



and you



Pay equity stolen

The Government slashed our pay equity claims, but E tū members are fighting back – and we won't back down.

Politics in 2025

A year of continued attacks on workers.

Spotlight on hospitals

E tū members and their crucial role in our health system.

Local elections

Get ready to vote for your local representatives in October.



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This magazine is published by E tū and distributed by post and email to union members.

This magazine is printed by union members at Pivotal Print.

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We know what we're up against

By Rachel Mackintosh, E tū National Secretary

Tēnā koutou katoa. During autumn I travelled the country for Delegate Forums and met with hundreds of the delegates you as E tū members have elected to represent you. Our delegates are the heart of E tū and they serve our members well. I saw that they have a clear focus on what E tū faces as the current Government's decisions make the extremely wealthy richer and attack our ability to organise as a union to win better lives for working people and our communities. Our delegates are standing up and fighting back. We have a 160+ year history and we will survive the current attacks.

I acknowledge that employers are making many workers redundant around the country. The employer's decision to shut the paper mill at Kinleith and make hundreds of workers redundant has had a direct and immediate effect on the lives of workers and whānau, and on the whole community of Tokoroa. What touches those lives touches all of us.

Employer decisions are only a part of what we face, as the Government continues its attacks on workers – undermining Te Tiriti, blocking pay equity, removing employment rights by labelling workers “contractors”,

taking health and safety backwards to the time before the hard lessons of Pike River, and removing workers' rights to fair compensation when employers behave unjustifiably ... the list is long and this is just a part of it.

Despite this, E tū continues to grow, as workers see the value of standing together for a better life. We have stood together with communities to see off the Treaty Principles Bill, we have stood together with other unions at mass rallies around the motu, and we will continue to take action, from joining new members up at work, to collective bargaining, to having a say in the future of the country.

For all members, the fight back continues. Look out for more mass meetings as we gather in Biennial Membership Meetings in September. Look out for ways to take part in a nationwide day of action for pay equity on 20 September, and take every-day acts of solidarity at work and beyond.

Kia kaha tātou.

Building Power Together

By Muriel Tunoho, E tū President

I've been a Living Wage leader and activist since the Living Wage Movement was formed in 2012.

I'm proud that E tū is an accredited Living Wage Employer and a foundation member of the Living Wage Movement Aotearoa. We can look back with pride at over a decade's work with other unions, community organisations, and faith groups to lift thousands of cleaners, security guards, catering workers, and many more out of poverty on to the Living Wage. For some of these workers, it has meant not having to work multiple jobs just to earn enough to live with dignity.

E tū is about to go into bargaining at Resene Paints where we have some new and awesome delegates. The Living Wage Movement has rallied and built a strong community campaign to support these workers demanding a Living Wage. We will win!

The following Councils are all accredited Living Wage Employers: Wellington City Council and Regional Council, Hutt and Porirua City Councils, Kapiti District Council, Auckland City Council, Christchurch City Council and Regional Council, and Dunedin City Council.



In my local communities, we are hosting Living Wage election forums in the Hutt and Wellington calling on all Mayoral and Councillor candidates to value their workforce and continue with their Living Wage accreditation.

E tū can't fight these attacks against workers' rights, poverty, and the rising cost of living alone or in isolation. Lyndy McIntyre wrote in her book *Power to Win*, "The quest for the power to win just and decent pay rates is as necessary as it was in 2012. As long as thousands of workers and their families still bear the brunt of low wages, this idea, this movement has work to do."

Cross-union solidarity

By Gadiel Asiata, E tū President



My recent experience has renewed my determination to continue building power within our union and across the wider union movement.

I had the privilege of attending the Dairy Workers Union (DWU) Biennial Conference alongside our National Secretary, Rachel Mackintosh. Building power across different unions is essential in today's climate, as working people and their families are under increasing attack under this hostile Government. Maintaining relationships allows us to create a strong movement with our fellow unions.

For me personally, being at the conference was a moment of deep reflection and reconnection. I was reminded of the union I started in 25 years ago, right out of school: The DWU is an organisation that played a crucial role in shaping my journey as a working person and a union advocate.

