



and you



Our future, our terms

Ake! Ake! Ake! This November, workers can change the Government. First, make sure you can vote.

Pay equity

The fight goes all the way to the United Nations.

Not one more

Workers stand against the Government's plan to weaken health and safety.

Industry spotlight: cleaning

The workers who keep Aotearoa running, and the fight for fair pay.

Notices

Save at the pump with Kora

With fuel prices where they are, every cent matters. As an E tū member you can get a Kora fuel card and discounts at the pump. See all your member benefits at etu.nz/members-benefits.

Support our charities

There are now donation buttons on our website for the two E tū charities. The E tū Education and Training Foundation opens doors to training and skills for workers and their whānau. The E tū Welfare Trust Fund provides practical support to members facing hardship due to work-related events or exceptional industrial circumstances. Learn more at etu.nz/donate.

Māori members: connect with Te Rūnanga online

Te Rūnanga has a private Facebook group for Māori members to connect, share what is happening, and strengthen the tāngata whenua voice in our union. If you are Māori and not in the group yet, we would love to have you there. To join, search 'Te Rūnanga o E tū' on Facebook and request to join the group.

E tū Support

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Our future, our terms: Ake! Ake! Ake!

By Rachel Mackintosh, E tū National Secretary

Welcome to the winter 2026 edition of E tū and you.

We can be proud of the powerful base of more than 48,000 working people who choose to be E tū members.

E tū is democratic. Members make democratic decisions about who represents us as our delegates, and about the outcome of our collective agreement negotiations. E tū is often the first place where working people get to experience democracy in our lives, with direct and clear results at work. Through workplace democracy, union members have won the right to have our voices heard by our bosses. Through democratic collective bargaining, we have won pay increases, health and safety protections, extra paid leave, skills training, and many other conditions that help make our work rewarding, and allow us to live decent lives. Union members get better deals.

As union members, we also experience democracy beyond our workplaces – across the union, and across society.

In April and early May, nearly 900 elected workplace E tū delegates attended forums around the country to learn, network, and to look to the future. They also elected delegates to represent them in the big democratic decisions of our union at Conference.

This year is a Conference year. The E tū Biennial Conference is the highest decision-making body of our union, where delegated members set the direction

and agree on the shape of our union. One decision coming up this year is about strengthening our industry focus by creating industry conferences where delegates from right across each industry will come together to network, learn and share experiences to make our industry strategies more powerful.

This year is also a General Election year, and we will use our democratic voice to elect a government that will back us.

Right now we are building our voice by making sure that all our members are enrolled to vote. We have a challenge in the 2026 election because we all have to be enrolled before the start of the voting period. We can vote between 26 October and 7 November. The government is expecting 50,000 votes to be wasted because they are cast by people who weren't enrolled by 25 October. We need be enrolled to make sure that we, our whānau and our communities cast votes that will count.

We are campaigning for a progressive, Labour-led government that will support us to build our future on our terms: that will strengthen collective bargaining, that will fund pay equity, that will create industry-wide bargaining through Fair Pay Agreements, that will support worker health and safety, that will give us back our hard-won paid leave, and that will honour Te Tiriti o Waitangi.

This is how we build our future on our terms.
Ake! Ake! Ake!

Our Biennial Conference is coming up



Our Biennial Conference is on 15 and 16 July 2026 at the Holiday Inn Auckland Airport in Māngere. Conference is where E tū members make decisions about the direction of our union. Delegates will debate remits, hear from speakers, and vote on important matters.

Our Conference elects our Presidents. Current North-Island Vice President Mischelle Moriarty has been elected unopposed as National President (Māori), and will formally start in that role at the Conference. A big congratulations to Mischelle, and a huge thank-you to outgoing President Muriel Tunoho, who has filled that role since the formation of E tū.

Two current members of the National Executive, Gadiel Asiata (current National President (non-Māori)) and Mark Anderson (current Convenor of the Engineering, Infrastructure, and Extractives Industry Council) are running for the position of National President (non-Māori).



