

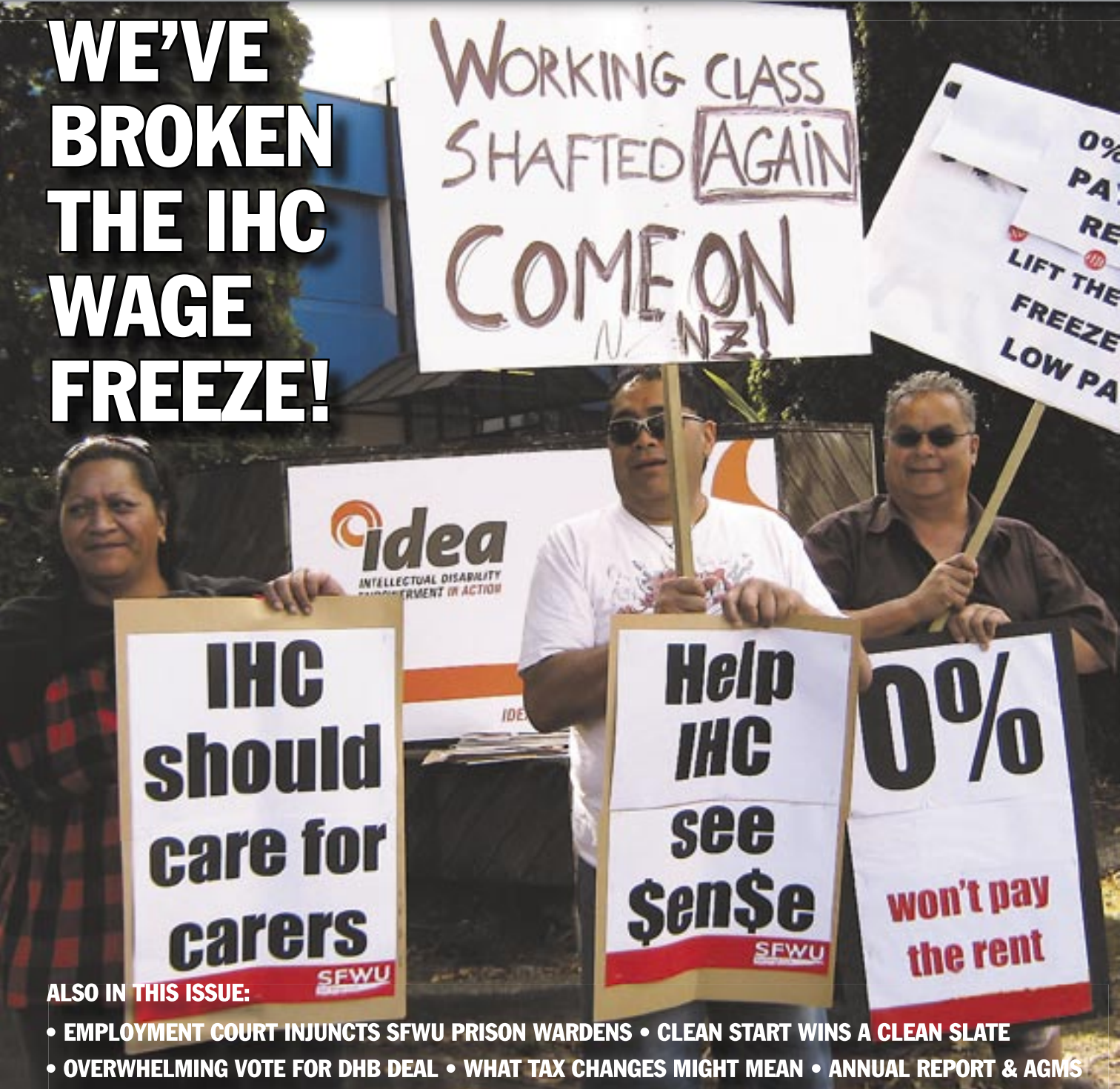
# OurVoice

PUBLICATION FOR MEMBERS OF THE SERVICE & FOOD WORKERS UNION NGA RINGA TOTA ONLY

**WE'VE  
BROKEN  
THE IHC  
WAGE  
FREEZE!**

WORKING CLASS  
SHAFTED AGAIN  
COME ON  
NZ!

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**idea**  
INTELLECTUAL DISABILITY  
EMPLOYMENT IN ACTION

**IHC  
should  
care for  
carers**  
SFWU

**Help  
IHC  
see  
\$en\$e**  
SFWU

**0%**  
won't pay  
the rent

ALSO IN THIS ISSUE:

- EMPLOYMENT COURT INJUNCTS SFWU PRISON WARDENS • CLEAN START WINS A CLEAN SLATE
- OVERWHELMING VOTE FOR DHB DEAL • WHAT TAX CHANGES MIGHT MEAN • ANNUAL REPORT & AGMS



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- info about getting involved in union campaigns and committees
- any other advice and support you need

**SFWU**  
SFWU logo

## EXECUTIVE

*Elected members oversee the work of our union. The following executive members are available to discuss member issues.*

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# OurVoice

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### SFWU NGA RINGA TOTA IS AN ORGANISING UNION

*This means we're a collective of workers who are about improving the lives of workers and working for a fair and just society by organising for strength, unity and power on the job, in our industries, our communities and society as a whole.*



# STRATEGIC ACTION WINS THE DAY

John Ryall, National Secretary



In this issue of *Our Voice* we celebrate wage increases for public hospital workers, disability support workers, cleaners and food processing workers.

The Government has taken a hard line on wage increases for the lower paid and has tried to impose a wage freeze across the whole of the state sector through savage hold-the-line directives to state sector employers.

And it seems to be working. According to the latest figures nearly 60% of the New Zealand workforce failed to get a wage increase last year.

The success of this wage freeze shows the significance of the wage increases won by SFWU cleaners, public hospital workers, disability support workers and food processing workers.

The success of over 6000 of our members in the public hospital and disability support sectors was gained through their willingness not just to take action, but also to be prepared to use new bargaining strategies to achieve what they wanted.

In the case of our public hospital members, having argued and taken action for seven months, they voted to join together with the NZNO and PSA health workers to form a bargaining block of over 43,000, which was successful in achieving a 2% pay increase.

In the case of our IHC disability support workers they used a mixture of bans and lightning strikes to put pressure on their employer, but also worked that in with a barrage of legal action to get the Employment Relations Authority involved in the dispute.

As the pressure continues from employers and the Government to keep wage increases low, our Union will need to be more innovative and to use new tactics in our bargaining campaigns. If we are not prepared to try new strategies we will end up not just in a never ending wage freeze but with our national bargaining reverting back to the weak regional, local or site-based bargaining we had in the 1990s.

The aim of SFWU organising is to gain power in each of our industries through organising nationally, and in many cases internationally.

The industries in which we organise are no longer dominated by local or regional companies, but by national or multi-national employers.

While national and international organising is the way to gain real power and better working conditions, it does require all members to understand the strategy and support it.

As has been shown in a couple of places in the public hospital system, it has been too easy for a tiny number of workers to put themselves and their narrow interests above the interests of thousands of others and for small vulture unions to use these divisions for their own purposes.

We should not allow these divisions to put us off our national strategies. We need to keep talking to the workers concerned and convince them that there is strength in one union and one collective agreement.

Without this it will make our job that much harder.

**CONTENT AUTHORISED BY JOHN RYALL • 6 SOUTH ST PETONE WELLINGTON.**

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**To contribute stories and ideas for *Our Voice*, contact your nearest SFWU office, write to *Our Voice*, Private Bag 68914, Newton, Auckland, submit your story online at [www.sfwu.org.nz](http://www.sfwu.org.nz), or phone 0800 UNION1 (0800 864 661) and ask for Hannah.**

# EMPLOYMENT COURT INJUNCTS SFWU PRISON WARDENS

The Employment Court Chief Judge has recognised what the Union has been saying for the last two years – the work of many disability support workers is on par with that done in prisons.

Chief Judge Colgan last month awarded IHC subsidiary Timata Hou an injunction against the Union to stop our members striking because he said that its facilities were similar to low to medium security prisons, which required notice before strikes took place.

While it was news to the Union that notice had to be given, Timata Hou workers Ray Aliva and Epi Fuimaono were overjoyed at the injunction.

Ray and Epi, who work as vocational support workers for Timata Hou in Wellington, have argued for a long time that the work they do should be paid the same as prison officers, but this has been rejected by their employer.



Ray and Epi work as vocational support workers for Timata Hou in Wellington.

Ray said that Timata Hou support workers were required to provide 24-hour secure and supervised care to intellectually disabled clients who were in the organisation because of previous criminal behaviour.

“It is dangerous demanding work that requires us to work as a team guarding each other’s backs from unexpected quarters,” said Ray.

He said that recently he was escorting a client in a vehicle when the client picked up a fire extinguisher and tried to hit him on the head. He only avoided serious injury by the scream of a fellow worker warning him of the impending assault.

“It was a real wake-up call not to relax with the clients even if you have known them well over a number of years. There is often sexual and physical violence or alcohol and drug abuse in their lives that makes them very unpredictable.”

Ray and Epi both struggled with the recent paperwork ban action because of the constant need for Timata Hou workers to record everything about client behaviour.

“We carried out the ban because we believed in what the union was trying to achieve, but it was very difficult because the lack of written records could mean that we as a team became less safe in our work,” said Epi.

“It was made worse because the clients sensed what was going on and their level of bad behaviour escalated.”

Both workers were delighted when the Employment Court awarded Timata Hou an injunction to stop their paper work ban.

“I felt empowered and really good when I received the text about the injunction because I knew that our action was having an effect and we were being noticed,” said Ray.

Both Ray, who co-ordinates a lawn mowing gang, and Epi, who teaches vegetable planting and gardening, love their work despite the risks.

Ray said he was trained in how to communicate with clients and picked up the skills of empathising, listening and knowing when to compromise.

“I used to be a security guard and thought I just had to tell people what to do or else.”

“The skills I have learned in Timata Hou have been great and they have also helped me with my family relationships. The old Pacific way of using the belt first has gone out the door in favour of other methods of dealing with conflict.”

# IHC MEMBERS WIN WAGE INCREASE

Following six weeks of industrial action IHC members have ratified a new collective employment agreement that includes a wage increase.

The negotiations for the renewal of the IHC Collective Employment Agreement commenced in October 2009, but quickly broke down when IHC said that they had been offered a funding increase of 2% for residential services but did not intend to pass it on.

Union National Secretary John Ryall said the Union National Negotiating Team was “gobsmacked” that IHC had decided to ditch the traditional pass-on arrangement for short term gain.

“They told us that their costs had increased for power, transport and groceries and expected us to have some sympathy for them.”

“Our members, most of whom earned between \$14.20 and \$15.34 an hour, were also facing the same increases and yet were being offered nothing.”

The Union National Negotiating Team decided to be patient around the wage freeze as they knew that thousands of other state-employed and state-funded workers were facing the same problem.

Canterbury negotiating team representative Julie Kahaki said that the SFWU-led rallies held throughout New Zealand in November last year led to the easing of the state sector wage freeze.

“The union members employed by District Health Boards had participated in the rallies with us. Once they were offered a wage increase, then we became more determined to get one ourselves,” said Julie.

On 5 March IHC was informed of a six-week escalating campaign of industrial action that involved bans on paper work, overtime, use of personal vehicles and sleepovers.

Otago negotiating team member Barbara Osborne said that the Union had given IHC heaps of notice before the sleepover bans started because we wanted to make sure the service users were looked after.

“We were very annoyed to find that IHC management used our notice period to illegally phone our members and put pressure on them to work, rather than stick by the union bans.”



IHC members in Wellington protest against the wage freeze

“Next time I won’t be in favour of any notice.” said Barbara.

The bans were supplemented with short stoppages and pickets by members in vocational and supported living services.

The Union also opened up a legal battle when IHC decided to oppose the Employment Relations Authority becoming involved in the dispute.

The Authority has the power to hear the case for both sides and to make a non-binding recommendation to the parties.

While vigorously opposing the Authority being involved, IHC lawyers were at the same time asking the Employment Court to stop all action in Timata Hou because the union had not given formal notice.

While the Employment Court stopped the Timata Hou action until we gave formal written notice, the Employment Relations Authority dismissed the IHC arguments and decided it was time it intervened in the dispute.

Horowhenua negotiating team member Phil Dickson said the legal pressure and the “staunchness” of our members meant IHC had no option but to offer a wage increase.

“Even though the increase was not as much as we deserve, it is more than the District Health Board healthcare assistants received and has slightly closed the gap between our rates.” and their rates.”



# NO COMPASSION FOR AGED CARE STAFF

Union members at Whanganui's Home of Compassion were forced to strike on Easter Tuesday after their model employer turned into a monster.