Being there also gave us the opportunity to share what our union stands for: the values of fairness, dignity, and collective strength. We highlighted the campaigns we are running, emphasising the importance of fairness in wages, safe working conditions, and the protection of workers' rights.

In sharing experiences with DWU delegates and recognising our common ground, the conference was a reminder that collective action and solidarity are our greatest tools in resisting the attacks from our Government. By uniting across unions, we can amplify our voice, influence policy, and create real change that benefits workers and their families.

Working people deserve a voice, and together, we can ensure that voice is heard loud and clear.



Tamara Baddeley

Pay equity stolen

Care and support workers betrayed – but not standing down

In May, the Government passed urgent legislation that brought a sudden and brutal end to 33 live pay equity claims across the country, including the long-awaited new claim for care and support workers.

The new law was rushed through Parliament without public consultation or Select Committee scrutiny. It not only scraps the claims already in progress, but also rewrites the rules to make it significantly harder for new claims to even begin. Care and support workers, who had spent nearly three years waiting for a renewed settlement, have been told they can't even start a new claim until 2027.

The impact is devastating. These are frontline workers supporting disabled people, older New Zealanders, and a range of others who need care and support. They are overwhelmingly women, many of them Māori, Pasifika, and migrants. They've always been underpaid as a result of systemic gender-based discrimination.

The previous pay equity settlement, won in 2017, was a historic step forward. It lifted wages across the board and recognised the systemic undervaluation of care and support work.

However, that agreement expired in 2022. Since then, costs have skyrocketed, workloads have

intensified, and workers have been told to wait – for legislation, for funding, for political will. Now, that wait has ended in betrayal.

Tamara Baddeley, home support worker and Convenor of the E tū Community Support Services Industry Council, says the decision has enraged and energised members in equal measure.

"This makes me feel f***ing angry. This Government is a nest of vipers – they speak with a forked tongue," Tamara says.

"I challenge every single one of them to come and work with us. On our wages. Getting assaulted at work, paying for travel out of your own pocket. Then tell us why cutting off our pay equity claim is a good idea."

"Our claim had been sitting there for well over 1,000 days. Why are we still waiting?"





Jo-Chanelle Pouwhare

We're fighting back

The Government may have hoped to shut this down quietly, but they underestimated the determination of everyone who believes in justice for women, and for all workers in women-dominated industries. Immediately after the announcement, dozens of rallies were organised across the country organically. From Whangarei to Gore, people met to use their voices together to express their rage.

On Budget Day, thousands gathered outside Parliament. E tū members held a stopwork meeting, alongside other unions and many other supporters, calling out the theft of pay equity and demanding respect for the work they do.

Jo-Chanelle Pouwhare, a disability support worker, was one of the speakers at the Wellington rally.

"I've had to come here to remind this Government that New Zealand was the first place in the world to allow women to vote. And yet, this is what they've diminished us

to. Shame on them," Jo-Chanelle said.

"This Government needs to understand that we are worth every cent, and more, than was in those pay equity claims. Trust and believe.

"Let's fight this fight. Let our voices be heard. Stand proud of who you are, I'm proud of you and us."

Since then, momentum has only grown. A new People's Select Committee has been launched, led by former MPs and supported by unions, to give workers the voice they were denied in Parliament. The committee is collecting stories from across the country and preparing a report to show the real human cost of cutting pay equity.

Delegates are organising workplace meetings, communities are rallying around their local support workers, and submissions are pouring in. What was meant to be quietly buried has become a national conversation, and E tū members are leading it.



2025: A year of attacks on workers



Just over halfway through the year, the National-led Government has already done serious damage to workers' rights. In sector after sector, they've pushed policies that shift more power to employers, cut funding for decent jobs, and weaken the laws that protect working people. E tū members are fighting back – but the scale of the attacks is bigger than many expected.

Here's a snapshot of what has happened so far.