Delegate Forums bring our union together



Our 2026 E tū Delegate Forums were a great success, with hundreds of delegates meeting across the country to organise, learn, and build union strength.

The energy at the forums was something else. Delegates from every part of our union came together, from multiple industries: aviation, care and support, manufacturing, cleaning, security, and communications. They shared what is happening in their workplaces, swapped ideas, and made plans for the year ahead.

This year's theme is "Our future, our terms: Ake! Ake! Ake!" It is about more than responding to attacks on workers. The future belongs to us too, and we are going to build it on our own terms. Ake! Ake! Ake! carries that sense of determination, the will to keep going for ever.

It is the same theme we carry into our Biennial Conference in July, and through to the general election in November.

A big focus across every forum was enrolling to vote. The rules have changed, and the deadline to enrol is earlier than it used to be. Voting is one of the ways workers protect our voice, so delegates are organising now to make sure every member is enrolled and ready.

Delegates also elected the Delegate Forum Representatives who will speak for each forum at the Biennial Conference. This means local views and local priorities are heard right where the big decisions get made.

One of those Delegate Forum Representatives who was elected is Paul Johnstone, from CityCare in Christchurch.

"I really enjoyed the Delegate Forum, it's a great opportunity for delegates to get together and share stories, and tricks of trade," Paul says.

"The parts I always enjoy most is when we have the breakout sessions, talking in small groups and get to know each other a little better.

"I think it's really important to go along. The forums are a core part of our E tū democracy, and we need to keep talking about where we're going, looking ahead to the future, and making sure we're all on the same page."

The strength of our union is built in rooms like these. Thank you to everyone who came along, spoke up, and helped make the forums happen.







This election, our rights are on the line

This November, workers get to decide who runs the country for the next three years. The choice could not be clearer, because we have spent this term watching the Government rip away rights and protections that workers fought for decades to win.

The list is long. The Government gutted pay equity, stripping billions from the future wages of workers in care, health, and community work. It scrapped Fair Pay Agreements, the one tool that could have lifted pay across whole industries like cleaning and security. It brought back 90-day trials, so new workers can be sacked without a reason. It passed a law that lets employers label workers as "specified contractors", shutting them out of employment rights, such as minimum wage, sick leave, holiday pay, and the right to challenge their own employment status. It narrowed personal grievances, and scrapped the 30-day rule that gave new workers the protection of the collective agreement from day one for 30 days.

Now the Government is coming for our leave. The Employment Leave Bill will change how leave works, and not in our favour. Hundreds of thousands of people, including E tū members, will lose pay every time they take leave if this Bill goes through.

These are not abstract law changes. They land hard on the lowest-paid workers, who are more likely to be women, Māori, Pasifika, and migrants. They land hard on workers whose income is made up of irregular, non standard hours, including overtime. They land hard on E tū members.

It does not have to be this way. A change of Government could restore pay equity, bring back Fair Pay Agreements, and protect the leave that workers rely on. That is what is on the line in November – our wages, our conditions, and our rights. Our future, our terms.

The dangerous Employment Leave Bill

By Lester Udy, head delegate at NZ Steel

The Government's proposed changes to our leave rights will hit hard-working New Zealanders, whatever the Government says. It calls the Employment Leave Bill a simplification. It is not. It is an attack on workers' rights.

Take annual leave. Right now it is paid at the higher of your ordinary weekly pay or your average weekly earnings over the past 12 months.

That is fair. You cannot pick up overtime while you are on leave, so being paid on your average recognises what you would normally take home.

The Bill changes that, and companies end up double dipping. They get the overtime you work to keep production going, then pay you less when you finally take leave to rest.

Shift workers at NZ Steel earn an extra week's leave, so they are hit even harder. Take a worker on \$1,000 a week plus \$250 in overtime. Under the current Act they are paid \$1,250 a week on leave. Under the Bill, with five weeks' leave, that drops to \$1,240.08. The gap widens the more overtime you work and the more leave you are owed.

