

Delegate Forums 2021



Etū
STAND TALL



Welcome, Kia ora, Talofa Lava, Kia Orana, Malo elelei, Fakalofa Lahi Atu, Ni Sa Bula Vinaka, Taloha Ni

Welcome to the Delegate Forums. This booklet has been put together to help you get the most out of the E tū Delegate Forums 2021, held online over Zoom.

We made the decision to move our Delegate Forums online this year due to the ongoing risk of COVID-19 in our communities. Our 2020 Delegate Forums had to be cancelled due to COVID-19 Alert Levels, and we couldn't risk that happening again, as the Forums serve an important educational and constitutional function for our union.

While nothing beats face-to-face meetings for many people, we're excited to be able to move our union activities online when necessary and appropriate. Taking advantage of digital tools gives any organisation an edge.

However, we acknowledge that people all have different levels of digital skills and we want to help you make the most of the online Forums and the other E tū digital tools available. If you need further support from E tū to participate in the online Delegate Forum, please don't hesitate to get in touch with an E tū organiser by emailing support@etu.nz or calling **0800 1 UNION (0800 186 466)**.

I hope you enjoy the Delegate Forums. Thank you for being an E tū delegate.

In solidarity,
Muriel Tunoho, E tū Co-President
Don Pryde, E tū Co-President
Bill Newson, E tū National Secretary

Ko te mihi tuatahi ki te runga rawa, te timatanga o te whakaaro nui.

Ki ngā tini mate o te wā e tautoko anō i tēnei kaupapa, takoto atu me ō mātua tupuna, e moe.

E rau rangatira mā, e ngā tini me ngā mano o ngā ringa raupā, ngā kaimahi o Aotearoa whānui, rarau iho nei ki runga i te kaupapa o te manaakitanga me te kotahitanga o te uniana. Tēnei nā he rauemi kua tuitui nei hei korowai aroha, korowai tautoko i a tātou katoa i tēnei mahi whakahirahira mō te takitini, mō ake tonu atu.

“Ehara taku toa i te toa takitahi, engari he toa takitini”

The first acknowledgement is to the beyond, the beginning of the great thought.

To those who have passed on, who have supported and fought for workers' rights, return to the beyond, to the peaceful sleep of your ancestors.

To the great multitudes of callus hands, to all the hard workers of Aotearoa New Zealand, firmly plant yourself here on the values of hospitality and solidarity of the union movement. This here is a resource that has been sewn together to be a cloak of love and support for us all who take on this important struggle of the many, not just the few, from now and forever.

“My achievements are not of the individual, but of the many.”

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Agenda

8.30 am	<i>Registrations - call into Zoom and get comfortable</i>
9.00 am	Karakia, welcome, introductions, and participation ground rules
9.45 am	E tū leadership address
10.00 am	Preparing questions for leadership
10.15 am	<i>First break</i>
10.35 am	Leadership questions and answers
11.05 am	<i>Energiser</i>
11.15 am	Putting our purpose and strategy into operation: planning and priorities
12.10 pm	Industry Council briefing videos
12.15 pm	<i>Second break - kai/lunch</i>
12.45 pm	Refresher activity
1.00 pm	Democracy videos
1.05 pm	Political accountability and the Fair Pay Agreements (FPA) campaign
2.35 pm	Wrap up and evaluation
3.00 pm	<i>Karakia and close</i>

How to join the Delegate Forums on Zoom

What is Zoom?

Zoom is a video conferencing tool that allows you to run meetings or training online, when we aren't able to be in the same space.

You can use it from your laptop, smartphone or iPad, and all you need is an internet connection.



Before the Zoom meeting:

Download the Zoom app. You can access a Zoom meeting from a laptop, smartphone or iPad/tablet. If you have never used Zoom before, you will need to download the app at: <https://zoom.us/> If you don't have access to a Zoom account already, we recommend you create a free one first.

Joining the Zoom meeting:

First, find the right Zoom link for your Delegate Forum. It should be in the email you have been sent, and may have been texted to you on the morning of the Delegate Forum. Click on the link to join the meeting - it should launch automatically if you already have Zoom installed.