Contractor protections under threat

One of the Government's most cynical moves is its plan to block people from challenging their employment status. At the moment, workers like Uber and courier drivers can go to the Employment Court to argue they should be treated as employees – with proper wages, sick leave, and legal protections. E tū helped them win that case. Now, the Government wants to stop these challenges altogether, locking in a low-rights, low-wage model for the growing number of people pushed into sham “contracting” arrangements.

Undermining the right to strike

In a move that threatens all union members, the Government introduced legislation to allow employers to deduct pay for even the smallest industrial action. This includes things like wearing stickers or refusing overtime doing what the law describes as a partial strike. These kinds of actions are often used when full strikes aren't possible – especially in essential services. Letting employers dock pay anyway is designed to intimidate people out of taking action, and it tilts the playing field even further in favour of employers.

Cutting compensation in personal grievances

The Government is stripping away the rights of workers who raise personal grievances. If a worker is accused of serious misconduct, they would lose access to any remedies, including reinstatement or compensation. Even in less serious cases, any perceived “contribution” by the worker could mean no payout at all. This change will heavily favour employers, making it harder for workers to challenge unfair treatment and easier for bad bosses to get away with it.



Living Wage under attack

For years, E tū members campaigned to make the Living Wage the minimum for cleaners, security guards, and other support workers employed through government contracts. Now, that hard-won progress is being dismantled. The Government intends to remove Living Wage requirements from the new government procurement rules, robbing essential workers of this wage protection. If this goes ahead, thousands of workers could see their incomes fall – at a time when the cost of living keeps rising.

Wrong priorities for health and safety

The Government is rewriting health and safety law – and their priority is cutting “red tape,” not saving lives. Already, they’ve scrapped WorkSafe’s High Hazards Unit and signalled a full restructure of the regulator. They’ve cut staffing, limited inspections, and weakened enforcement. All of this puts workers at more risk, especially in dangerous industries like construction, extractives, and manufacturing. It’s a return to the old model – wait until something goes wrong, then deal with the consequences.



Mark Anderson

OceanaGold, Waihi

Convenor of the E tū Engineering, Infrastructure, and Extractives Industry Council

This Government says it wants to grow the mining industry, but you can't expand a high-risk sector while quietly gutting the health and safety laws that protect workers. It's contradictory and it's dangerous. If we're bringing in more workers, especially new ones, we need stronger protections, not weaker ones. Workers like me know how quickly things can go wrong underground. We live with the risks every day. I've invited the Minister to see it for herself, but so far, there's been no interest. That tells you everything you need to know about where their priorities lie.



Mele Peaua

Wellington cleaner

Public and Commercial Services Industry Council member

I've been proud to stand up for workers as an E tū member, and I've fought for the Living Wage for years. So, it's heartbreaking to see the Government trying to take it away. Before, we said getting the Living Wage was a blessing – but what do you call it when they take that blessing back? I'll keep fighting for all of us, cleaners, security guards, catering staff, because we all deserve a life we can live with dignity.

Safe Airports – stronger together

Airports are like small cities, with thousands of people working side by side every day. From cabin crew to cleaners, security to ground crew, baggage handlers to catering staff – every role is essential to keeping the airport running safely and smoothly. That's why E tū's Safe Airports campaign is about looking at the airport as a whole, standing together for decent pay, secure jobs, and safe conditions for everyone on site.

When workers across an airport come together, we can tackle issues that affect us all – from safety hazards to low pay – and win improvements that make a real difference for every part of the team.

Big year for cabin crew

E tū represents more than 2,000 cabin crew members across every major airline in Aotearoa, with collective agreements covering all the main employers. In 2025, every one of those agreements is up for renegotiation. Our delegate teams have been hard at work, making sure the voices of crew are front and centre.

- **JetConnect Short Haul** members have just ratified a ground-breaking agreement with major wins, including improved part-time contracts, more days off to improve work-life balance, protections against duties being brought forward, and overall pay package increases between a whopping 22% and 33%..
- **JetConnect Long Haul** members are next in line for bargaining, with **Jetstar** delegates also preparing for their negotiations later this year.