The Bill also stops your annual leave building up while you are on ACC. Being on ACC is not a holiday. Most workers already take home only 80% of their pay while they recover, and this penalises them again, when most people just want to get back to work. It could even push people back too soon and risk making their injuries worse. Then there are public holidays. Right now, if you work one you earn a full alternative day off. The Bill swaps that for hours in lieu. Get called out to

fix a breakdown for three hours on Christmas Day, and you earn just three hours back, not a day, even though it has disrupted your whole family Christmas.

The Bill would also make it easier to sell your leave. That cuts against the whole point of it. If leave is worth less when it is paid out, more people will sell it to make up the difference, and four weeks off could quietly become two.

This is not simplification. It is an attack on workers' rights, and it looks good for business interests while it erodes conditions we fought hard for and earned. With an election in November, this must be a core issue for every worker.

■ Make sure you can vote

The Government has changed the rules. Under the Electoral Amendment Act 2025, you can no longer enrol or update your details during the advance voting period. That is new. If you have moved house, changed your name, or have never enrolled before, you need to sort it out early.

Key dates

Sunday 25 October 2026, midnight Enrolment deadline.
After this, you cannot enrol or update your address.

Monday 26 October 2026 Advance voting opens. You must already be enrolled.

Saturday 7 November 2026 Election day.

It takes a few minutes to get sorted.

Check or update your enrolment at www.vote.nz, or call **0800 36 76 56**.

The Government may have made it harder to enrol, but it cannot stop us showing up. Get enrolled. Get your workmates enrolled. Get your whānau enrolled. Then vote.



Chris Hipkins
Leader of the Labour Party

"Unions have always been at the heart of the Labour movement and they will be critical to winning this election."

"Nothing is certain in politics and every potential vote matters. That's why every conversation, every door knocked, every phone call made and every moment available to campaign needs to be made the most of."

"Working people built our movement and working people will decide the future of our country. Together, we can offer New Zealanders a real alternative to a Government that has left too many behind."

"The strength of our movement has always come from people standing together, organising together and campaigning together. That's exactly what it will take to win in 2026."

Standing together this May Day

E tū members joined thousands of workers at May Day events across the country on Friday 1 May, marching, gathering, and sending a clear message that workers are ready to change this Government. From Whangārei to Invercargill, the message was the same. Fuel prices and grocery bills keep climbing. Pay equity has been gutted. Workers' rights have been stripped back. The Government tells working families to tighten their belts while doing nothing to take the pressure off.

The 7 November election was front and centre at every event, with a big push on getting workers enrolled and ready to vote.

Members made these events happen. Delegates and activists spoke from the stage, helped organise the logistics, ran stalls, and got their workmates along. May Day is built by the people who turn up, and our members showed up in numbers.

E tū care worker Carla Alfonso spoke at the Auckland event, highlighting the importance of workers standing up against an economy designed to take advantage of our work.

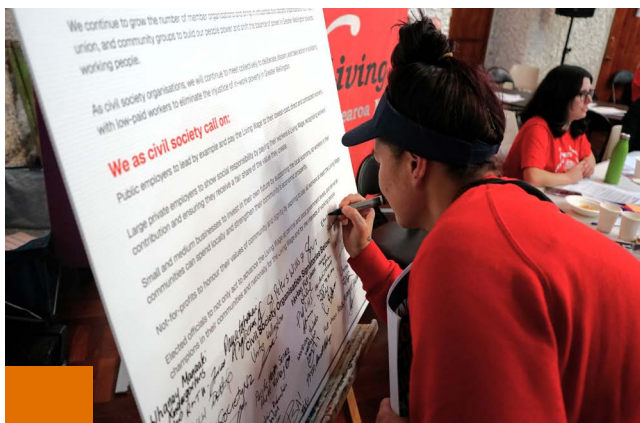
"As we mark International Workers' Day, we unite with all the workers of the world in demanding an end to an exploitative system that devalues our labour and treats us like commodities."