Not so long ago, with eight out of every ten workers a member of either the SFWU or the New Zealand Nurses Organisation (NZNO), the Home was a model employer.

The Department of Labour was even promoting the home as a model workplace where "partnership" was the way things worked.

Today that partnership has disappeared and the only role the Department of Labour has left is to manage lockout and strike notices.

The Easter Tuesday strike, which involved 60 members of the SFWU and NZNO, attracted widespread media and community interest and came after months of bargaining.

At the heart of the dispute was a claim by management to deny new workers access to a fifth week of annual leave - already a condition for existing staff.

This claim, and a refusal to accept an obligation to pass on additional government funding to staff, pushed staff to the limit.

SFWU member Denise Freeman says many staff have worked at the home for a long time, "so the extra leave makes a real difference," she says.

Residents and family members joined the picket and in the weeks that followed, delegates worked hard to convince management of the need to rebuild the relationship.

But what started as a dispute about wages and holidays soon became about something just as important - respect.

The combination of an overly aggressive management style and a distant Wellington-based governance board left staff feeling bullied and intimidated.

Things turned even worse when the employer sent managers to workers' homes late at night with lockout notices and employed security guards to stand outside the premises.



SFWU Sector Secretary Alastair Duncan says the lockout notices were unprecedented in aged care.

"We've had some pretty big fights with some pretty unpleasant corporate bosses, but there hasn't been a lockout in the past twenty years - let alone one fronted by a church-based organisation."

With the boss looking to lockout and the unions issuing additional strike notices, the pressure began to mount.

At a special mediation in late April, the Board agreed to back off from its clawbacks and as *Our Voice* goes to press the bargaining is back to focusing on wages.

"Caregivers at the home spend their day caring for some frail and vulnerable residents," says Alastair.

"That work will carry on, but at the same time we are going to have to educate the board and the new management that if the staff are not respected, then that care is ultimately compromised."

# FRAMEWORK TRUST TO MERGE WITH RICHMOND NEW ZEALAND

Framework Trust and Richmond New Zealand are bringing together the services provided by Framework in Auckland and Richmond in Auckland and Hamilton to form "Framework Richmond". The new Framework Richmond grouping will be part of the wider Richmond New Zealand organisation.

This new partnership will provide an extended range of services to clients in Auckland and Waikato, and amalgamate the operations of the two organisations. The organisations will merge as of 1 November 2010.

Framework employs almost 100 staff to deliver services across the wider Auckland region, while Richmond has its head office in Christchurch and delivers services nationally. Richmond has around 100 staff in Auckland and 50 in Hamilton. SFWU has members in both organisations.

Delegates at both Framework Trust and Richmond say the merger will mean better job security and the possibility of more leadership roles.

Richmond member Tavita Solomona said the merger could bring more opportunities, and his colleague Graeme Findsen said: "Bring it on. I look forward to it."

Framework and Richmond provide community-based mental health and intellectual disability support services, and are among the leading non-government organisations in the mental health and disability support sector.

Part of the rationale for the amalgamation is that both provide services that are government funded, and they depend on a mix of contracts with District Health Boards, the Ministry of Health, A.C.C., the Department of Corrections, the Ministry of Social Development, and Child Youth and Family Services.

The organisations hope that by bringing their services together they will be able to manage the funding situation more efficiently.

The amalgamation was initiated in mid-2009, but kept under wraps until a few weeks ago when the union and staff were told.



Richmond members Tavita Solomona and Graeme Findsen are looking forward to the merger.

In October 2009, Framework and Richmond agreed a Memorandum of Understanding specifying the strategy whereby both organisations committed to working with one another to identify ways in which we could come together.

Over subsequent months a joint working group was set up and an independent due diligence review of both organisations was commissioned.

A transition management process has been set up which involves a Transition Steering Committee comprising Framework Trustees and Richmond Board representatives, and at an operational level a joint Integration Taskforce.

Framework Richmond will be headed by Dr Colin Hayes, the current Chief Executive of Framework Trust, who will report to the Richmond New Zealand Chief Executive.

SFWU organiser Helena Fairhurst says all the members she has spoken to are really excited about the merger.

"By putting the two organisations together it means the service users will have more services available to them, and the standard of care available will be improved, as well as hopefully the working conditions."



# WINTER CHILLS BLOWING TOWARDS AGED CARE

With Winter on the way, the winds are already blowing cold for aged care workers as union members and bosses nervously await the Minister of Finance's budget announcements.

Today the care of the elderly is effectively privatised with more and more residential facilities being run by large corporations.

However, unlike other commercial operators, those employers still rely on government funding to pick up the largest part of their operational costs – wages.

While most that happens in aged residential care is carefully regulated, when it comes to staff pay rates and employment conditions, successive governments (apart from an attempt in 2007 by then Labour Health Minister Pete Hodgson to get workers a \$1.00 an hour increase) have been "hands off".

The reason for this is that despite the good work by delegates, only one in three aged care facilities has an effective level of union organisation.

Both the SFWU and our sister union, the Nurses Organisation, have focussed on building union numbers and union strength in the major chains – Metlifecare, BUPA and New Zealand's largest chain Oceania.

All three chains are controlled overseas, all three draw millions of dollars each year from the Government, and all three say they want to pay their staff more.

In the annual negotiations this winter we will again review whether the rhetoric has ever matched the reality.

Last year SFWU and NZNO fought hard to ensure every possible dollar of funding was passed on to union members.

However, as the story about the Home of Compassion shows (see *Our Voice* page 7) it can take a fight just to get the money.

Prime Minister John Key says he wants to reward productivity and close the pay gap with Australia.

Unfortunately, as *Our Voice* goes to press, it looks like this year's budget will deliver only marginal aged care funding increases.

If it turns out that there is a major gap between talk and action, aged care workers will be putting the focus back on the boss to deliver a fair share for aged care.



## THE SLEEPOVER BATTLE CONTINUES

Following the union's stunning Employment Court victory in December over sleepover payments, there has been a flurry of legal activity by IHC and other disability support employers.

On 18 May the Court of Appeal will hear an application from IHC to give them leave to appeal against the Employment Court decisions that sleeping over was work and covered by the Minimum Wage Act and that you could not get out of paying the minimum wage as an hourly rate by using an averaging system.

The Union is opposing the IHC application on both grounds and is seeking early Government intervention to pay the monies they have been deprived of for a number of years.



Meanwhile IHC is awaiting a decision of the Employment Court about whether they will agree for them not to have to implement the minimum wage payment prior to the appeals being heard.

The Union also opposed this application arguing that if the Court granted a "stay of proceedings" it should put a condition on that stay requiring the current payments to be paid fortnightly into a Court trust account so that our members' interests were safeguarded while the appeals process was carried out.

The Employment Court has yet to deliver its judgment on this matter.

# CLEAN START WINS A CLEAN SLATE



After almost a year of negotiations, thousands of commercial cleaners have received their largest pay increase in a decade winning an hourly increase of 55 cents.

Late night bargaining in March saw the cleaning contractors finally agree to lift the hourly rate from its previous low of \$12.55 to \$13.10 an hour, and in a move that should deliver further increases, agreed to a ground breaking clause in the agreement that gives cleaners the right to put pressure on building owners for even more money.

Coming in at 4.4% the increase was twice that of the recent hospital settlement and nearly three times the increase for IHC/IDEA workers, but at \$13.10 the rate falls well below the goal of closing the gap with directly employed school cleaners paid \$14.62 or with hospital cleaners now paid more than \$15 an hour.

Importantly the increase also starts to restore the margin between cleaners' pay and the minimum wage. In 2009 cleaners were paid just 5 cents above the minimum wage of \$12.55.

A year on, with the minimum wage now \$12.75, the margin has risen to 35 cents.

Clean Start lead organiser Fala Haulangi says raising the margin was important, but the real work will be in using the new collective to pressure building clients and owners to support fair hours and fair pay, job security, reasonable workloads, increased training and respect at work for cleaners.

"Cleaning forms a very small part of the cost of operating a business but it's one of the jobs that people really notice when it stops getting done. If the toilets are not clean and the rubbish bins are overflowing then only then does the public understand the work our members carry out," says Fala.

Even before the ink was dry on the new collective, delegates were working to identify which building owners would be targeted. With contractors operating in schools and with schools funded to be able to afford the \$14.62, large secondary schools are already being targeted.

At the same time, the Clean Start team has identified key building owners such as the Westfield Malls and downtown high rises where workers will be fronting the owners and pushing for a better deal.

"While we didn't reach the \$14.62 this year, we now have the right, supported by the collective, to put the pressure on, building by building, owner by owner. That's real power," says Fala.

# SECURING OUR WINS IN SECURITY

Our union has launched a national campaign to recruit security guards, and we have enlisted the help of the *Clean Start* team to build our organising force.

First up in the campaign is First Security, a subsidiary of the international facilities services company ISS, where we have members in hospitals and commercial cleaning. The company has security contracts with shopping malls, factories, embassies, ports and building sites.

In 2008, First Security took over Chubb New Zealand's guarding and mobile patrol operations giving them nation-wide coverage. Previously First Security had only been in Auckland, Wellington and Christchurch.

The SFWU already had a Chubb Multi-Union Collective Agreement (MECA) with Southern AWUNZ (Amalgamated Workers) and another with First Security. At the last round of negotiations our Union brought the two Collective Agreements together.

That CEA is now up for renewal, having expired on 1 May.

The Union also took the opportunity of the recent V8 races in Hamilton to recruit Armourguard security guards, many of whom came down from Auckland for



Delegate Theresa Ahu Kawhena talking to security guard Te Hira at the V8 races in Hamilton about the benefits of joining the SFWU. Te Hira signed up on the spot!

## LAUNDRY WORKERS STRONGER TOGETHER

Unions say we get stronger by standing together.

Laundry workers in the Service and Food Workers Union (SFWU) and the National Distribution Union (NDU) have been strengthening our working relationship so we can strengthen the unions' position in the industry.

The two unions have coverage in laundries in different parts of New Zealand with SFWU having the biggest laundry membership in the Northern Region.

Jill Ovens, Northern Region secretary, says we are working closely with NDU to try to achieve national standards in our bargaining with nation-wide laundry companies such as AlSCO and Taylors.

"By working together, we can use the combined strength of all our members to get better pay and conditions across the country," says Jill.

The SFWU is currently bargaining with AlSCO in Hamilton, while the NDU is in bargaining with AlSCO for mirror CEAs on seven of their sites. The Auckland AlSCO CEA expires in June and bargaining will be initiated shortly.

"We've been sharing information about claims and having conference calls to co-ordinate both sets of bargaining," Jill says.

Margaret Vaelua, Northern ROC member and a delegate at Taylors in Pt Chevalier, Auckland, attended a joint national laundry conference last year.

She says what struck her was how everyone had the same issues, no matter where they were from or which union they were in.

"It was interesting to hear about the different ways unions approach dealing with the bosses on different sites. There were people at the conference from different companies, working in different parts of the country, yet we all have seem to have the same problems."

National Executive member and AlSCO Petone delegate Sally Mulitalo also attended the seminar.

A Northern Region seminar for laundry delegates is being held in the Auckland office on Tuesday/Wednesday, 1-2 June.



# OVERWHELMING VOTE FOR DHB WAGES DEAL

SFWU members employed by District Health Boards have voted by an amazing 98.45% to ratify a new collective agreement that has broken the Government-imposed wage freeze.

The new collective agreements for union members employed as dental assistants, orderlies, security workers, food service workers, cleaners and DHB-employed home support workers include a 2% wage increase from 1 April 2010 and added protection for members during any hospital restructuring or contracting out.

The wages offer came about after members voted to join up in a bargaining unit with Nurses Organisation and PSA members and negotiate a National Terms of Settlement that would apply consistently to 43,000 of the 50,000 workers employed in the public health system.

National Secretary John Ryall said that this national multi-union approach to combined bargaining was last done 20 years ago when the large health sector unions were facing similar challenges around health sector restructuring.

National Negotiating Team member and Taupo Hospital orderly Wayne Place said that after eight months of SFWU negotiations and still no wages offer, members were supportive of a strategy to get in behind a bigger grouping.

"I think the 98% ratification vote shows that not only were members happy with the settlement but they felt good about the solidarity that was shown by our NZNO and PSA workmates."

## SPOTLESS SETTLES AS WELL!

Spotless is also supporting the national wages deal with an offer to members that is almost a replica of what was settled with the District Health Boards.

National Secretary John Ryall paid tribute to Spotless for its very quick agreement on the 2% pay increase following the DHB ratification.

"While we had major problems with Spotless in 2008, those days have hopefully passed and a new management team are keen to work with the union in public health."

While the Spotless collective employment agreement is out to ratification, there will be meetings with our other members employed by Compass, OCS and ISS to consider strike action if they do not also agree to the same deal.

These meetings were taking place as *Our Voice* went to print.