It's a good idea to be ready to log in a few minutes before the meeting is set to start to make sure that you join on time, and that you can contact E tū Support on 0800 1 UNION (0800 186 466) if you run into any issues logging in.

Once you follow the link, you will be prompted to open a new window for your meeting. In this new meeting window you can choose whether to turn on your camera and microphone. You will be able to see and hear other participants in this window.

During the Zoom meeting:

Your Zoom meeting should proceed like a normal face-to-face with a few differences:

- Use hand signals to show agreement, disagreement, ask a question etc.
- Keep to only one person talking at a time to reduce noise interference.
- When you are not talking, put yourself on mute, by clicking the microphone button.
- If you run into any technical issues, you can use the chat button to let people know.
- For any other help, call E tū Support on 0800 1 UNION (0800 186 466).

E tū Zoom ground rules

Show respect by raising your hand, and using reactions.

On entry, mute your microphone and turn on your video (if possible).

Be conscious of the space you take, make space for others.

Be prepared to feedback when a volunteer is needed, don't just make someone do it.

Participate - all questions are welcome.

Be kind - it's OK to pause or leave when you need to.

Delegate Forum BINGO!

Mark these off when you see or hear them during the Delegate Forum. The first person to get bingo gets a virtual high-five and an E tū goodie bag after the Delegate Forums are completed!

"Lock down"	"Union power"	"You are on mute"
"Leadership"	"Sorry, just having technical difficulties"	"Experienced delegates"
"Rebuild Better"	"Fair Pay Agreements"	"Step up, step back"
"You're frozen!"	"Put it in the chat!"	"Cascade"
"Rock and roll"	"Winning better lives"	You hear someone's household background noise
You see a photo with children in it	You see someone doing a thumbs-up	You see a child or a pet on the Zoom meeting



Putting our purpose and strategy into operation

Planning and priorities (scenario)

Q1: What scale do we need to have power to win big change and what level of power do we need?

Q2: Who is the decision-maker for “big change” at a national scale?

Scenario: The Zoom industry

*Your group needs to decide where we put resources (such as people and time) between several employers. You know the key aspirations are **growth**, **delegate development**, and **winning better lives**. You have three years to build power at the right scale to win big.*

Employer A. 1,500 workers, 500 members. Spread between about 10 sites in the North Island. In a recent round of bargaining, the union won up to 6% in pay increases and a union-only insurance scheme. Employer A is the largest employer in the Zoom industry in the North Island.

Employer B. 1,000 workers, 250 members. Spread between 20 sites in the North Island. Bargaining is coming up and members report “people don’t join because they think they get what we win anyway”. Employer B is the fourth largest employer in the industry in the North Island, and has lots of migrant workers.

Employer C. 2,400 workers, 120 members. You have no idea how many sites, but they are a nation-wide company and are likely to have dozens of sites. The pay and conditions in the collective agreement are barely above legal minimums. Employer C could become a key player in the next 2-3 years and surpass Employer A. Bargaining isn’t for another 18 months.

Q3: Which employer would you start with, and why?

Q4: If you wanted to expand to all three employers, in which order would you expand to them, and why?

Fair Pay Agreements: what are they all about?

Quiz

1. What is a Fair Pay Agreement (FPA)?

- A. An employment agreement that only covers one person
- B. One employment agreement that would cover a whole industry or sector
- C. Any employment agreement that has fair pay rates

2. What is the first step to get a Fair Pay Agreement?

- A. The Government passes FPA legislation (law)
- B. The union starts the Fair Pay Agreement process with the industry employers (for example, the whole cleaning industry)
- C. The Fair Pay Agreement is negotiated by the union and the industry employers
- D. The workers in the industry vote on the Fair Pay Agreement

3. What do you think is the minimum amount of money that anyone should earn?

- A. The minimum wage
- B. \$1 above the minimum wage
- C. At least the Living Wage

4. Low pay and poor conditions lead to a wide range of social issues, such as poor health and educational failure. Who pays for low pay and poor conditions?