The momentum does not stop here. Every conversation with a workmate about enrolling, every flyer handed out, every shift turned into a chance to talk politics is part of the same campaign. We have until November to make sure every worker is enrolled and ready to vote.



Living Wage cities lead the way



Resene delegate Mags Jackson signs the Living Wage Cities Charter on behalf of our union



Wellington is being asked to get behind the Living Wage, right across the region, and E tū has signed up to help make it happen.

The Wellington Living Wage Member Organisations Council has launched the Living Wage Cities Charter. It calls on everyone in the region to back the Living Wage, from city and regional councils to small businesses and community groups. The idea is for a whole region to move together, so the cleaners, security guards, caterers, and other workers who keep the city running are paid a wage they can actually live on.

Malia Motusaga represented E tū's cleaning members at the launch, and spoke about the huge difference the Living Wage made for her.

"Before our movement won the Living Wage for government cleaners, I was doing 150 hours a fortnight just to cover the bare basics and support my family," Malia said.

"What this meant for me was that I would start work at 6.00 am, finish at 2.00 pm, have a brief one-hour

break, and then work again from 3.00 pm until midnight. I did this five days a week and also worked day shifts over the weekend.

"Earning the Living Wage changed this. I got my time back. I could work fewer hours, spend time with my family, and finally have a bit of space to breathe between shifts. I had a life again."

The Living Wage rose to \$29.90 an hour on 1 April this year, with accredited Living Wage Employers having until 1 September to put the new rate in place. It is based on the real cost of food, rent, power, and getting to work, and it sits well above the minimum wage. For a low-paid worker, that gap is the difference between just getting by and having a bit of breathing room.

The Charter is about Wellington saying it will not wait for the Government to do the right thing. E tū is proud to put its name to it. Many of our members are exactly the workers the Living Wage is there for, and they have led this fight for years.

■ Put the Living Wage to the parties

The Living Wage is shaping up as a big issue at the general election. To put it on the agenda, the Living Wage Movement is hosting an election forum, asking the political parties where they stand and what they will commit to. Come along, bring your workmates, and hear what the parties have to say.

- **What:** Living Wage election forum
- **When:** 6pm, Wednesday 2 September
- **Where:** Naenae College

Transforming Care: Standing firm

Care and support workers hold our communities together. They get our elderly up, washed, fed, and cared for with dignity. They sit with people who are lonely. They notice when something is wrong. It is skilled, demanding work, and it is overwhelmingly done by women, many of them Māori, Pasifika, and migrants. A year on from the Government's decision to gut pay equity, these workers have not backed down.



A betrayal, and a fight that has gone global

The Equal Pay Amendment Act 2025 cancelled active pay equity claims overnight and stripped billions from the future wages of workers in care, health, and community services. Workers have refused to let it go. On 6 May, a year to the day after the law was rushed through under urgency, a coalition of around 20 organisations, including the New Zealand Council of Trade Unions and the Human Rights Commission, lodged a formal complaint with the United Nations. It asks the UN to investigate whether the changes amount to systemic discrimination against women under the international Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), that New Zealand has been a signatory to since 1985.

That followed the People's Select Committee on Pay Equity, set up by ten former MPs from across the political spectrum after the Government shut down the normal select committee process. It heard more than 1,500 submissions and recommended repealing the 2025 changes and reinstating the cancelled claims without making workers start from scratch.

A funding boost with strings attached

The squeeze on care does not stop at pay equity. In June, the Government announced a 4% funding

increase for aged residential care, worth around \$79 million. Any new money for a starved sector is welcome, but it came with a catch. As part of the deal, aged care facilities are now expected to take hospital patients over the weekend, to free up hospital beds.

The problem is that aged care homes are already about 95% full, and the sector is short thousands of beds. Weekend staffing is at its thinnest, and aged residential care does not have the staffing ratios that hospitals do. When a new resident arrives at short notice, often without a clear care plan, it is care workers who have to get them settled safely, into a clean and prepared room, with the right food and proper care. That responsibility lands on people who are already stretched to their limit.