"It shows that the size of the workforce you have behind you is important. While I hear some orderlies say that they would do better by themselves, it is nonsense. The world has changed and we need to change with it," said Wayne.

The new collective agreement is for a short period, expiring in December this year.

Northern Region Secretary Jill Ovens said that our public hospital members need to build on this win through maintaining and building up their worksite organisation.

"We will be back into bargaining in November so we need to continue the good work we have done with the other major health sector unions to prepare for the next round."

## NORTHERN REGION ATTENDANTS AND ORDERLIES NETWORK ESTABLISHED

We have established an SFWU network for hospital attendants, orderlies and porters.

The network connects members in hospitals throughout the Northern Region to enable communication and input about decisions and issues that affect these workers.

If you want to be part of this network, contact Northern Regional Vice President Wayne Place, who is an attendant at Taupo Hospital. Email him at [wayne.place@lakesdhb.govt.nz](mailto:wayne.place@lakesdhb.govt.nz) or contact Len Richards, lead organiser, at [len.richards@sfwu.org.nz](mailto:len.richards@sfwu.org.nz) or text 027 204 6338.

## SKY CITY CLEANING SUPERVISION CONTRACTED OUT

Sky City Auckland has contracted out supervision of cleaning services, but the company is keeping the cleaners in-house.

The decision to outsource management of services while keeping the workers in-house is becoming increasingly popular in Britain, but it is unusual in New Zealand.

Sky City brought in ISS to review the equipment and products used by cleaning services, cleaning methods and training. ISS also did the review of the management of cleaning services.

Last year Sky City restructured cleaning services. Sky City cleaning delegate Mareta Pili (pictured) says several of our members took redundancy and many were forced into part-time work.

"I think what happened to cleaning services was very unfair because they lost some very good workers, and things don't seem to be the same as they were before," Mareta says.

Sky City has also been reviewing parking services. The company wants to implement a new flat structure which will cost two jobs and force all current staff to apply for their own jobs.



Sky City argues the company needs fewer staff because it is installing new carpark machines. The plan is to improve customer service and save money.

But Mahendra Sukhdeo, a former Fijian trade unionist who now works as a Parking Services Supervisor, questions how customer service can be improved by cutting staff.

"It is not too late for management to redraw the plan so that it is fair for staff and Sky City's operation," Mahendra says.

The proposal, if it goes through in its present form, will result in redundancy of experienced staff and will create chaos in reporting lines, he says.

"Hiding behind the plea for technological change, it is deliberately designed to disestablish salaried staff and reduce staff costs while keeping management salaries intact. This is unfair and iniquitous."

Our Union is challenging the restructuring process, in particular making staff apply for their jobs. We also want to make sure that no SFWU member loses pay as a result of the new structure.

Sky City reported a 30% jump in first-half year profit in February. Parking Services makes the biggest profit for the casino.

## TAB BET ON PAY RISE PAYS OFF

More than 250 Phonebet workers at the TAB call centres picked up a pay rise this Autumn - nearly a year after their last agreement expired.

The negotiations began in 2009 with the boss announcing there was a wage freeze in place for all staff. Working together, delegates and members in the three centres in Auckland, Wellington and Christchurch campaigned for months to persuade the employer of the error of their ways.

Phone operator and delegate Lil Webb says TAB workers believed they were entitled to an increase of at least the increased cost of living.

The rise lifts the rate to \$17 an hour, making them among the highest paid call centre workers in the country. Those rates, plus time and a half for all work after midnight, contrasts with most call centre operators who are not unionised, and typically earn \$13 to \$14 an hour.

While some might see the rates as impressive, SFWU advocate Alastair Duncan says phonebet workers are highly skilled and the rate is well below the average hourly wage (closer to \$19).

For an organisation that pays out millions to the punters, TAB took a lot of persuading to hand over the money.

One of the factors that helped deliver the deal was a willingness by the union bargaining team to consider changes to the long established pattern of shifts that saw staff divided into two categories – one with guaranteed hours and the other with less job security.

Lil says it was a tough call. "On the one hand, those without guaranteed hours stood to gain, but there was real concern that this should not be at the expense of their workmates."

Though initially resisting union moves to provide guaranteed protections for current shift holders, management eventually agreed and the deal was signed.

But just like any close race, there were concerns as soon as the deal was done. Lil says that within hours of the agreement being settled, staff were being offered new rosters that were way outside their previous patterns.

While the TAB has agreed to attend mediation on the matter, the negotiations took so long, delegates are now scheduled to get back around the table this Winter.

Alastair says if the problem isn't settled at mediation, the odds are 100 to one that the issue will be front and centre of this year's bargaining - along with a demand for another pay rise.

# EMPLOYMENT LAW UPDATE

**“Laws are like sausages, it’s better not to see them being made” – Otto von Bismarck, German Chancellor.**

There are several employment law bills which are before (or have just been before) Parliament.

A bill is what a law is called before it gets voted on by Members of Parliament (MPs).

There is a process before a bill becomes law.

First of all, someone has to propose the bill, and this is usually Government itself or an individual MP.

Once a bill is drafted, it goes to the “first reading”. This term dates back to when bills used to be read out before the House of Commons in Great Britain. At the first reading, MPs debate the bill and vote on whether or not it should go to a “select committee”.

A select committee is a committee of MPs that listens to public submissions on the law before making a report to Parliament. Sometimes the select committee recommends changes to the bill.

Members of the public have the right to make a submission to the select committee.

While our union makes submissions on lots of bills, and particularly ones that affect employment law, we also encourage our members to get involved and have their say. After all, we live in a democracy and it’s important that you stand up and be counted.

After the select committee makes its report, there is the “second reading”, which includes any changes to the bill. At this point, the committee of the whole House debates the bill, which means that all MPs can have their say on the bill.

After this, there is the “third reading” and MPs make a final vote on the bill. If they vote in favour of the bill it still doesn’t become law until it receives the “Royal assent”, which means that the Queen’s representative, the Governor-General in New Zealand, must sign the bill before it becomes law.

Technically, the Governor-General could refuse to sign the bill and it would never become law, so the Queen could override New Zealand Parliament.

However, this has never happened in New Zealand and the last time it happened in Great Britain was in 1707-08 when Queen Anne refused her Assent to a Bill for settling the militia in Scotland.

It’s important for workers to know about the employment law bills below because they affect your work rights:

## **Employment Relations (Workers’ Secret Ballots for Strikes) Amendment Bill**

This is a bill from Tau Henare, a National Party MP, which will make it compulsory for unions to hold secret votes of their members before a strike.

This sounds like a good idea and our union usually holds a secret ballot before we go on strike, but we are concerned about the real motivation behind this bill, which we think is to make it harder for workers to strike.

If this bill becomes law, it will make it a lot harder for workers to have lightning strikes. Seeing people vote openly also builds solidarity.

Employers will also try to question ballots to stop strikes from going ahead by getting special legal orders called injunctions, which are temporary orders stopping a strike or other action from going ahead.

We will be opposing this bill and asking for any secret votes to be held in accordance with union rules.

Other bills which have recently been discussed in Parliament include:

## **Employment Relations (Statutory Minimum Redundancy Entitlements Bill)**

Darien Fenton, a Labour Party MP, had a bill before Parliament which would have introduced redundancy compensation for every worker made redundant.

Currently, employers don’t have to pay redundancy compensation unless they’ve agreed to do so, either as part of an employment agreement or otherwise. This bill would have changed the law so that employers had to pay redundancy compensation.

We thought this was a good thing, especially during a recession when lots of people are losing their jobs. The SFWU National Executive went to Parliament and supported the Bill, and sang a waiata from the gallery. Unfortunately the National Party and ACT Party voted against it and they hold a majority in Parliament, so the vote was lost.

## **Minimum Wage (Mitigation of Youth Unemployment) Bill**

Roger Douglas from the ACT Party had a bill before Parliament to bring back the minimum wage for young people. This bill will not become law because even the National Party voted against it. The union would not have supported this bill because we don’t think it is fair that young people should be paid less for doing exactly the same job as people aged over 18 if they can do it just as well.



Protecting out most vulnerable New Zealanders and their families is at the heart of a campaign to crackdown on Loan Sharks, being run by Carol Beaumont, Labour's Spokesperson for Consumer Affairs

"Times have never been better for loan sharks," says Carol.

"Unemployment is at record levels and more families are struggling to make ends meet. For most, the economic recovery has yet to find its way to their pockets. The reality for many Kiwis is that losing a job, coupled to rising food costs, can often leave a loan shark as the only alternative."

These loan sharks lend out money at obscene rates, without checking to see whether the borrower will be able to meet the repayment requirements. Increasing numbers of people are pawning items like bikes and children's toys to borrow funds to be able to pay the bills.

"This is unacceptable behaviour. It is time for action", says Carol.



# STOP LOAN SHARKS

WHAKAMUTU NGA MANGO PUTEA TAREWA  
TAOFI NONOAGA TUPE TULUI MAUALUGA  
SHARK ROOPI UDHAAR DAATAON KO ROKO  
放高利贷者，住手  
TAOFI E U KAUTAHA NO, HE OKU NAU  
TUUMALIE I HO'O FAINGATA'A'IA

"The first step in my campaign to crackdown on these money lenders is to introduce my private members bill, the Credit Reform (Responsible Lending) Bill."

This bill prevents lenders (loan sharks) from charging excessive interest rates and will ensure that they are more responsible when lending money.

To find out more or share your own story about loan sharks with Carol, visit [www.stoploansharks.co.nz](http://www.stoploansharks.co.nz)

## SEARCH AND SURVEILLANCE BILL

Critics of the new Search and Surveillance Bill are warning of a massive increase in state powers to spy on New Zealanders, and say the proposed law changes need to be stopped.

The bill gives more state agencies the power to tap into personal conversations, hack into computers and install hidden cameras.

Instead of just the police and the intelligence agencies having these rights, all sorts of other agencies like Inland Revenue, the Reserve Bank, the Ministry of Agriculture and Fisheries, and even the Pork Industry Board would have new rights of surveillance.

Last year the National Distribution Union reported in the NDU Express that a police informant had been caught prying into the NDU and other unions' affairs (including the SFWU) for over 10 years.

Community groups including unions and environmentalists have criticised the bill, but it's not just campaigners who are concerned.

The Law Society and the Chief Justice have also spoken out against it, and corporate lawyers Chapman Tripp have called it "an extraordinarily wide proposal, of unprecedented invasiveness."



Protesters took to the streets of Auckland and Wellington on 24 April to oppose the Search and Surveillance Bill.  
Photo: Indymedia

The Human Rights Commission want changes to the Bill, saying that search and surveillance rules are among the State's most powerful and are open to abuse if sufficient human rights safeguards are not put in place.

For more info see: [www.october15thsolidarity.info/surveillance](http://www.october15thsolidarity.info/surveillance)

# UK VISITOR WARNS ABOUT PRIVATISATION

A visiting UK expert on privatisation has warned that international investors are looking to New Zealand to make big money out of state assets.

Dexter Whitfield, who has just released a book called *Global Auction of Public Assets*, was in New Zealand last month as a guest of our union.

He warned meetings of unionists and Labour/Green politicians that the latest version of privatisation goes under the name of “public/private partnership” or “strategic service-delivery partnership” but it still means the same thing – private investors getting rich from the public purse.

New Zealand’s public infrastructure is our water and electricity provision; road, rail, air and sea transport; hospitals and schools; facilities for sports, leisure and cultural activities; communications networks; police stations, courts and prisons; council and parliament buildings.

These facilities and services are crucial for the well-being and proper functioning of a civilised society and in the past they have mainly been provided by the state.

However, since the 1980s, public infrastructure in many countries has been privatised and a global infrastructure market has emerged that allows huge private trans-national companies like Macquarie Bank and Goldman Sachs to make massive profits.

With public/private partnerships finance companies, private equity companies and pension funds design, build and operate projects like roads and hospitals and then expect a very healthy return on these investments.

Dexter Whitfield says the excuse governments make is that the private sector can do things more efficiently and cheaper than the Government. But when you add in the profit margin it is clear that money that could be spent on hospitals and schools is instead going to line the pockets of the super-rich.

It’s not even true that the private sector builds projects on time and in budget. Dexter’s research shows their record is no better than the public sector. And when private sector projects fail, the public sector has to pick up the tab. He has identified \$US500 billion worth of PPP failures internationally.

Helen Clark’s Labour Government had to buy back Air New Zealand and Tranz Rail because the private sector operators were going broke and we could not allow our national air and rail transport infrastructure to collapse.



Prison Officers protest on May Day in Auckland

The National Government is going to use a PPP model to build the new men’s prison in South Auckland. It is talking about doing the same for school buildings even before next year’s election.

Dexter talked about the crazy situation in the UK, where a school built and operated under a PPP closed down because no one would go to it, and yet the 35-year contract still has to be paid out to the private investor.