- **At Air New Zealand**, Wide Body Cabin Crew bargaining is progressing, Turbo-prop crew are deep in their first unified negotiations since the Air Nelson and Mt Cook merger, and Short Haul crew have led an energetic campaign that included the first ever paid union meetings for their group nationwide.

All this activity has seen E tū's cabin crew membership reach post-Covid record highs in 2025 – a testament to the hard work of our members and delegates.

"We achieved a majority vote of 97%, which spoke volumes – we've been able to win a great new agreement for our members. Shout out to all the delegates who gave up their time and energy, even outside of work hours, to make this happen."

– **Andrew Reilly, JetConnect delegate**



Living Wage for airport cleaners

While some airport workers are making big wins, others are still fighting for the basics. Cleaners like Soana Vakauta, who works for Assetlink at Auckland International Airport, keep our airports clean and hygienic – work that's physically demanding and absolutely essential. Yet they're still not paid the Living Wage.

"I love my job, although it's tiring and physical work. We come to work to support our families, but what we earn now is not enough for the most basic needs," Soana says.

"If we were paid the Living Wage, we could cover the bills and still have time with our kids and grandkids. Right now, I don't have that time, my grandkids ask why they barely see me, and it breaks my heart."

Many cleaners have left for better paying jobs, and those who stay often work two jobs just to survive. E tū is calling on the airport employers to value this essential work and commit to paying the Living Wage.

Manufacturing in crisis: Closures hit hard in 2025

It's been a devastating year for manufacturing workers around the motu, with major closures gutting local economies and leaving thousands of skilled workers out of a job.

At Kinleith, the paper machines that once played a big part powering Tokoroa's economy have fallen silent. After more than 70 years of continuous operation, Oji Fibre Solutions shut down paper production in June, making over 200 workers redundant and slashing even more contractor jobs.

At Winstone Pulp International, both the Karioi pulp mill and Tangiwai sawmill shut their doors, citing high energy costs and weak global demand. Around 230 workers were impacted. For a rural region like the central North Island, that's a huge blow.

These aren't isolated incidents, but symptoms of a deeper failure. The Government has no clear plan to protect the country's manufacturing base. While other countries invest in green tech, domestic supply chains, and set proper industrial strategies, Aotearoa is letting decades of expertise and infrastructure slip away.

E tū has warned for years that without a proper plan for regional industry, we would see exactly this. These closures didn't come out of nowhere. They were the result of long-term underinvestment, poor planning, and a lack of vision. Now workers are being told to fend for themselves while companies quietly walk away.

Ian Farrell, head delegate at Kinleith, says it's had a real impact on the local community.



Ian Farrell

E tū head delegate at Kinleith
Photo: RNZ

"People are very disappointed. I think it could have been done differently and we could have saved the plant. Management and the Government go on about us being a world renowned manufacturing place, but the cost of producing paper was too much for the owners."

"I think people are adapting and the town is surviving – it's not going to die in the woods. You go into town and it's still thriving. But some are still looking for jobs, some have no jobs, and if you stay living in Tokoroa you've got to have the right skill set."

"Some people have had to leave because there just isn't the work for their skill set. Others used to travel here from places like Cambridge and Rotorua. I haven't caught up with all of them, but the ones I've spoken to are doing all right. Quite a few have picked up other jobs – driving for Fonterra or working at the dairy factories around here."

Ian says that without addressing the problem of soaring electricity prices, he's worried about the future of the pulp side of the operation, such as looking into different energy sources.

"They need to do something, and they need to do it in the next two years, so there's some surety about the rest of the place staying open."

"What we should be doing is putting in a condensing boiler, so we can produce power and be cost neutral for energy. Kawerau survives because it's got geothermal energy, and we could do something

similar – run it off wood waste, for example. The Japanese owners don't want to know about it, they think the Government should pay. I think the Government could go 50/50 with the company. You're probably talking \$50 million, which is nothing for them."

It doesn't have to be this way. Manufacturing is a critical part of a resilient, sustainable economy. It creates real value, keeps profits and taxes onshore, and provides decent, unionised jobs in the regions – but only if it's protected.