E tū members are clear about what has to happen. If workers are taking on more responsibility at the weekend, the funded pay increase must apply to weekend rates too, not just weekday pay. More than that, the sector needs real investment in safe staffing levels that are based on evidence and reflect what residents actually need. A funding top-up does not fix a system that was never built around the reality of the work.

"\$79 million can't solve the problems in the sector, and making us do even more work when we're already understaffed is going to break us," says caregiver, Ashley Perkin.

"I want to do a great job for everyone who I care for but we do not have enough time to do it also the fact that we can't get meds on weekends because the pharmacy we use in Nelson isn't open after midday Saturday. It's heartbreaking."

Standing together at Summerset

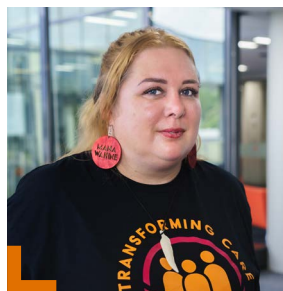
Workers are also their basic union rights. Summerset was long seen as one of the better employers in the sector, with slightly better pay and staffing. Workers say that has changed. The company cut diversional therapy and activities hours, which matter hugely for residents' wellbeing, and this year it cut registered nurse, caregiving, and housekeeping hours from rosters, piling more work onto already stretched teams.

E tū members, alongside members of the nurses' union (NZNO), have been bargaining with Summerset for fair pay and to protect conditions, including weekend rates. After months of organising, including protests and petitions, an offer was reached and taken to members to consider. Before members had finished that process, the company held meetings with non-union staff and offered them the same deal. At the Warkworth site, union members were invited to sessions encouraging them to leave the collective agreement altogether. The unions wrote to Summerset raising serious concerns that this was an illegal breach of good faith.

Workers have pushed back hard, standing together and holding on to their kotahitanga. They know their strength is in their union, and they are not about to let it be picked apart.

It comes down to the vote

Every one of these fights points to the same place. In November, workers can choose a Government that values care work and the people who do it.



"It's squeezing us even harder and making us the working poor. It's a struggle living week to week," says Gisborne home support worker and E tū member Monique Behan-Kitto. "We need to vote in a Government that's actually going to invest in aged care and the people who work in it."

Home support worker and Community Support Services Industry Council Convenor Tamara Baddeley puts it plainly.



"2026 of course is an election year. The most important thing you can do is vote for pay equity. Vote for a party that says they'll reinstate it. We need to vote these bastards out."

Coming up: a pre-election forum, and we need E tū there

Workers will get the chance to put their issues directly to political leaders at the Auckland Health and Care Pre-Election Forum, where party leaders will be asked to commit to safe staffing, pay equity, and a strong public health system. It is on **Wednesday 29 July 2026** at the **Lesieli Tonga Auditorium** in Māngere, with doors at 6pm for a 6:30pm start. Entry is free and kai is provided.

A big E tū turnout is essential. When members fill the room, leaders feel the weight of our numbers and they listen. Register through Humanitix and select E tū when you sign up. For more information, email campaigns@etu.nz.



Health and safety: workers leading, Government retreating

Health and safety is a core issue in every E tū workplace, from the airport to the factory floor to the rest home. Right now, workers are leading on safety, while the Government tries to take the law backwards.

In aviation, E tū delegate and trained health and safety rep Craig Best used a tool called a Provisional Improvement Notice, or PIN, to get his employer to act on an exposure event affecting members. A PIN lets a trained health and safety rep formally require a workplace problem to be fixed. It is one of the strongest tools workers have, and it is not used lightly.

"It was a difficult and unpleasant situation to be in. It was like biting the hand that feeds you. But with the support of my fellow health and safety reps, delegates, my union organiser, and the union's expertise in helping me draft the PINs, I knew it was the right course of action. The process was thorough. It wasn't taken lightly. A lot of due diligence was done before a PIN was ever issued."