He pointed out that tax-cutting, low-spending governments can never properly fund infrastructure development. Those promoting PPPs manipulate the figures to make the private option look better and cheaper.

According to Dexter PPPs are funded “by raising money against the security of future income streams from service users, who are saddled with ever-increasing tolls and charges”.

“The illusion is created that the financing is privately provided when it is only a loan against future spending from taxes and service charges,” said Dexter.

Dexter has warned that New Zealand is already heading down the track of setting up private organisations to invest in public infrastructure and to create a market in the buying and selling of public infrastructure loans and shares, in which schools and hospitals could be sold like commodities to infrastructure and private equity funds.

Infratil is one such company that operates here in New Zealand. It owns the majority of the public-transport bus services in Auckland and Wellington and also owns Wellington Airport. An associated company, Morrison and Co, has set up a \$500 million Public Infrastructure Partnership and has encouraged the NZ Superannuation Fund to invest \$100 million of our money.

The Act-National super-city plans for Auckland will open up the Port of Auckland, Auckland Airport and probably Auckland's water and waste-water services to private investment and ownership.

Dexter argues that vital public needs should be provided for transparently and democratically. There is a public sector alternative to private-profit-making methods of infrastructure development. Public provision needs to be publicly planned, designed, built, financed and operated.

Our union should insist that a public or in-house option is put up whenever a contract comes up for renewal in the public sector, for example for cleaning services in a school or hospital.

He urges unions and other civil and community organisations to mobilise the widespread opposition to PPPs and privatisation.

Dexter works for a non-profit organisation that contracts its services to trade unions and community groups who are fighting against the PPP form of privatisation of public infrastructure. Its website has more information at: [www.european-services-strategy.org.uk/outsourcing-library](http://www.european-services-strategy.org.uk/outsourcing-library)

## OUR COMMUNITY AND OUR ENVIRONMENT

# SFWU SAYS NO TO MINING PROPOSALS

SFWU members and staff joined an estimated 40,000 marchers in Auckland on May Day to protest the National Government's plan to open protected conservation land for mining.

Carrying union flags and a banner saying "People before profit", the SFWU led chants of "they say mine; we say ours", while up the front of the huge march, actors Robyn Malcolm and Lucy Lawless led the march up Queen St.

Alsco member Paul Coe says it felt good to see so many people coming out to show John Key how much we value our conservation land.

"I was really delighted to see so many people there. I knew it was an important issue that lots of people cared about, and I was expecting to see quite a few people, but I was still surprised at the numbers."

"I guess it reflects the strength of feeling over this issue, and I hope the Government pays attention!" Paul says.

Paul was pleased to see the Labour Party getting behind the cause.

Hundreds of Labour people were carrying placards and Phil Goff led a team of Labour MPs and SFWU members Darien Fenton, Carmel Sepuloni, Phil Twyford, Jacinda Adern and Carol Beaumont on the march.

National's Minister of Energy Gerry Brownlee plans to change Schedule 4 of the Crown Minerals Act which the former Labour Government had put in place to protect high value conservation land from mining.



SFWU members and staff marching against mining our conservation land.

The changes would mean more than 7000 acres in Paparoa National Park, Great Barrier Island and Coromandel would be opened up for mining. The Government claims the value of the underground resources could be as much as \$140 billion.

But SFWU tourism and hospitality sector secretary Jill Ovens says the decision would damage New Zealand's "clean, green image" and could end up costing the economy more than we would benefit.

"Tourists come to New Zealand to visit our national parks, and who is going to come all this way if parts of these are fenced off for mines?" Jill says.

She says the Government wants to sell off these assets to private interests and 98% of the profits would go overseas.



# REFORMING TAX: HOW TO PLUCK A GOOSE WITHOUT TOO MUCH HISSING

Marina Kokanovic, SFWU Financial Controller

Tax has been in the news lately and it's going to be a feature of the budget announcement this month. GST looks set to rise and personal tax rates are likely to be cut. Is it good for you? Will the country prosper?

A Tax Working Group, made up of 19 tax experts (only one woman) recently said that the current tax system was not working and should be reformed if New Zealand was to grow and be productive. A good tax system should ultimately improve the living standards of New Zealanders and grow the economy.

The media, the Government, farmers and business groups all sang in unison that the country's tax system was "broken" and it needed an urgent overhaul. We are told that cutting tax rates will improve the standard of living for everybody and reducing company income tax rates will create jobs and higher wages.

Cutting the top tax rate does not lead to economic growth and the best example for that was the recession during the Lange/Douglas Labour Government.

Between 1987 and 1991 the top tax rate was cut from 66% to 33% and over that time unemployment increased by 170% from around 70,000 to nearly 190,000. According to NZ Herald reporter Simon Collins, the average family income in constant dollars in 2001 was the same as in 1981.

Advocates of tax cuts claim that the benefit of tax cuts is job creation. But history shows the opposite effect. The lowest unemployment rate was during the Helen Clark's Labour Government when the top personal tax rate was increased to 39%.

GST is probably going up in the May budget from 12.5% to 15% - that means an increase on all goods and services, like food and doctor's visits. This will mean price increases of 2.5%, commentators say.

Judging from past experience this attempt to stimulate economic growth will fail.

The effect of the GST increase in 1989 from 10% to 12.5% was to delay economic recovery resulting in a one-off inflationary increase of 2.3% and push the economy back into recession the following year.

All tax reform has winners and losers. Advocates of tax reform tend to be the winners, but some people will be worse off - mostly working class, people, superannuants and beneficiaries - and these people should be compensated for their "windfall losses".

The Tax Working Group came up with nine tax reform scenarios. These scenarios involve a mix of alignment of the top personal, trust and company tax rate with an increase to the GST rate and extension of capital income taxation.

We have analysed these scenarios and we will compare Scenario 1A and Scenario 1B (see *opposite page*) with the current tax system to illustrate the likely implications of these scenarios on some different groups – unemployed people or people on sickness benefit, NZ Superannuants, minimum wage earners, average male earners, average female earners and a high earner.

All proposed tax cuts in personal tax income tax rates will be paid by an increase in GST to 15% and include adjustment to NZ Superannuation/benefits/Working For Family to compensate for the GST increase.

The current personal tax system has four rates: 12.5% up to \$14,000, 21% from \$14,001 to \$48,000, 33 per cent from \$38,001 to \$70,000, and 38% above \$70,001 a year.

Scenario 1A (see *opposite page*) includes aligning the top personal and trust rates with the company rate at 30% and it has just three rates: 12.5% up to \$14,000, 21% from \$14,001 to \$48,000 and 30% above \$48,001.

The winners in Scenario 1A are high-income earners and male average earners.

The high-income earners will get an increase in net income of \$15,060 per year or 9.1% more. The male average earner will get just \$204.79 per year more or only a 0.5% increase, which would be offset by a GST increase.

The fiscal cost of this scenario is -\$1.6 billion which the Government will need to finance from the GST rate increase (+2.8 billion) or extension of capital income taxation (revenue of +4.5 billion).

Scenario 1B (see *opposite page*) includes aligning top personal and trust rates with the company rate at 30%, a reduction of the bottom rates of personal income by 2%. This Scenario has three rates: 10.5% up to \$14,000, 19% from \$14,001 to \$48,000 and 30% above \$48,001.

The losers from Scenario 1B are all low-income earners, including all beneficiaries, NZ Superannuants and wage earners with gross income lower than \$45,000. However, they will have an increase in net income of between 2.32% for unemployed people to 2.45% for the average female earner. However, taking into consideration an average price increase of 2.5%, because of the GST increase, they will be worse off.

It is a fact that the GST increase will affect vulnerable groups more than those on higher incomes.

Therefore, if the Government increases the GST rate in the near future, they will need to compensate those on lower incomes and benefits.

For example, a single income earner, (a cleaner on the current income of \$27,664 per year) will be better off by \$553 a year or \$10.64 weekly, only if the GST rate does not increase.

However, if the GST rate goes to 15%, our cleaner will be worse off because even with more money, he/she will be able to buy less food and other goods for that amount.

Calculations based on the Tax Working Group scenarios showed the high income earners as the winners, the male average earner coming out even and the low paid workers, unemployed and average female earners being worse off.

In one of the scenarios the high earners net income increased 9.7% or almost \$16,020 per year, which is equal to an unemployment benefit for the whole year. It is a fact that the GST increase will affect low-paid workers and vulnerable groups more than any other.

Jean Baptiste Colbert, the French Economist and Minister of Finance under King Louis XIV of France in 17th century, said, "The art of taxation consists in so plucking the goose as to obtain the largest possible amount of feathers with the smallest possible amount of hissing." The target is not the fat goose that hisses and protects its interests of income and capital.

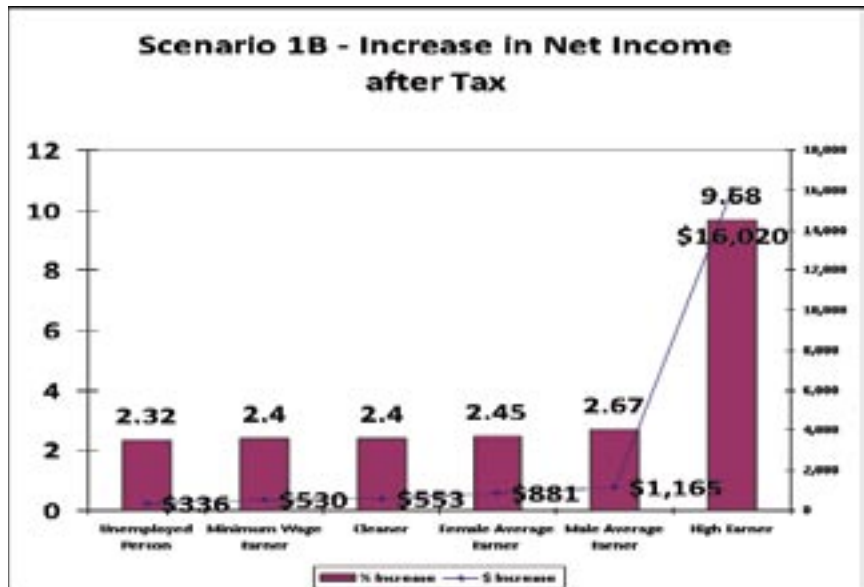
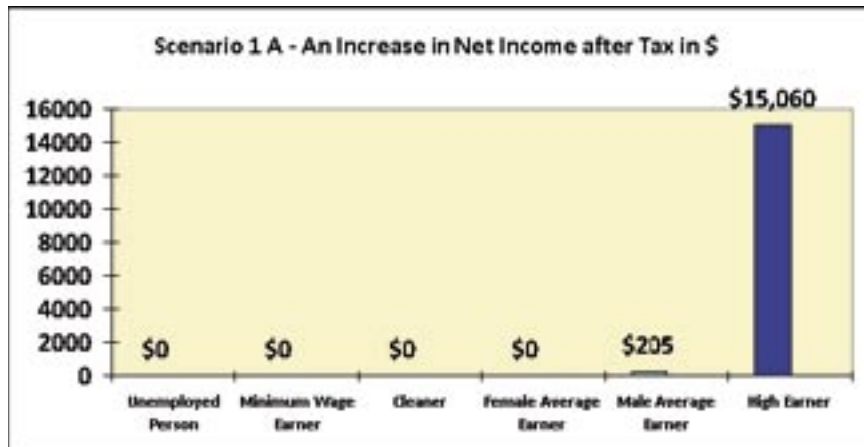
The Government will not touch high earners and close tax loopholes in relation to property and trusts and it will not gather revenue through capital gains tax or land tax.

The Treasury and the Inland Revenue Department have estimated that an additional \$4.5 billion could be raised from a comprehensive capital gains tax with exclusion for the family home or owner-occupied housing.

Instead, the Prime Minister has signalled cuts to personal income tax rates, an increase in GST and some meagre compensation for those on low incomes.

As a result, revenue will increase by just \$200 million. That means less money for public services, such as health, education and public transport.

The effect of this tax reform is likely to be more cuts in public services and social benefits and more unemployment. It is likely we will find ourselves back in recession.



*A cleaner on the current income of \$27,664 per year) will be better off by \$553 a year or \$10.64 weekly, only if the GST rate does not increase.*



## Si'i Lima Mo Aoaoga

### Fa'atulagaina ole Malamalama o Tamaiti

### E le manaomia sea fuafuaga aua e faailoga tagata i fanau

Faimai le mau ale malo ole faatulagaina o Malamalama e faasafua ai Aoga uma ole atunu'u ole a fesoasoani tele ile a'oa'oga ole poto i alo ma fanau Maui ma Pasefika, Aemaise lava tamaiti olo'o mo'omia le lagolago malosi mai o faiaoga e fa'alelei atili ai le latou a'oa'oga.