Local elections 2025

Voting in local elections might not get as much hype as general elections, but it matters just as much, especially for working people. The decisions made by your council shape your neighbourhood, your commute, your housing options, your access to services, and even the pay rates of local workers. That's why E tū always gets involved with local government elections.

Councils are responsible for a huge range of things that affect our daily lives—like water, public transport, libraries, civil defence, waste management, parks, local regulations, and much more. They also set rates, influence urban planning, and decide how community services are delivered. On top of that, many councils are big employers themselves, or contract out work to private companies. That means they have real power to improve pay and conditions for local workers, by adopting the Living Wage and backing decent employment standards.

This year, E tū is once again supporting a group of candidates who stand for fairness, decent work, strong public services, and inclusive, sustainable communities. In many areas, we're backing community champions and current councillors who have shown they care about workers and our whānau. We'll let members know more about endorsed candidates closer to the time.



■ Your election checklist

■ **Check you're enrolled**

- You must be on the electoral roll before you can vote. Check or update your details at www.vote.nz or call 0800 36 76 56.

■ **Watch for your voting pack**

- Voting documents are posted between **Tuesday 9 September** and **Monday 22 September**.
- If you haven't received yours by **Saturday 27 September**, contact your local council, you may need to update your details or cast a special vote.

■ **Cast your postal vote**

- Postal voting opens **Tuesday 9 September** and closes at **12 noon on Election Day, Saturday 11 October**.
- Make sure your completed voting paper is received by midday on Election Day. This means posting it before **Tuesday 7 October** to ensure it arrives on time. If you can't get your vote in the post before then, you can drop it off at different locations – visit www.votelocal.co.nz for local information.



Andrew Little for Mayor of Wellington

"I'm always really pleased to see union members getting involved in election campaigns to win real improvements for workers and our communities."

"As a former National Secretary of one of E tū's legacy unions, and as a former Cabinet Minister, I have seen first-hand the huge importance of union participation in politics."

"My campaign for the Wellington mayoralty is all about working constructively with all stakeholders, ensuring everyone has their voice represented at the table, and always keeping an eye on the bigger picture. I'm committed to the Living Wage and pay equity."

"These are my values. They are Labour values, and union values. No matter where you are in the country, vote for your union values. That's how we'll win the change we all know we need."



Whangarei

Delegate Forums bring our union together

Our 2025 E tū Delegate Forums were a great success, with hundreds of delegates meeting across the country to organise, learn, and build union strength.

This year's theme – E tū, ururoatia! Stand up, fight back! – was carried over from last year, and for good reason. As the Government ramps up its attacks on workers' rights and public services, the need to organise is more urgent than ever.

Across the motu, delegates shared what's happening in their own workplaces, built connections with each other, and planned local and national action for the year ahead.

There were practical discussions about campaigning, bargaining, and growing our union, with lots of new ideas for how to turn frustration into action.

The forums also included an important kōrero about our union's new constitution. Replacing the E tū Rules, the E tū Constitution is designed to make it easier for members to understand and engage with the way our union works. With a simpler layout and clearer language, the updated constitution is more accessible and more reflective of our values as a democratic, member-led union.



Wellington



Palmerston North

■ Special General Meeting

As part of our updated democratic processes, E tū held a Special General Meeting (SGM) online, bringing together delegates who attended the Biennial Conference last year.

The purpose of the meeting was to officially confirm the new constitution to bring it into line with the new Incorporated Societies Act. This was discussed at the Delegate Forums and developed by the National Executive. Members from across the country joined the online hui, asked questions, and then voted to make it a reality.

It's a practical example of how we're using technology to make participation more accessible, and a reminder that no matter where our members are, they all have a voice in shaping the future of our union.





Industry Spotlight: Hospitals

From Northland to Invercargill, hospitals are running 24/7 to care for our communities. Behind every ward, theatre, and waiting room, E tū members are there, doing essential jobs that often go unseen.

E tū represents cleaners, laundry workers, drivers, café workers, hospital supporters, security guards, kitchen staff, orderlies, multi skilled workers, and trades and maintenance workers. Whether they're employed directly by Te Whatu Ora or through contractors, or working in private hospitals, our members are keeping the country's health system ticking. E tū has a proud history of organising hospital workers and winning real improvements.