- A. The employer
- B. The individual
- C. The community
- D. All of the above

5. In the short video you've just watched, who does Bruce Habgood say benefits from Fair Pay Agreements?

- A. Workers
- B. Employers
- C. Workers and employers

6. Contracting out of services is common and many union members' lives are affected by the tendering for services, such as security. If a company needed security for their building, which quote do you think they would accept:

- A. The quote that costs \$2,000 per month
- B. The quote that costs \$5,000 per month
- C. The quote that costs \$10,000 per month

7. If that company goes with the cheapest quote, what is the impact of that decision on the security guards?

- A. There is not enough money in the security company budget for wage increases
- B. There is not enough money in the security company budget to pay for training and upskilling
- C. There is not enough money in the security company budget for health and safety equipment, such as torches
- D. All of the above

8. The union uses the term "race to the bottom" a lot. What does it mean?

- A. A race where companies outbid each other to win jobs which means that the wages and conditions of the workers at those companies are driven down.
- B. A deep sea swimming competition that Danyon Loader won
- C. A race from the top of the Sky Tower to the bottom

9. The Labour Government has committed to Fair Pay Agreement legislation (law), so why do we need to keep campaigning? Because we need to...

- A. make sure that we get GOOD Fair Pay Agreement legislation
- B. win public support for Fair Pay Agreements
- C. educate everyone about the Fair Pay Agreement process
- D. be stronger than any groups or companies who don't want Fair Pay Agreements
- E. All of the above

10. What are some things that we would want in GOOD Fair Pay Agreement legislation (law)?

- A. All workers in an industry to be covered by the agreement (including contractors)
- B. Health and safety as a mandatory clause in every Fair Pay Agreement
- C. Same pay and conditions for workers in an industry regardless of where in the country they work
- D. The right for all workers to be empowered to participate in decisions about the future of their workplace or sector
- E. All of the above

Fair Pay Agreements: what are they all about?

At a glance

Workers in Aotearoa New Zealand need better pay, better conditions, better protections, and better involvement in decision making at work. When workers do well, our whole society does well. We all pay the high price of inequality – that's why every Kiwi should support improving workplaces for every worker.

The Playing Fair campaign is one of E tū's solutions. We are campaigning for Fair Pay Agreements – employment agreements that would cover everyone working in a sector or industry.

There are so many advantages to having Fair Pay Agreements that cover all workers in a sector or industry, including:

Better results

- Stopping the 'race to the bottom' – where employers remain competitive in contract tenders by paying the lowest wages, even when they would rather pay more.
- The ability for negotiations to go into much more detail about the important issues that sometimes get overlooked in favour of pay talks, such as health and safety issues, workplace culture, and the rights of workers to organise.

Better process

- Negotiations can take more of the time necessary to address all issues because of the need to only negotiate one agreement in an industry.
- Ability to make better use of arbitration, mediation, and other tools to resolve difficult issues.
- Centralised communication with proper data sharing to ensure all affected people and parties are as best informed as possible.

Better representation

- Negotiations will benefit from the country's best representatives and experts around the one table, looking at the best arguments and data, instead of replicating the process across many employers with unfairly varied outcomes.
- Proper representation for workers in industries where union membership is low, or where organising collectively is usually difficult.
- Fully democratic, with every single worker in an industry (whether unionised or not) given the opportunity to contribute to negotiations and vote on their outcomes.

The Labour Government have made a clear commitment to implementing Fair Pay Agreement legislation in 2021. However, they can't do it alone. Workers need to make it clear to both politicians and the wider public just how important Fair Pay Agreements are. We need to ensure that the final legislation truly does cover all workers in a sector or industry and that there are clear processes for representation, communication, and everything else that enables fair play around the negotiating table.

We need to keep the pressure on the Government to ensure they deliver Fair Pay Agreement legislation that works for working people. We need to talk in our workplaces and communities about the importance of Fair Pay Agreements so that everyone knows what we can achieve together!

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E tū waiata

*E tū kahikatea
Hei whakapae ururoa
Awhi mai awhi atu
Tātou tātou e*

*Stand like the kahikatea tree
To brave the storms
Embrace and receive one another
We are one together*

**Got a question about your wages or leave entitlement?
How about your rights under health and safety?**

The union organisers are your go-to people. They can help with almost anything work related, arrange with your organiser to get you representation at meetings and update your details.

**Call 0800 1 UNION (186 466)
or email support@etu.nz
Open Monday to Friday, 8.00am – 5:30pm**

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