"It was met with denial and resistance at first. Some members felt like we were going into a fist fight with the employer. But out of adversity, good things happen. Our employer started to re-engage with the union, the health and safety reps, health professionals, and members. People realised that their health and safety reps are real, and that we play a real part. Change is on the way."

- Craig Best E tū delegate and health and safety rep

E tū members have stood alongside Anna Osborne and Sonya Rockhouse of Stand With Pike, who lost loved ones at Pike River and have fought ever since

to make sure no other family goes through the same thing.

The changes the Government is pushing through would destroy the very protections that came as a result of the lessons of that disaster. Its Health and Safety at Work Amendment Bill carves out every business with fewer than 20 workers, around 97% of all businesses in the country. Those workplaces would only have to manage "critical risks," the ones likely to kill or seriously injure, while they stop actively managing everything else. The Bill also pushes WorkSafe away from being an enforcer and towards being an adviser.

Most health and safety issues – strains, sprains, fatigue, stress and other psychosocial hazards – don't count as "critical". And if this Bill goes through, most employers can ignore them.

In plain terms, most workplaces in Aotearoa would be held to a lower standard, and the workers are carrying the risk whether they are in heavy industries, such as mining and steel or small, insecure jobs where there is the least power to speak up. That is the opposite of what Pike River taught us. The Bill has already been to a Parliamentary select committee hearing and it is now being pushed through Parliament, with the Government wanting it passed before the election.

This is exactly why the election matters. In November, workers can vote for parties that will keep our health and safety law strong, and that treat the right to come home safe for what it is, a right, not red tape to be cut. Make sure you are enrolled, and let this be one of the reasons you vote.

Industry Spotlight: cleaning

The workers who keep Aotearoa running, and the fight to make their work pay.



Walk through any office, hospital, school, or airport, and you are walking through the workplace of cleaners. They often work through the night, starting after other workers have gone home and finishing up before dawn. Their work keeps the rest of us safe and healthy and able to do our own jobs. It is skilled, physical, essential work. Far too often it is invisible, and it is nearly always underpaid.

Why cleaning pay stays low

The core problem is the way the industry is built. Most cleaning is contracted out. A building owner or a business hires a cleaning company, and that contract goes up for grabs every few years. Companies win the work by being the cheapest, and the easiest place to cut is wages – a “race to the bottom”. When a contract changes hands, workers can find themselves with a new employer overnight, through no choice of their own. It is a system designed to keep wages low and workers divided.

Strength in numbers, but only so far

Cleaners build power by sticking together, and some of our members are covered by a multi-employer collective agreement that includes many different commercial cleaning companies. That means those members are not bargaining alone with a single employer or site by site. The multi-employer collective agreement has and it has delivered meaningful gains for cleaners for over 30 years.

There is a limit to what it can do, though. It only covers the companies that have signed up, and in an industry where everyone competes on price, employers resist any pay rise that might make them dearer than the company down the road. Winning real, lasting wage lifts one agreement at a time is hard when the rest of the industry keeps undercutting.

This is why we need Fair Pay Agreements

There is a better way, and we had it within reach.

Fair Pay Agreements would set minimum pay and conditions across a whole industry or occupational group, covering every worker and every employer in it. The terms would be worked out between unions and employers, with workers at the table, and then they would apply to everyone.

For a fragmented, low-paid industry like cleaning, that would change everything. No company could win a contract by paying less than the floor set down in the Fair Pay Agreement. The collective agreement remains an important and additional set of rights. No cleaner would be left behind because their employer lost the cleaning contract to an undercutting business. It would lift the whole sector together and stop employers competing by paying the least.

The Government scrapped Fair Pay Agreements in one of its first acts in office, leaving workers in industries like cleaning without the one tool that could lift their wages and conditions and stop the race to the bottom. Winning them back means changing the Government in November. For cleaners, it is one of the clearest reasons there is to enrol and vote.