Today, we continue that fight for respect, recognition, and decent pay.

Right now, the Government seems determined to cut costs no matter the consequences. They say "frontline" workers are safe, but in public health every worker is on the frontline. False economies are being made across the system, with services contracted out to companies whose first priority is private profit. Bringing these services back in-house would save money and deliver better care. But that alone is not enough – we also need a Government that is willing to invest in strong, well-resourced public health services for everyone.

What E tū members do in hospitals

Cleaners: Infection prevention starts here

Hospital cleaners do far more than mop floors – they're the frontline defence against disease. Every surface wiped, every room sanitised, is part of the infection control system that protects patients, staff, and visitors. It's physically demanding work, often with tight timeframes and high standards, and it's absolutely critical.

Security: Managing risk and supporting care

Hospital security workers deal with it all: patients in crisis, distressed whānau, alcohol-affected visitors, and sometimes outright violence. They are trained to de-escalate and support clinical staff, often in high-pressure situations. But too often, they're treated like a second thought in the system, especially when they're employed by private contractors.

Kitchen staff: Keeping patients nourished

A good recovery starts with good food. Kitchen staff prepare hundreds of meals a day, tailored to the

needs of each patient. From special diets to allergen management, this is skilled work. With staffing shortages, kitchen teams are often stretched thin.

Orderlies: The hospital's all-rounders

Need to get a patient to surgery? Need equipment moved between wards or supplies delivered during a night shift? Orderlies are the ones who make it happen. They know every corner of the hospital and are often the first to step in when something unexpected is needed. It's a role that requires strength, stamina, and compassion.

Maintenance workers: Keeping systems alive

Hospitals rely on countless machines, systems, and structures, and maintenance workers keep them running. From power and plumbing to life support systems and fire safety, their work literally keeps people alive. Often working behind the scenes, they respond quickly when things go wrong and prevent breakdowns before they happen.



Karena Kelland

Public and Commercial Services
Industry Council Convenor

I work in the kitchen at Southern Hospital, doing everything from supervising shifts to managing stores, cleaning, and processing patient menus. The menu processing is a big part of making sure patients get the right meals, with adjustments for allergies, dietitian instructions, or changes in appetite. If someone's not well and only wants a light meal, like two soups, they shouldn't be given a full tray. It's about making sure people feel looked after, even from the kitchen side.

We've been employed by Compass Group since 2015, when we were contracted out. It did change things. We're still treated as part of the team – the nurses still ring the kitchen like they always did – but sometimes it feels like I'm just a number to Compass, not a person.

You see the difference contracting makes in simple things like PPE for security. Directly employed staff might have proper safety boots, while contractors are in gym shoes. That kind of thing really shows up in a hospital.

But what really makes a difference is how underfunded the system is overall. We've had lockdowns where there wasn't enough security on site. We're short-staffed across departments. When we were directly employed, if something was needed to support a patient properly, we could usually get it. Now we can only work with what we're given.

I want people at our hospitals to know that we're all in the same boat. Just because one round of bargaining is tough doesn't mean the next one will be. We've recently won things like the Living Wage, and we've got solid terms and conditions – time and a half on weekends, double time on public holidays. It's not perfect, but it's a lot better than it was. As long as we stick together as union members, not just as fee payers, we can keep making progress.

Q&A

This October, E tū will turn 10 years old! To reflect on this milestone, we spoke with E tū North Island Vice President Mischelle Moriarty, about her history as an E tū activist and what she has seen along the way.



Mischelle Moriarty
— and 10 years of E tū

How did you first get involved with the union?

I had heard about unions from my Dad and Grandfather since I was little. So when I started at Post in 1987, I was working as a typist to the postmaster and I joined the Communication & Energy Workers Union. My Dad called up one of his mates at the EPMU union and said, "Go sign my girl up" before that union folded. My friend nominated me to be the delegate, saying "you're it". I thought, oh yeah, I'll give it a go.

And how has your career with NZ Post unfolded?