O nei mau e matua sese lava. Ole atugaluga o matua, o tagata su'esu'e ile faafoeiga o lesona, o pule aoga faapea ma faiaoga o nei fuafuaga e le'i muamua fai iai se faataitaiga pe olea fo'i lona taunu'uga e aliali mai ai ae le'i faatulaga ile atunuu atoa.

**E le o mo'omia sea Tulaga:** O aoga uma lava lea e fa'atino polokalame ese'ese e saili ai tamaiti e fai sina vaivai ma tuai le latou maua o mataupu olo'o faapupula atu e le faiaoga ile vasega.

**E matua sese lava:** O nu'u ese'ese ole lalolagi olo'o fa'afaiile ai nei ituaiga polokalame ua matua maoa'e fa'afitauli ua alia'e mai ai. E le gata ua aumai ripoti(data) e le fa'avavae, ae ua tele tamaiti ua afaina ile faatulaga sese o latou ile poto po'o le agava'a, e leai se fa'avavae maumaututu e faatusatusa ai le fa'afuena o nei mataupu i aoga taitoatasi, toe e leai se avanoa e fetufaa'i ai ma fesuai ni vaega e le talafeagai.

E le'i lava fo'i le mala papala lea na tula'i mai ile NCEA ina ua fa'atotope le faatinoga? O lea lava e o'o mai nei lava o tau kamuta lena faafitauli!

**Fa'aseseina:** Ole faasalalauina o nei fa'atulagaina o Aoga i Niusipepa, letio ma t.v e ono afaina tele ai nisi aoga olo'o sologa lelei lava o latou tamaiti aoga ae, taluai le faatulagaina i fa'avasegaina ele ofisa o Aoga ua atili ai lava ona afaina nai aoga i pitonu'u lima vaivai ae ave lava le fa'amuumua i pitonu'u ole aumaumea.

O lea le mea ua matua faapopoleina ai, Au polofesa I aoaoga, Pule Aoga, Faiaoga ma le tele o matua ile faatulagina o aoaoga ile atunu'u atoa?

### E le'i iai se fa'ataitaiga muamua:

Ua matuai tinou lava le malo e fa'atupelau le faatinoina o lenei polokalame aunoa mase su'esu'ega po'o sailiili mae'a pe mata e talafeagai pe leai. Ua matua alia'e mai lava o ia ituaiga a polokalame i atunu'u sa fai ai e fa'alemauina ma ua fa'amutu ona lea tulaga. O Niu Sila lava ia olo'o sologa lelei lava ona a'oga ma a fa'atusatusa ma isi atunu'u ole lalolagi o lea lava e iai tamaiti Niu Sila ile laina i luma ole lagi.



# Have your say...

Finance Sector union Finsec is currently running a campaign called Better Banks to get greater control by New Zealanders over our banking system. *Our Voice* asked these SFWU members:

## How do you think banks could change to treat working people more fairly?



**Munish Pathak is a security officer working for First Security at Auckland Hospital.**

"Banks could change in a number of ways to treat working people more fairly.

Firstly, by minimising or erasing fees attached to bank accounts i.e. standard cheque account and credit cards.

Secondly, by lowering interest rates on loans and making them more accessible for lower wage earners, to prevent those on lesser wages falling victim to the so called 'loan sharks' who charge excessive amounts of interest unknowingly."



**Margaret Tansley is a delegate at Willard Rest Home in Palmerston North.**

"Banks should be more personal. They should know what their customers need.

They should inform them about interest rates, bank fees, which rate best suits them fixed rate or floating rate, and should be regularly monitoring the long term effect of a loan if circumstances change, and find ways to help these customers when needed.

If you are unhappy with the service your bank is providing, I think you should change banks. There are other services like PSIS, which are owned by their customers. We need to take control!"



**Kara Sepuloni is a cleaner and delegate at Middlemore Hospital in Auckland.**

"I think the banks charge too much. They should reduce the interest rates they charge us and lower their fees or maybe charge none at all!"



**Tony Smith is a community support worker at IDEA Services in Lower Hutt**

"I think most banks are not user friendly.

I like Kiwibank because it goes out of its way to help its customers and is Kiwi owned."

## WANT TO HAVE YOUR SAY OR HAVE A STORY FOR OUR VOICE?

*Our Voice* is a magazine for union members, and your stories and photos are always welcome.

If you have something to share, contact your nearest union office or contact *Our Voice* directly:

- Post: Private Bag 68914, Newton, Auckland 1145
- Phone: 0800 UNION1 (0800 864 661)
- Email: [ourvoice@sfwu.org.nz](mailto:ourvoice@sfwu.org.nz)
- Web: [www.sfwu.org.nz](http://www.sfwu.org.nz)

*Our Voice* comes out four times a year, so stories need to be fairly recent, and may be edited for publication.

# NZ ON FRONT-LINE OF UNION KRAFT STRATEGY

Union members at the Cadbury's chocolate factory in Dunedin are in the front line of an international bargaining strategy with the giant Kraft Corporation.

The North American Kraft recently gobbled up the UK-based Cadbury for a massive \$NZ30 billion, most of it borrowed from the banks.

Kraft didn't get off to a very good start with the unions by closing the Cadbury plant in Somervale, England, at the same time as they were assuring national officials of the UK union Unite that there was no intention of doing so.

Such was the uproar about the Cadbury takeover that a UK parliamentary inquiry was held into the activities of Kraft – an inquiry that Kraft CEO Irene Rosenfeld refused to attend.



The International Union of Foodworkers (IUF) has been involved in several attempts to start a dialogue with Kraft around the \$NZ900 million in savings that Kraft has promised to ring out of the system to pay for the takeover.

Kraft has rebuffed these moves saying that those employees who are concerned should "follow the established communication channels".

SFWU Assistant National Secretary Neville Donaldson said our union had also approached Kraft management asking them to start a dialogue with the IUF as we wanted to gain access to the global decision makers not just those that carried out these decisions locally.

"We are aware, through the IUF, of increased pressure by major Kraft shareholders for a faster return on their investment and the ratcheting up of pressure on Kraft management for greater cost savings and job cuts."

The beginnings of a global union approach to Kraft are shown by the SFWU presenting similar claims for the renewal of the Dunedin plant collective agreement as are being presented by the Unite union in the UK.

Neville said that the key claims of the two unions are for a substantial pay increase and for job security guarantees.

"We are aware of the billions made by investors out of the takeover and the hundreds of millions that were made by a literal army of advisors and lawyers."

"Our joint membership have received no rewards, but only uncertainty about their future."

The Dunedin members were in bargaining when *Our Voice* went to print, but they had already tabled their arguments for a 7% pay increase and a guarantee of no redundancies for the 12 month term of the collective agreement.

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## OYSTER OPENERS RECEIVE 13% PAYRISE!

The Bluff oyster season had a good start with the renewal of the Barnes oyster openers' agreement.

Openers received a 13% increase with hourly rate workers receiving an increase of approximately 12%

Barnes oysters are the single biggest oyster opening wholesaling plant in southland and its workers have always been union members.

A lot of the credit for this settlement has to go to the delegate Albie Hibbs who took over bargaining in the absence of the local SFWU organiser Barbara Anderson.



All early indications are that oyster numbers are high and condition good so a productive season will hopefully prevail. We just need the weather to behave.

Unfortunately oyster connoisseurs will not be happy with this deal as it will push up the price on what is already a delicacy that few can afford.

However bear in mind that of the twenty odd dollars you pay per dozen the opener only gets seventy cents!

# GRIFFIN'S SETTLEMENT RATIFIED

Members of the SFWU, EPMU and NDU voted to ratify a settlement that we hope will ensure the future of the Griffin's Papakura plant. Of the 242 members who voted, 77% voted yes.

Leading SFWU delegate Mary Dunn-Gibb told members after the last vote was counted that she was proud of how far the negotiating team had come during the negotiations after 33 days of face-to-face negotiations.



Delegate Mary Dunn-Gibb looks at the Terms of Settlement with SFWU organiser Dave Hereora.

We went to the Employment Relations Authority, arguing that they were not casuals and we won redundancy payouts for them. Subsequently 30 of the on-call casuals were rehired as permanent workers.

The Unions got the proposed redundancies of permanent workers off the table during the negotiations, and we have

Griffin's announced last October that they had been looking at relocating their operation to China in what they called "Project Dragon". In a presentation to all workers, they said they could easily pack up the new automated equipment and ship it overseas.

Griffin's is owned by PEP, an Australian equity company. Equity companies are in it for the investment. They bank on increasing a company's value, then selling it off to make a quick profit. They don't care whether they are producing biscuits or selling books. If they can't increase efficiency to improve the value, they'll close the plant. They did just that in Lower Hutt last year.

The company wanted to lay off around 180 current workers at Papakura, including 110 "on-call casuals" who were not eligible for redundancy under the current CEA.

strengthened the redundancy provisions in case the subject of "restructuring" comes up again.

The key changes are first, the introduction of a new skills-based pay structure, linked to portable qualifications through NZQA. The rates begin at \$14.75 for new workers and increase to \$25.

Secondly, new roster patterns will be used to cope with extra production volume. The standard roster shift, based on the 8-hour day, Monday to Friday, will continue for current production with no changes to the current overtime provisions.

The pay increase is 3% from 1 November 2009, 3% from 1 November 2010 and 2% from 1 November 2011, with the expiry 6 months later to June 2012.

## SFWU SEEKS REVIEW OF FISHING INDUSTRY

The SFWU along with a number of political and other lobby groups are gathering signatures on the SFWU petition calling for a review on the fishing industry.

There are a number of issues in the fishing industry which have been frustrating a lot of organizations and workers for some time now.

Firstly, the use of Joint venture boats crewed by foreign workers being employed at the expense of New Zealand companies and crews.

Secondly, the refusal to coordinate the sales and marketing of the product to ensure top prices, and in fact the willingness to sell product cheaper on the international market and undercut other New Zealand companies.



Thirdly, the exporting of jobs through processing in China of fish harvested in the New Zealand exclusive economic zone

There is also the issue of unsustainable fishing practices and the destruction of the sea bed.

The petition being circulated by the SFWU calls on Parliament to review the fishing industry and to look at steps to counter bad practice or to regulate the industry to

maximise the returns for New Zealand in relation to income and employment creation and / or job security.

The petition also seeks to regulate the use of Joint venture fishing and the use of foreign crew .

If you are willing to help get signatures on our petition then please ring **Member Support on 0800 UNION1 (0800 864 661)** and ask them to send you some petitions.



# FROM THEIR ISLAND TO OURS - NEWS FROM AMWU



Anne Urquhart, State Secretary for Tasmania, AMWU

Comrades in New Zealand, over the last 12-18 months we have more in common than ever before, with two of our food and confectionery companies having announced significant changes that impact on our State and your country.

Firstly, Cadbury announced the closure of the Assortments line, due to the restructure into Centres of Excellence and the movement of this to the Dunedin plant. This meant that approximately 160 jobs were made redundant at the Claremont site, a suburb of our capital Hobart.

All 160 redundancies have been through a voluntary process, due to the Enterprise Agreement we have on the site which allows volunteers to seek and be given redundancy before anyone is forced. The redundancy agreement also pays 4 weeks for every year of service, and some AMWU members, who had completed around 30-40+ years service were able to retire with a handy nest egg.

The restructure has not been without its dramas. The machines are not running as smoothly as management predicted, and as a result the factory has now moved to a seven day operation to ensure enough product is made.

The takeover by Kraft earlier this year had led to some insecurities by members, but there has not been any noticeable change on site at this time.

Around 100 long term temporary workers have recently been made permanent, mainly due to changes around the definition of a temporary worker that we achieved in the last Enterprise Agreement.

Meanwhile, McCain announced in November 2009 the closure of the vegetable processing plant at Smithton, a small regional town on the far North West coast of Tasmania. On the same site there is also a French fry plant. The company are relocating their vegetable processing to New Zealand.

This was devastating news for the workers, and the whole community of Smithton and the broader North Coast of Tasmania. McCain is a significant employer within Smithton, employing over 250 people directly in the operation, with over 100 of them being made redundant as a result of the closure. There are also about 100 growers who will be affected by the closure, not to mention the transport etc.

The State Government moved quickly and set up a task force (AMWU was a participant) and provided opportunities to the region to attract new businesses and create employment.

The AMWU have an Enterprise agreement with McCain which has a redundancy provision included. This pays 4 weeks for every year of service to those who have been compulsorily made redundant. There was also an opportunity for workers from the French fry plant to apply for voluntary redundancy.

Negotiations with McCain in relation to the process for the application of the redundancy agreement have been tedious and frustrating, but I'm pleased to say we have worked our way through this, although it has taken much longer than anticipated. The first group of workers is due to go soon.

The McCain Smithton site was fully unionised, with good wage rates and good conditions outlined in the EBA. My plea to my fellow comrades in New Zealand is get behind your union and support them to ensure the jobs of your comrades in McCain also bring with it good wages and conditions.

