



AMALGAMATED WORKERS UNION SOUTHERN NZ INC

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WELCOME TO OUR SOUTHLAND NEWSLETTER



OF INTEREST

CONTACT HOURS

Mon to Friday 8am to 5pm and 7pm till 9m evenings; mobile or landline. Contact outside these hours urgent or pre-planned—emails are welcome anytime

Owen: 029 477 6026

Employment Law
research employment law through the Department of Labour web site (Employment Relations) and look for Fact Sheets.

- **Emails using modern media to enhance services to members. If you have an email address send Owen an email confirming your email address.**
- **Sign up on line thank you to new members singing up online through our AWUNZ web page, real simple and no hassle!**

“AWUNZ has been looking after Kiwi workers for 129 years’ That’s impressive!

WE ARE HERE FOR YOU!!

MEMBERSHIP IS GOOD INSURANCE!

Services

We’re always keen to get feedback from members on the services we provide and ideas about services we could consider in the future. Example services we provide:

- Support person (phone call away)
- Personal grievance claims
- Disputes (wording of agreement)
- Bargaining (negotiating agreement)
- ACC (reviews and hearings)
- Health and Safety
- Insurances TMF (in house broker)
- Newsletter, Web, You Tube

No matter where you work or live we can support you in the way you want us to act, directly or indirectly.

Recent Cases

We successfully resolved several personal grievance cases for members since our last newsletter, including some mentioned in earlier editions. Total compensation in excess of \$40,000.

Changing Job Market

As unemployment climbs employers will be more selective about who they employ. This means members out of work will need help. Work is being done on having a web section with a template CV and cover letter and other helpful job search aids can be placed.

New Members

Over the last three months membership in Southland and Central Otago has grown; Fulton Hogan Southland has increased to over 85% of all waged employees. The bargaining model used enables F/H members to be involved in collective and individual bargaining, why have just one option when you can have both!

Raise Your VOICE !

Work desk (snapshot)

Dairy farm worker bullied and abused into leaving job after 3 weeks, Farm manager refused to pay final wages and holiday pay, real nice guy! After we

spoke with the farm owner, the problem was fixed.

Shape of things to come

A recent case related to health and safety made it clear that employers will ultimately be held responsible, even where an employee has failed in their obligation to work within health and safety policy and rules. This has already lead to employers demanding far more intrusive health and safety clauses in agreements.

Wage arrears

For those that don’t know, wage arrears can be claimed going back 6 years.

Flexible work hours

This years bargaining round has highlighted a push by employers to have far more flexible work hours. The 40 hour week is under threat, for example, ‘where practicable the employer will ensure an 8 hour day’. How do you manage a family and pay your outgoings if you can’t count on having at least 40 hours each week?

Aging workforce

We have members in the Rest home industry and a recent report highlighted a looming social problem; (crisis) at present 18% of our population is over 80 by 2036 this will be 40%. The crisis is; how do those in the workforce pay the increased taxes to care for the increased number of people in care; and how do we attract and retain good staff when many are poorly paid and have lousy terms and conditions; remember its our parents we’re putting in these rest homes!

Please!

There is nothing more distressing than having a phone call come up on my mobile which says—no number, I can’t ring you back because I have no number to do so; this may seem as though aren’t doing our job, we are, a little bit of consideration would help.

With sadness

The Otago Southland Employers Association recently lost a good work colleague when Alistair McIntosh passed

away. He worked from Invercargill and represented employers in the same way I represent workers. He was a great bloke to work with, he knew his stuff and had a pleasant and fair approach when dealing with issues. Our thoughts are with his family, friends and work colleagues.

On the horizon

The current Government has signaled it intends to change existing legislation across many areas which will impact on working people. ACC and the Holidays Act being two areas; watch this space.

Like many people I know having unelected (list MP’s) in Parliament like, for example, Roger Douglas, is a sick joke, they feed off our taxes while making policies to screw more money from tax payers. Douglas defended his use of tax payer money to fly round the world as a terms and condition of employment. The clear message is NO MORE! You sick lot also have to show constraint. The plunder is obvious at national and local political levels.

Referendum

Setting aside the debate as to whether you support the latest referendum on the smacking issue; the real issue is that all that tax payers money and effort was spent for nothing! Because the referendum was non binding the Government can and will likely say ‘who cares’!

Get well soon

Our thoughts are with several of our members who have been unwell lately, we wish you a speedy recovery.

AWUNZ Executive

24th and 25th September 2009

SIGN UP! on our web site
Google AWUNZ Southern

Cheers Owen