There's been a lot of change. I started in '87 at St Lukes, and since then I've been through so many restructures. I've had about seven different roles over that time, because every time something is disestablished, you move to whatever's next. After my typist role was disestablished, I became a retail officer on the counter.

Then came KiwiBank – we helped launch that, so I became a customer service rep opening bank accounts. I then moved into management and ran the St Lukes branch. After 20 years at St Lukes I was asked to do project management work at our head office. After a year there I then managed the Newmarket KiwiBank for 12 years, also helping with mortgages. Our roles were disestablished and for the last five years I've been the Team Leader at the Ponsonby Post Shop.

I've been part of every major change Post has been through, including when KiwiBank separated from NZ Post. Most recently my Ponsonby Post shop has closed so I have just started a new Customer Service Coordinator role at the Hardinge Street Post Shop. So, it's definitely been a journey.

What are the biggest changes you've seen?

For NZ Post it's been restructure after restructure. Each time, we are losing long-serving members with huge knowledge and experience. We had people with 38, 40, even 42 years of service walking out the door. And when you lose those NZ Post delegates, you lose leadership too. You lose that history.

For E tū, one of the biggest changes was when E tū was formed. I remember a trip to Wellington back in the EPMU days, looking at all the old National Executive photos. There were only a few women, in the last two most recent photos and I only saw one Māori woman. But at one of the first E tū conferences, I looked out at the crowd and thought: I see myself. Māori, women, people from all walks of life. That stuck with me. That's why I believe in E tū. It's inclusive, it's a forward-thinking union.

What keeps you going?

I've been part of the national bargaining team for Post for around 20 years now, and I sit on our Communication Industry Council. I've stayed because I know being a part of our union, we can make a difference.

What drives me is helping others, and helping them see that they can do this too. I didn't go to university. I went to a small area school up North. But I've been on the National Executive since E tū started. You don't need a degree. You need heart, and the will to stand up for others.

I'm always encouraging people to step up, that they can do it as they have their work and life experience. More women, more Māori, more Pacific delegates, I'm not ashamed to say it. We need to be represented at the table.

What do you hope for the future of the union?

I want us to keep growing. We've got to get more young people involved. I had been trying to get my daughter to participate in our union and I believe she saw the value of being a member after needing help with an issue at work and seeing the union in action at a rally.

The future of the union is in our kids, and in our mokopuna. I hope they will be a part of E tū one day, standing up for what's right, standing up for justice, and standing up for others. That's the legacy we need.

E tū in action



E tū joined forces with other unions and community allies for a huge day of action on May Day! Check out some of the photos from across the motu. We're going to keep showing up together, united in using our voices to stand up and fight back – keep on the lookout for more opportunities to join the momentum.







Living Wage for Resene workers: Workers at the Resene Paints factory in Naenae are organising for their first collective agreement in a long time. It's a classic Living Wage community campaign, and there has been a huge showing of support from workers, their families, and other locals who know that Resene workers deserve at least the Living Wage for their mahi.

Bupa workers take action: Workers at residential aged care chain Bupa have been taking action against unfair and unworkable roster changes, across the country. We've also worked with independent researchers at CICTAR to produce a report explaining how Bupa's 'tax shifting' practices see them paying a lot less tax than you'd expect – read more at www.etu.nz/bupatax





A new deal at SkyCity: SkyCity members from E tū and Unite won pay rises of up to 11% over two years, better leave, and doubled footwear allowance, with Hamilton now included. The win is a clear example of the E tū Conference remit to support cross-union bargaining in action. Delegate Andrea Moltzen says: "We worked in unison to get the best deal out of SkyCity... and we look forward to opening more possibilities in the next bargaining."



Christchurch City Council Wastewater strike: E tū members at Christchurch City Council's wastewater plant took five days of strike action to stop the Council removing a clause that gives lab techs and maintenance workers the same terms and conditions as other staff. With the plant already under pressure and running below 50% capacity, the strike was about protecting hard-won conditions and standing up for fairness and respect.

Have you received your special \$10,000 E tū Accident benefit?

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