT CARTER HOLT HARVEY WOOD PRODUCTS – LVL MARS DEN POINT

Worksafe is investigating a serious injury incident at Carter Holt Harvey's wood products plant in Whangarei.

E tū member, Steven Vincent required extensive surgery after he was dragged into a press in October, suffering fractures to his arms, ribs and collarbones.

E tū organiser, Annie Tohill and members are working to ensure proper processes are followed as Worksafe and the plant investigate.

The company has since bolstered guarding around its machines and the investigation will determine

if guarding at the time of Steven's accident was adequate.

The incident has also highlighted health and safety issues including long hours and fatigue.

CHH has now agreed to meet regularly with members to discuss these issues.

Says one worker: "We want to have a debrief and try to work together, so we can get to the root cause of some of the problems on site."

LIFT FATALITY PROMPTS SAFETY REVIEW

E tū is supporting moves to improve safety for lift maintenance workers after the death in January of E tū member, Brendon Schieb.

Mr Schieb died whilst working in the lift shaft of a Wellington building.

Worksafe, which investigated, has withdrawn its support for the lift industry's Voluntary Code of Practice, saying safety standards need improving. The report suggests Mr Schieb inadvertently

activated the lift, by leaning on the switch, which was near a ladder he may have been working on inside the lift shaft.

The report found there was no shroud on the switch and its location near the ladder made it too easy to accidentally reactivate the lift.

A review of the Voluntary Code of Practice begins next year.

LIFT SAFETY POST-QUAKES

November's big quake has damaged hundreds of lifts in Wellington, with lift industry members facing lengthy repair work.

With the industry about to review its Voluntary Code of Practice, E tū has welcomed the response of lift

companies which have double-teamed the work, with members told safety, not speed is the top priority.

There are about 2 and a half thousand lifts in Wellington – so everyone is going to get very fit until the lifts are repaired!

Just say NO!

*Stay safe
Never back down*



Workplace Health & Safety is an E tū priority. Safe workplaces are essential. Do you have a Health & Safety rep?

Your safety checklist:

- If it doesn't feel right, step back.
- What is the hazard or risk?
- If you continue, could you, or someone else, be seriously harmed?

If the answer is YES, then STOP, inform your manager, H&S rep and/or E tū delegate, or contact Union Support.

0800 1 UNION (0800 186 466)
support@etu.nz
www.etu.nz

Scarlet & Gold – the strike that shaped the labour movement



Waihi picketers & the famous scarlet runners

The tale of the 1912 Waihi strike is told in song and dance in the play, *Scarlet and Gold*, which has just completed its run at Wellington's Circa Theatre.

Your union is proud to have been a sponsor of this fine production about the strike at the Waihi gold mine, and in particular the role of Waihi's women.

Many striking miners were imprisoned for calling strike-breakers "scabs" during this bitter dispute,

but women were not. Theirs became the loudest voices on the picket line!

These were the famous "scarlet runners", who acted as secret couriers for striking miners.

"They ran up and down the picket line," says playwright, Lorae Parry.

"They'd have a note saying "scabs are coming down the other end of Seddon street!", or whatever and then they'd run back again, often at considerable danger to themselves."

Lorae says the play was inspired by her great great uncle, Bill Parry, who was imprisoned during the strike and later played a key role in the fledgling Labour Party, formed in the strike's aftermath.

E TŪ PIONEER HONOURED IN WELLINGTON

One of New Zealand's great trade unionists, and an E tū pioneer, Elijah Carey has been honoured with a commemorative plaque on the Wellington street which bears his name.

Carey Street is one of 15 streets in the capital named after prominent Wellingtonians who died in the great wars.



Carey Street commemorative plaque

In the early 1900s, Elijah built the union for Hotel and Restaurant workers from just a few members to nearly a thousand in just a few years.

This union became the Hotel and Hospital Workers Union, later the Service and Food Workers Union, and today E tū.

Elijah's members were mainly women, labouring up to 100 hours a week for a pittance in Wellington's hotels, boarding houses and restaurants.

Elijah supported equal pay for women and worked tirelessly through his parliamentary connections to improve working conditions.

Truly, he was one of ours, as E tū Assistant National Secretary John Ryall explained at the dedication ceremony on September 14 – 100 years after Elijah's death at the battle of Somme.

"He took on a union which was on its knees and built it to 800 members in three years. He strengthened and improved the lives of those workers," said John.

\$1,500 AD&D

All members are now covered by a \$1,500 Accidental Death & Dismemberment Benefit, including \$500 spouse coverage and a further \$500 coverage on dependent children. This is an automatic membership benefit of belonging to E tū.

Members must return an AIL reply card or reply on line at ailnz.co.nz/request in order for an AIL representative to deliver your certificate of coverage and explain additional insurance coverage available. If you did not receive a reply card, please call the freephone number listed below. This is very important to you and your family. **Members also have the option to increase their coverage an additional \$10,000 which costs just \$2 for the first year.**

Please note: To qualify for the \$10,000 of additional ADB coverage, an AIL representative must visit you, obtain an enrollment form and collect premium for the first year. You may renew annually for \$5.



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A.M. Best, one of the oldest and most respected insurance ratings companies, has rated American Income Life as A+ (Superior) for overall Financial Strength (as of 6/16).