## MAY DAY MESSAGE FROM THE IUF

May Day, which began in the struggle of US workers for the 8-hour day, has been celebrated around the world since 1890 as International Labour Day.

Its force lies in its global character: it is the day when workers around the world announce their commitment to struggle together for common goals.

May Day has been repressed, banned and bloodied; it has been co-opted, appropriated as a symbolic ornament for dictators and authoritarian regimes at war with the labour movement, or turned into a harmless bank holiday.

Despite this, labour celebrates May Day with confidence, for we know that society rests on our energy, our eyes, hands, brains and backs.

It is the day when we insist that dignified work, health, food, housing, water, education and cultural expression are rights, not privileges, and we aim to have them.

It has never been a day when we timidly, humbly approach judges and jailers or conclaves of finance ministers to convince them that unions are good for business or to plead for a bit more dialogue, if you please.

It is a day when we say: your banks, buyouts and buybacks bring misery and mass unemployment; your trade deals and patent regimes destroy livelihoods and violate the right of all humanity to access food, water and medicine.

It is a day when we say, not only is a better world possible, but that we will accept no less.

May Day is the day when we celebrate our past, present and future by claiming our rights and our willingness to fight for them. Let us celebrate it loudly and proudly on May Day 2010.

# LSG WORKERS SEND SOLIDARITY WISHES

IUF affiliates UNITE-HERE (USA), the Teamsters (USA) and the NGG in Germany, together with the public services union Ver.di, are calling for international support for their members facing difficult negotiations at LSG SkyChefs and Gate Gourmet, the largest global airline catering companies.

The workers who prepare and deliver airline food have in recent years assisted the companies during difficult times by making sacrifices. In both companies, for example, workers in the US accepted wage and benefit cuts in 2005.

Now that the financial situation of both companies has improved, the workers feel they deserve a fair contract. They are demanding collective agreements that provide job security, fair wages and benefits, respect and dignity at work and safe working conditions.

The SFWU has more than 260 members working for LSG Sky Chefs in Auckland, Wellington and Christchurch.

Auckland LSG delegate Nigel Naidu says SFWU members definitely support our colleagues in their quest for better pay and conditions.



SFWU members working for LSG SkyChefs in Auckland send solidarity wishes to their international brothers and sisters

“Our CEA is expiring in November and maybe we might be needing a similar show of support as LSG is a very difficult employer.”

# GREEK WORKERS STAND UP AND FIGHT BACK

As *Our Voice* went to press, Greece was brought to a standstill as angry workers staged a General Strike over planned cutbacks in public services.

Greek government workers shut down schools and hospitals and disrupted flights, as demonstrators occupied the Acropolis in Athens in an escalation of protests against 30 billion Euros of additional wage cuts and tax increases unveiled by the Prime Minister.

“Protests will increase,” said Spyros Papaspyros, the head of the ADEDY union federation told Bloomberg News.

The ADEDY represents more than 500,000 civil servants who are having their pensions and pay slashed under measures announced on 2 May by Greek Prime Minister George Papandreou,

“Opting for the easy path of cutting wages and pensions can’t be accepted.” said Spyros Papaspyros.

Greek Prime Minister George Papandreou has said the austerity cuts involve “great sacrifices”, but has called on Greeks to endure these in return for an unprecedented 110 billion Euro bailout from the European Union and the International Monetary Fund.

The austerity measures, which union groups said were “savage”, include a second set of wage cuts for public workers,



Photo from libcom.org

a three-year freeze on pensions, and the second increase this year in sales taxes and the price of fuel, alcohol and tobacco.

Athens-based journalist Christos Michaelides told the BBC that anger would boil over if the planned measures fail to work.

“There is a big fear in the whole of society - a sense of injustice in most of the measures,” he said.

“There is a fear that things could get very, very ugly if people don’t feel that what they are doing now, in these austerity measures, is going to be worthwhile.”



# BUILDING A STRONG ACTIVE NATIONAL UNION

■ **WELCOME TO THE 2009-2010 ANNUAL REPORT, WHERE WE LOOK AT A SNAPSHOT OF SERVICE AND FOOD WORKERS UNION NGA RINGA TOTA (SFWU) MEMBERS' ACTIVITY AND PROGRESS DURING THE LAST 12 MONTHS.**

## ■ BECOMING MORE STRATEGIC

A National Government in power normally means that we nail down the hatches and fight to hang on to what we have got.

While protecting what we have got is important, in 2009 the SFWU did not allow the election of a National Government to divert us from our strategy of building a strong active national union that, with the support of our wider community, political and union alliances, is capable of winning improvements in the lives of our members, their families and their communities.

In 2009 we opposed a big list of the National Government actions such as reducing worker rights, cutting back on state funding, allowing mining in National Parks, forcing schools to test and rank all primary school pupils and rush through an Auckland Super City structure that will allow non-accountable, appointed commercial directors to make most of the decisions about Auckland services

However, we also continued to win wage increases for members, succeeded with some important legal victories and built up a stronger group of active, educated workplace delegates.

## ■ LEVERAGING OFF OUR SUCCESSES

Over half of the SFWU membership is employed in sectors that are reliant on Government funding to ensure a living wage. When the Government is determined to cap or reduce this funding a living wage is harder to achieve.

In 2007/08 we set a benchmark of a \$14.62/hour minimum wage for our members in public hospitals and on 1 July 2009 we spread that to our members employed by state and integrated primary and secondary schools.

Unfortunately, because about 25% of school cleaners are employed by private contractors, we had to battle school by school to secure these members the pay increase – a job that hasn't yet been completed.

While the fight to move cleaners in schools off the minimum wage was difficult, securing the \$14.62/hour rate for those working in commercial buildings, even if they were Government-owned or tenanted, presented even greater problems.

While the Union eventually settled a \$13.10/hour minimum deal with the cleaning contractors, the contractors have agreed to pass on any funding in higher pay rates from those building owners or tenants who agree to higher funding levels.

This lays down a clear challenge to the Union in 2010.



## ■ FIGHTING FOR A BETTER DEAL

The SFWU organised rallies throughout the country in November 2009 to highlight the impact of the freeze in state funding on low paid workers.

These rallies were attended by a number of unions but were dominated by SFWU members from public hospitals (trying to build on their MECA and minimum \$14.62/hour pay rate), from IHC, from schools and from some parts of the Aged Care sector.



Nearly all of SFWU Aged Care members secured 3-4% wage increases during 2009 and a significant organising success was achieved in a joint campaign with the New Zealand Nurses Organisation in Presbyterian Support Central and in achieving a national agreement combining the Little Sisters of the Poor aged care facilities in Auckland and Dunedin.

Following a long negotiating process our members in physical disability provider CCS not only achieved a pay increase, but extended their collective agreement from the bottom of the South Island up to Manawatu.

SFWU members employed by intellectual disability provider Hohepa Homes won their first collective employment agreement as did members in ISS-owned First Security. Members in the community houses around Waikato won their first multi-employer collective agreement (MECA).

Notable wage successes in the food sector were at the Sanford Auckland and Tauranga plants and at DB Timaru while the members at Sealord Nelson and Griffins in Wiri battled very aggressive employer offensives to force savage reductions in conditions.

## ■ ACTIVE ORGANISING

Our Union is an organising and campaigning union which attempts to activate all of our members to improve their working lives rather than just depending on the Union's paid employees to do it all for us.

Our power comes from our collective solidarity, but we can't grow more powerful if we are getting smaller.

Many of our delegates have experienced the difficulties of dealing with the boss when the union only represents a minority of the workforce.

An essential part of being an organising union is for every member to spread the word about unionism and recruit new members to our union and to other unions.

This needs to happen in all sectors of our union, not just in those in which we have an active campaign.

Despite the economic crisis and workers holding on to their current jobs, our members, delegates and organisers recruited 6023 new members to our Union – about 27% of our membership.

Unfortunately, the economic crisis brought with it some closures in the food sector and restructuring in the service sector. These factors meant a loss of 6463 members during 2009 and a total membership at year's end of 22,278. We need to recruit more than 8,000 workers in 2010 to really grow.

During 2009 we again gained members in the Health, Commercial Cleaning and Education Sectors (where we have been campaigning) but also continued our gains in the Community Services Sector, where our membership in IHC has now grown to over 3400. This has been helped by the greater unionisation of first-level managers and home support workers.

## ■ WIDENING OUR ACTIVIST BASE

We have been lucky in the last few years to have received enough funding from the Employment Related Education Fund to be able to allocate a full-time resource person nationally to coordinate our delegate education and training.

This has been supplemented during the last two years by the addition of a shared SFWU/NZNO ERE-funded Aged Care Educator.

With the National Party Government signaling that this funding would be chopped, last year we launched a programme called "*Delegates as Educators*" to boost our capacity to run short education sessions for members through a network of delegate-educators.

By the time 2009 had finished we had nearly 20 Delegates as Educators trained and able to run education sessions in the workplace. The success of this programme will need to be built on in 2010.



We continued to run education programmes for new delegates in *Your Rights @ Work* and *Dealing with Problems on the Job* and updated our *Delegate Handbook* and *Delegate Workbook* resources.

Because our delegate network is the backbone of the union we also arranged for each delegate with 12 months service to be issued with a union t-shirt and cap or beanie.

## ■ EXPANDING OUR INTERNATIONAL REACH

The launch in 2006 *Clean Start* campaign with the LHMU across Australia and New Zealand was a clear acknowledgement that in many sectors we had to organise not just nationally, but internationally.

While the SFWU is very small on the international stage, we punch above our weight in dealing with some of the largest corporates in the world.

In 2009 this was recognised through the visit to New Zealand of a number of international guests in support of our struggles.

The Australian LHMU sent Ben Redford and Marie Agrilla to our National Conference, along with Eliseo Medina, the Executive Vice-President of the 2-million strong American union SEIU. Eliseo also held meetings with some of our community and political allies in Wellington and Auckland.

The SEIU had also sent its International President Andy Stern and Secretary-Treasurer Anna Burger to Wellington to strengthen our union links, and also to talk to union leaders and the Labour parliamentary caucus about union building strategies.

International Union of Foodworkers (IUF) General Secretary, Ron Oswald, flew from Geneva to Nelson to participate in a rally against the Sealord threat to close its Nelson factory and commit the IUF to support for our struggle to retain jobs in the food industry.

The Assistant Secretary of UNI (the largest of the global union federations), Philip Bowyer, also visited New Zealand to meet with the SFWU and other New Zealand affiliates to discuss how we could better organise internationally against the big cleaning and property service companies.

In our struggles to create better jobs in cleaning, security, catering, laundries, hotels and food processing we are increasingly faced with companies that answer to London, Paris or New York rather than Auckland or Wellington.

As the Wellington Airport catering workers found out, a two-minute message of solidarity from our colleagues in the large US Union UNITE-HERE had more effect on their boss Delaware North Corporation than thousands of words from our own advocates in New Zealand.

If we are to be successful we need to build greater international solidarity and be part of strategies that create and maintain international reach.

## ■ WIDENING OUR POLITICAL ALLIES

Our Union is strong on the belief that we cannot win big without wider union, community and political support for what we are doing.

We are not a union that stays on the sideline shouting political slogans. We get in and do the hard work of organising politically around the issues that are important to us and getting governments elected that are going to improve the lives of our members, their families and their communities.

We believe in formal relations between the SFWU and parliamentary political parties that share our values and vision.

We have a formal relationship with the Labour Party through our 92-year continuous affiliation.

In 2009 we celebrated the commencement of a formal relationship with the Green Party through the signing of a Memorandum of Understanding, that commits the SFWU and the Greens to regular formal meetings to discuss and act on our respective campaigns and areas of interest.

Political relationships require a lot of hard work to maintain and develop. We hope, in the case of the Greens, that we can further this in 2010.



## ■ DEVELOPING OUR UNION STRUCTURES

We have learnt that a union based on national leadership and local activism requires a structure to support it.

In 2008, members at Annual General Meetings supported the move to streamline our then 93-person strong regional and national governance structures into one governance body (the national executive) with three Regional Organising Committees (ROCs)

In 2009 the role of the Regional Organising Committees continued to develop and there are good signs of a greater concentration on the coordination of activity rather than them being consumed with debates around union policy and finances.

There are also good signs of a greater focus on industry/sector organising strategies, with more emphasis put on national sector committees and the specialisation of members of the union leadership team in specific industries and sectors.

As the union has moved to national employer and national multi-employer collective agreements this focus has become more and more important.

The Union's 2009 National Conference approved a move to restructure our Union's management team so that we have four dedicated sector leaders rather than the Regional and Assistant National Secretary doing this work on top of their other jobs.

Under this structure the National Secretary would be elected but the other members of the union management team would be appointed.

Because this move requires a change to the Union Rules, it will be voted on at the upcoming Annual General Meetings.

## ■ WINNING IN THE COURTS

Because the Union does not have the resources to spend hundreds of thousands of dollars on legal cases we rely on the organisation of our members to protect our hard won working conditions.

However, that does not mean that we do not use the courts when we need to, in order to protect our rights and to give us leverage against employers.

In 2009 we won potentially the largest ever employment case in New Zealand's history when the Employment Court ruled that "sleeping over" on the employer's premises for the purpose of being on-call was work, and should attract payment of the statutory minimum wage.

This judgment, which is worth hundreds of millions of dollars



across the health and disability sector, is being vigorously contested by the disability support providers, who face bankruptcy unless they are supported by the Government.

We believe that the Government needs to accept that they have been running the community disability support and mental health services on the cheap for a number of years. They need to accept the court judgement and pay up.

## ■ SUPPORTING OUR MEMBERS

During 2009 we took a big step up in support for our delegates and members by introducing a truly national Member Support service.

Member Support, which is staffed by three experienced organisers, is designed to allow delegates and members quick information and advice rather than waiting for their local organiser to get back to them.

While the development of Member Support is another in a long line of moves to create more internal union efficiencies, it is also designed to free up our full-time organisers to be out in the workplaces organising new workers.

In 2010 we plan to extend Member Support another step by piloting out-calling to delegates and members about our campaigns, to update member cell phone and e-mail addresses and to survey members about their concerns so that the union is prioritising what they think is important.

## ■ TACKLING UNION DENSITY

Our union has always believed that if the trade union movement is going to organise the 88% of private sector workers who are not in unions then we must combine the resources of the union movement around this goal and should not be overly tied to history or patch protection in this process.

At the beginning of 2009 we started a process with the Public Service Association (PSA) to see if we both had the will to form a new public/private service sector union that could combine a better resourced state sector union with a union that knew how to organise in the private sector.

Both unions also had a strong and growing presence in the community services sector and had engaged very successfully in the Up Where We Belong campaign.

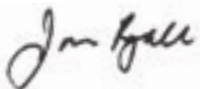
While the initial discussions were fruitful, the political and cultural vision for the new union proved too difficult to reach agreement over and the process ended.

## ■ YOU MADE A DIFFERENCE

As I look back on last year's work, I would like to acknowledge our staff, executive members, runanga, standing committees and thousands of members who played a part in our campaigns.

You all made a difference to the lives of our members, our families and our communities.

Kia kaha, kia maia, kia manawanui



John Ryall  
National Secretary

## ANNUAL GENERAL MEETINGS



The Union Biennial National Delegates Conference, held in Auckland last year, supported the following remits to be recommended to members at this year's Annual General Meetings;

### ■ Remit 1

"That union members who reach retirement age and no longer work be given the right to become associate members of the union"

Comment: Associate members have no right to participate or vote in any meeting of the union but do have the right to all other union services, to participate in external meetings as union members and to represent the union. As only staff can currently be associate members, the Union Rules would need subsequent change to allow this remit to happen.

### ■ Remit 2:

"That the union encourages members to consider standing as candidates in the Local Government Elections in 2010, and to this end organise workshops where those who may be interested can learn what is required."

Comment: Electing progressive people to city councils, regional councils and health boards in this year's Local Government elections is very important to make sure that our public and community services are not privatised.

### ■ Remit 3:

That the SFWU commit to developing clauses that encourage employers to support women employees' contribution to Kiwi Saver by allowing access to information about Kiwi Saver and relevant representatives. That the SFWU encourage good employers to voluntarily increase their contribution.

Comment: A large number of our members, especially women, are not joining the Kiwi Saver retirement savings scheme because they are not aware of the benefits to them through Government and employer contributions. This remit seeks the union to develop collective agreement clauses to rectify this situation.

### ■ Remit 4:

That the following clause we put into the SFWU Standard Claims for Collective bargaining:

#### **Family/Whanau Personal Leave**

Where an employee requests leave not elsewhere covered in this agreement, the employer shall allow up to five days paid leave per year in circumstances such as:

- Supporting a family member or close associate in a medical situation
- Supporting a family member or close associate during a serious emotional situation
- Supporting a family member or close associate in a personal crisis
- Taking the employee, a family member or close associate to health checks



Comment: Many of the leave arrangements in the union collective agreements are inadequate for those members supporting children and other family members with poor health or with medical or other conditions that require time off work. This remit seeks the union to develop standard collective agreement clauses to rectify this situation.

#### ■ Remit 5:

That any Government increase in GST be immediately applied to SFWU union fees in order to maintain the ongoing sustainability of the union.

Comment: While the Union does not support the Government increasing GST, if they decide to go ahead with an increase from 12.5% to 15% this could cost the Union an extra \$100,000 a year in payments to IRD. The Union fees would need to increase by between 7 cents and 15 cents per week to cover the extra GST payment.

### Special Meetings

The following remits involving Union rule changes were passed at the 2009 National Biennial Delegates Conference to be recommended to members at Special Meetings accompanying the Union's AGMs:

Remit 6: That the Union Rule Changes outlined in the attached National Executive paper be endorsed as meeting the requirements of the 2008 AGM remit requesting work to simplify them and to reduce contradictions.

Remit 7: That the Union Rule Changes outlined in the attached National Executive paper to implement a modern management structure for the union based on the 2003 Crosby Report be endorsed.

### Proposed Union Rule Changes - National Conference Proposal

The National Executive presented the following rule changes to the 2009 National Biennial Delegates Conference, which voted to approve them and recommend them to members at the 2010 Annual General Meetings:

■ **Remit 6:** That the Union Rule Changes outlined in the attached National Executive paper be endorsed as meeting the requirements of the 2008 AGM remit requesting work to simplify them and to reduce contradictions.

*Received from SFWU National Executive*

During the 2008 SFWU Annual General Meetings members voted to support the following remit:

#### 3. Rules Review

*That the rules of the Union be rewritten to remove contradictions and that the rules be simplified and clarified.*

Since this remit was passed the National Executive spent a lot of time looking at the Union Rules and received the support of the 2009 Biennial Delegates Conference to amend the rules to simplify them and remove contradictions:

Rule 3 – Kaupapa of the Union

Rule 4 – Powers of the Union

Rule 5 – Membership and Subscriptions

Rule 6 – Associate Membership

Rule 8 – Admission to Membership

Rule 10 – Resignation

Rule 12 – Disciplinary Matters

Rule 14 – Register of Members

Rule 15 – Members in Distress and Associate Members

Rule 17 – Membership Outside Scope of Membership Rule

Rule 19 – Levy

Rule 20 – Management of the Union

Rule 23 – Role of National Executive

Rule 34 – Districts and Branches

Rule 35 – Sectors

Rule 36 – Standing Committees

Rule 37 – Te Runanga o Nga Kaimahi Maori

Rule 38 – Delegates

Rule 39 – Delegates Conferences

Rule 40 – Meetings of Members

Rule 41 – Fono, Hui and Women's Committee Conferences

- Rule 42 – Regional Membership
- Rule 43 – Elections
- Rule 44 – Removal of Elected Officers
- Rule 46 – Eligibility to Hold Office
- Rule 47 – Ballots
- Rule 50 - Funds
- Rule 60 – Order of Business and Rules of Debate

■ **Remit 7:**

That the Union Rule Changes outlined in the attached National Executive paper be endorsed to allow us to implement a modern management structure for the union based on industry/sector leadership.

*Received from SFWU National Executive*

There will be a presentation about the proposed union management structure at each of the AGMs. This structure moves us further along the direction of acting as a national union based on trying to build power through each of our sectors, while retaining two positions (Regional Directors of Organising) to make sure that those staff who do not easily fit into industry/sector teams are given proper management support.

These changes mean that the roles of Regional Secretary are removed from the rules. The Strategic Industry Leads and RDOs, as they are management positions, will be appointed by the National Secretary with the assistance of the National Executive.

The National Secretary will continue to be elected by delegates and members in the current way.

**The following rules will need to be amended:**

- Rule 12 – Falling into Arrears
- Rule 15 – Register of Members
- Rule 17 – Refund of Union Fees and Clearances
- Rule 21 – Management of the Union
- Rule 22 – National Executive
- Rule 24 – Role of National Executive
- Rule 27 – The Duties of the National Secretary
- Rule 29 – The Regions
- Rule 30 – Composition and Duties of Regional Organising Committees
- Rule 33 – Duties of the Regional Secretary
- Rule 34 - Duties of the Assistant Regional Secretary
- Rule 39 – Delegates
- Rule 44 – Elections
- Rule 46 – Casual Vacancies
- Rule 51 – Funds
- Rule 59 – Members Right of Complaint
- Rule 61 – Representation
- Rule 62 – Employment Agreements
- Rule 63 – Union Staff

Because the East Coast District is now serviced from Hawkes Bay the National Executive has proposed another Rule change to move this district from the Northern to Central Region:

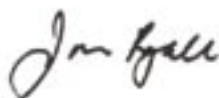
■ **Remit 8:**

“That in the Rules of the SFWU the East Coast District be moved from Clause 28.4 Northern Region to Clause 28.3 Central Region.”

Members can view the complete tracked rule changes on the Union’s website at [www.sfwu.org.nz](http://www.sfwu.org.nz), can request to see them at the AGMs, or can request a copy be sent to you before your AGM by phoning 0800 864 661.



Barbara Wyeth  
National President



John Ryall  
National Secretary

# NORTHERN REGION AGM TIMES & DATES 2010

## AGM TIMING AND VENUE INFORMATION FOR MEMBERS OF THE SERVICE AND FOOD WORKERS UNION NGA RINGA TOTA

### GENERAL MEETINGS

Central Auckland	10 June	10am	SFWU Auckland Office, 35 George St, Kingsland
East Auckland	15 June	1pm	Panmure Community Centre
Papakura	16 June	3pm; 4pm	Papakura Club
South Auckland	18 June	1pm	Papatoetoe Town Hall
Paeroa	21 June	10am	Paeroa Old Boys Gym, Centennial Park, Tower St
Hamilton	21 June	6pm	Trade Union Centre, 34 Harwood St
Cambridge	22 June	2pm	Cambridge Town Hall
Tauranga	23 June	10am	Former Tauranga RSA
Whakatane	23 June	2pm	Whakatane Intermediate School conference centre
Rotorua	24 June	10am	St Johns Hall, Pererika St
Taupo	24 June	2pm	Darts Club, Spa Rd
Taumarunui	25 June	10am	REAP Office, Hakiha St
Te Kuiti	25 June	2pm	St Johns Ambulance Hall
Gisborne	28 June	3pm	Watson Room, Gisborne Cosmopolitan Club
West Auckland	29 June	2pm	Kelston Community Centre
Pukekohe	2 July	2pm	Pukekohe Hospital Conference Room
North Shore	5 July	11am	Northcote Community Centre
Kaitaia	13 July	1pm	The Northerner Conference Room
Whangarei	14 July	10am	St Johns Hall, Western Hills Dr.
Warkworth	14 July	2pm	The BridgeHouse

### SITE MEETINGS

Sanfords	10 June	2pm	Staff Cafe
Taylor's & Mason Clinic & Unitec & Rehab+	11 June 14 June	10am; 4pm 2pm	Taylor's staff cafe, Unitec grounds as above
Nestle	15 June	6.40am; 4pm	Nestle Training Room (Day shift goes to Papatoetoe Town Hall on Friday, 18 June)
Hubbards	15 June	9pm	Hubbards staff cafe (Day shift goes to Papatoetoe Town Hall on Friday, 18 June)
Griffins Papakura	16 June	7am	Griffins Papakura staff cafe (Day and afternoon shifts go to Papakura Club same day)
Griffins Wiri	16 June	9.30pm	Griffins Wiri staff cafe (Day shift goes to Papatoetoe Town Hall on Friday 18 June)
Bluebird	17 June	10pm; 11pm	Bluebird staff cafe (Day shift goes to Papatoetoe Town Hall on Friday, 18 June)
Inghams Waitoa/Waharoa	17 June	1.30pm	Waitoa staff cafe
Waikato Hospital/Taylor's	21 June	2pm	Bryant Education Centre Lecture Theatre
Pernod Ricard Gisborne	28 June	10am	Pernod Ricard staff room
Tegel	29 June	5pm	Night shift staff cafe (Day shift goes to Kelston Community Centre same day)
Auckland Hospital	30 June	1.30pm; 3pm	Lecture Hall, Level 9
Middlemore Hospital	1 July	1.30pm; 3pm	Lecture Theatre 1
North Shore Hospital	5 July	1.30pm	North Shore staff cafe
Sky City	6 July	10am; 12 noon; 8pm; 10pm	Albion Hotel
Air NZ Downtown	6 July	2pm	Auditorium, The Hub
Air NZ Smales Farm	7 July	12 noon; 8pm	Boardroom, Level 2
Auckland International Airport	8 July	7.30am; 10pm; 11pm	Marlborough Room
Pacific Flight	8 July	10am	Pacific Flight training room
LSG Sky Chefs	8 July	12.30pm	LSG staff cafe

FOR INFORMATION ABOUT THE REMITS TO THE 2010 ANNUAL GENERAL MEETINGS PLEASE TURN TO PAGE 32. THE PRINTED REMITS WILL BE VOTED ON BY MEMBERS AT ALL ANNUAL GENERAL MEETINGS.



# CENTRAL REGION AGM TIMES & DATES 2010

AGM TIMING AND VENUE INFORMATION FOR MEMBERS OF THE SERVICE AND FOOD WORKERS UNION NGA RINGA TOTA

## GENERAL MEETINGS

Johnsonville	14 June	2pm	Johnsonville Community Centre, 3 Frankmoore Ave
Porirua	15 June	1pm	Whitireia Polytech Room A 067
New Plymouth	16 June	10am	SFWU Union Office, Powderham Street
Levin	17 June	10am	Levin Cosmopolitan Club
Paraparaumu	17 June	1pm	Kapiti Community Centre, 15 Ngahina Str, Paraparaumu
Masterton	18 June	3.30pm	Masterton Cosmopolitan Club, 398 Queen Street
Hawera	22 June	10am	Salvation Army rooms Regent Street, Hawera
Stratford	22 June	1pm	Salvation Army
Wellington	22 June	2pm	Trinity Union Church, 100 Riddiford Str Newtown
Upper Hutt	23 June	10am & 1.30pm	Upper Hutt Cosmopolitan Club, 11 Logan Street
New Plymouth	23 June	1pm	SFWU Union Office, Powderham Street
Lower Hutt/Petone	24 June	9.30am & 3pm	SFWU Office, 7-11 Britannia Street, Petone
Whanganui	7 July	10am & 3pm	Union Office, Bell Str, Whanganui
Palmerston North	8 July	10am & 4.30pm	PSA House, King Street
Feilding	8 July	1pm	128 South Street
Hawkes Bay	12 July	3.30-5.30pm	Hibernian Club. Nelson Street, Hastings
Waipukurau	16 July	1pm	Woburn Home, 7 Holyrood Terrace
Dannevirke	16 July	3.30pm	Mangatara Hotel

## SITE MEETINGS

Massey University	8 June	10.30am	TSS – Wellington Site
Victoria University	9 June	7pm	Pipitea Campus – ISS
Victoria University	10 June	1.30pm & 7pm	Kelburn & Karori Campass OCS
North City Plaza	10 June	10am	On site - TSS
AlSCO	11 June	8am	On Site
Office Clerk / Parl. Services	11 June	10am	On Site
Police College Porirua	11 June	11am	On Site
Parliament	13 June	Midnight	Spotless
Fergusson Rest Home & Hosp.	14 June	1pm	Hospital Wing Training Room
BNZ Willis Street	15 June	9am & 9pm	BNZ Centre - TSS
Hutt Union Health	15 June	9am	51 Farmers Cres, Pomare
& Pacific Health Ht Valley			
& Piki Te Ora Ki Te Awakairanga			
Trentham Army Camp	15 June	10.30am	On Site
Porirua Union Health	15 June	1pm	Whitireia Polytech Room A 067
& Porirua Pacific Health			
Kandahar (PSC)	15 June	2.30pm	Kandahar Court Recreation Room
Centre for Global Action	15 June	11am	Floor 2 James Smith Building, 49 Cuba Street
Taranaki Base Hospital	16 June	3pm	On Site
NZSO	16 June	1.30pm	Green Room
Dulux – Factory & Call Centre	17 June	2pm	Factory Training Rm
Masterton Hospital	18 June	10am OCS / 12.30 Spotless	Masterton Hospital HR Block
Elderslea (Oceania)	18 June	1pm	Golders Lounge, Elderslea
Clean-Nett Ltd - Wgtn Airport	22 June	10am	On Site
Unilever Petone	22 June	11am	Cafeteria
Newtown Union Health	22 June	2pm	Trinity Union Church
Idea Services –Upper Hutt	23 June	10am & 1.30pm	Upper Hutt Cosmopolitan Club, 11 Logan Street
NZCTU, NZEI & NGOs	23 June	1pm	CTU Board Room
LSG Sky Chefs	24 June	12.30pm	Board Room
Whai Oranga o te Iwi	24 June	2pm	On Site
Idea Services – Lower Hutt	24 June	9.30am & 3pm	SFWU Office, 7-11 Britannia Street, Petone

# CENTRAL REGION AGM TIMES & DATES 2010

## AGM TIMING AND VENUE INFORMATION FOR MEMBERS OF THE SERVICE AND FOOD WORKERS UNION NGA RINGA TOTA

Kenepuru Hospital	25 June	11am & 1.30pm	Training Room 1 – Downstairs
	26 June	11am	(as above)
Hutt Hospital	29 June	8.30am (Auditorium); 11am (Cleaners - Mtg Rm 2); 1.30pm (Kitchen - Staff Rm)	
Delaware North	29 June	10am & 11am	On Site
Whanganui Hospital	1 July	10.30am	On Site
Wellington Hospital	2 July	11am, 2pm & 5pm	Ward Support Block Rm L 1103
	3 July	11am	Ward Support Block Rm L 1104
Te Papa	6 July	8am, 10am, 1pm*, 3pm	Soundings Theatre (*1pm mtg at Tory Street)
Palmerston North Hospital	6 July	10am & 4pm	Theatre Lecture Room
Massey University	6 July	8.30am	RFM Common Room
Idea Services, P.North	9 July	10am	Manawatu House. Training Room
Heinz Watties King Str, Frozens & Tomoana Allied Workforce	12 July	1-3pm	Darts Hall, Nelson Street.Hastings
Idea Services, Napier	12 July	9.30 – 11.30am	Idea Day Base,Hastings Str, Napier
Hastings Hospital	13 July	8.30-10.30am	On Site
Idea Services, Hastings	14 July	9.30 – 11.30am	Training Room, Lyndon Rd Hastings
Silver Fern Farms Ltd	14 July	2-4pm	Cafeteria
Hohepa Home	15 July	9.30 – 11.30am	On Site

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## WELLINGTON DISTRICT REPRESENTATIVE ELECTION

Members attending the Union Annual General Meetings in the Wellington/Wairarapa/Horowhenua District of the Union will get the chance to elect their representative on the Central Region Organising Committee (ROC).



Lee Tan, the current representative who has served on the Regional Executive and Regional Organising Committee for 8 years, currently works for Capital and Coast District Health Board, and previously worked as a full-time organiser for the SFWU, is being challenged by John Anderson, who works for Global Focus Aotearoa.

There will be a paper given out at each of the AGMs in the district, setting out more detail about these two members and the same material will be posted on the union website at: [www.sfwu.org.nz](http://www.sfwu.org.nz)

# SOUTHERN REGION AGM TIMES & DATES 2010

## AGM TIMING AND VENUE INFORMATION FOR MEMBERS OF THE SERVICE AND FOOD WORKERS UNION NGA RINGA TOTA

### GENERAL MEETINGS

Christchurch	14 June	2.30 pm	TUC - 199 Armagh Street
Timaru	16 June	1pm	Caroline Bay Community Lounge
Hokitika	21 June	1pm	Senior Citizens Hall
Greymouth	21 June	3.30pm	Greymouth Hospital
Westport	22 June	1pm	Buller Hospital
Nelson	22 June	12.30pm & 7pm	Nelson Car Club, 122 Bolt Road, Nelson
Ashburton	23 June	1pm	Hakatera Room, Ashburton Hospital
Oamaru	23 June	1pm	Whitson Room, Brydon Hotel, 115 Thames St
Blenheim	24 June	10am	Ramaru Room, Weld Street
Balclutha	24 June	12.30pm	Youth Training Room, St John Bldg, High St
Dunedin	30 June	2pm	75 Carroll Street (Union office)
Invercargill	1 July	10am	Alsco Laundry, Baker Street
Bluff	1 July	1pm	St Johns Hall - Lee Street
Gore	5 July	2.30pm	Community Connection Centre, 28 Mersey St.
Invercargill	5 July	7pm	32 Jed Street (Union office)

### SITE MEETINGS

Christchurch Hospital	14 June	11am	On Site - Rolleston Lecture Theatre Room
Hillmorton Hospital	14 June	1pm	On Site - Food Service Staff Room
Burwood Hospital	15 June	11am	On Site - Rata Room
Christchurch Airport (OCS cleaners)	15 June	1pm	On Site - Customers Service Room
Princess Margaret Hospital	15 June	3pm	On Site
Barkers Timaru	16 June	10am	On Site
TAB Christchurch	16 June	7pm	On Site - Staff room
Independent Fisheries	16 June	10.30pm	On Site - Staff room
Santa Rosa	17 June	8.45am	On Site - Staff room
NZ Breweries	17 June	1.30pm	On Site - Meeting room off staff room
LSG Sky Chef	18 June	9am	On Site - Staff Cafe
Independent Fisheries	21 June	3pm	On Site - Staff room
King Salmon (Day and Night shifts)	22 June	12.30pm & 7pm	Off site - Nelson Car Club, 122 Bolt Road
Sealord Shellfish - Day Shift	23 June	7am	On Site
Sealord Vickerman Street - Day shift	23 June	12.30pm	On Site
Sealord Vickerman Street - Night shift	23 June	3pm	On Site
Sanford Havelock (Day shift)	24 June	6am	On Site
Nelson Rangers	24 June	1pm	On Site
Sanford Havelock (Night shift)	24 June	4.30pm	On Site
Lincoln Hospitality	25 June	1.30pm	On Site - Kowai Room
Dunedin Hospital	29 June	10am	On Site - Octagonal Room, 1st Floor, DPH
Cadbury - Day shift	29 June	2.30pm	On Site - Staff Cafe
Cadbury - Night shift	29 June	4.20pm	On Site - Staff Cafe
Cadbury - Back shift	30 June	6am	On Site - Staff Cafe
United Fisheries	6 July	2pm	On Site - Room off Staff Cafe

*Annual General Meetings are for every member of the union  
so remember to go along to your nearest meeting!*

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# UNION MEMBER BENEFITS

## UNION HEALTH CENTRES

### AUCKLAND

#### WAITAKERE

Lincoln Road  
(09) 837 3933

#### OTARA

3/80 Alexander Cres  
(09) 274 9135

#### MT. ROSKILL

1492 Dominion Road  
Extension  
(09) 629 2872

### CHRISTCHURCH

Union and Community Health,  
Christchurch Piki Te Ora  
Medical Centre  
201 Linwood Avenue  
Linwood  
(03) 381 8048

### WELLINGTON

#### POMARE

51 Farmer Crescent  
(04) 567 6414

#### PETONE

451 Jackson St  
(04) 568 6392

#### WAINUIOMATA

7 The Strand  
(04) 564 6966

#### PORIRUA

221 Bedford St  
Cannons Creek  
(04) 237 4207

#### NEWTOWN

14 Hall Street  
(04) 380 2020

### IRIS Super scheme:

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[www.unionplus.org.nz](http://www.unionplus.org.nz)

## BARRY CROFT MEMORIAL SCHOLARSHIPS

The Barry Croft scholarship is in memory of a young organiser who belonged to the Union and had a long history of involvement within Nelson, Marlborough and the West Coast.

He was heavily involved in the food sector and was an ex site president.

Tragically Barry died at age 39 from a heart attack, leaving behind a young family.

Each year the Service & Food Workers Union awards monetary scholarships towards tertiary study fees for associates of the Union.

**This year the Barry Croft memorial scholarship has been awarded to seven recipients.**

**Aaron Thompson**, a kitchen assistant from Waikato Hospital will be studying towards a Diploma in Technology (Science) at Waikato Institute of Technology.

### Jaimee Morgan

(pictured right) will use her scholarship towards a Bachelor of Science, double majoring in Agricultural and Animal Science at Massey University in Palmerston North. Jaimee's mum is an SFWU member, and works as a teacher aide and cleaner at Matamata College. Her Dad is a sales assistant at RD1 Matamata.



She says :

"My reasons for pursuing this agricultural degree are to play a part in the advancement of agriculture as one of Aotearoa's most valuable resources and to further my knowledge to be part of this industry which I am very passionate about."

**Other scholarship recipients include:**

- Dean Bailey
- Hazel Mulligan
- Lilian (Gladys) Rauhihi
- Courtney McAuley
- Kelly Smith

## **\$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 the SFWU.

Members also have the option to increase their coverage an additional \$10,000 which costs just \$2 for the first year. Please contact an AIL representative to deliver your AD&D Benefit and explain the additional \$10,000 option. This is very important to you and your family.

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 thereafter for \$5.



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