Bargaining for a Living Wage

In the meantime, the fight goes on where it always has, in our workplaces. A huge focus is the Living Wage, because too many cleaners, including the people who keep our airports running, are still not paid a wage they can live on. The Living Wage rose to \$29.90 an hour this year, and E tū members are campaigning and bargaining to win it.

Talafaiva Lotolua cleans at Auckland Airport, and rising costs have hit her hard just getting to work.

“We need the Living Wage so we can afford to put petrol in our cars to go to work, feed our families, and pay our bills. The airport must be a Living Wage Employer. We look after the wellbeing of the New Zealand community.”

Q&A

For this issue we talked with Vicky Gajalakshmi, a caregiver and E tū delegate at an aged care home in Hamilton. He moved here from India in 2023, and it was not long before his workmates voted him in to represent them.



VICKY GAJALAKSHMI

Tell us about moving to New Zealand and getting into your job.

It was completely out of the blue. I did my bachelor's in visual communication back in Chennai, in Tamil Nadu, India. During the Covid lockdown I did an NZQA Level 3 caregiving course from India, because the borders were closed and New Zealand was letting students study from overseas. After a year I had the chance to come over, finish my clinical hours, and get my certifications.

Getting a job was hard. I went to more than 30 interviews and failed nearly all of them. I finally got in with the group I work for now, and I am grateful to this day to the manager who hired me. He kept faith in me. I do not know what he saw, but it changed everything. I came over in 2023, and it has been a grateful ride ever since.

How did you get involved in the union?

To be honest, the union chose me. I did not choose the union. A colleague encouraged me to join, and within a few months my fellow members voted for me to become a delegate. It started from there, and I slowly began to learn. What is pay equity? What is bargaining? What does this sector actually do for elderly people, and how far behind are we for the work we do and the pay we get?

Now I see myself as a bridge. I connect migrant workers with the aged care system, where a lot of people do not know what is really happening, or how undervalued their work is. That is what I feel I am doing, standing between migrant workers and the policies that shape this sector.

What do you think is important in aged care right now?

The most important thing is to be honest about the work we do. Proper care takes time. One shower can take 25 to 30 minutes for a single resident. A two-person assist takes longer. A hoist takes longer again. That is what it takes to do right by a person.

The problem is the system is not built around that reality. The time we are given, and the staffing on the floor, assume the work can be done far faster than it ever can. "Short-staffed" has become just a word. It is treated as a normal part of how the sector runs, rather than a problem the system has to fix. The people who wear that are the residents and the workers.

So my message to other members is to speak up about how much this work matters and what doing it properly really takes. Do not let the system pretend the time is there when it is not. Show what good care actually involves, for every single resident, and make that reality impossible to ignore. If you honestly count what each person needs, the answer is always the same. You need enough staff, and enough time, to care for people the way they deserve. That is what we should be standing up for.

What do you get up to outside of work?

That is wide and deep! I am really curious about artificial intelligence. I study the latest trends, pay for the tools, and practise with them, including the big language models. I make video and audio avatars, even cloning my own voice and image so it can play back like me. I also read a lot about politics, especially geopolitics and diplomacy.

All of that came after I joined the union, especially after my first year of bargaining. My organiser was a huge support and got me interested in politics. I do it through my own reading, YouTube, and books, nothing formal, though I do study AI through online certification courses. On top of that, I have just completed my Careerforce assessor registration, so I now mark Level 2, 3, and 4 papers and dementia papers as a registered assessor.



E tū in action

Resene workers fight for the Living Wage

Workers at the Resene Paints factory in Naenae have been organising and striking for their first collective agreement, in a classic Living Wage community campaign. When members picketed outside the company's headquarters, Resene cancelled a planned event with Hurricanes rugby players at the last minute.

"Nick Nightingale and his team would bend over backwards to put more effort and profits into sponsorships like the Hurricanes, than give back to us workers," delegate Mags Jackson told the crowd.

- **Mags Jackson** Resene delegate



Sanford workers on strike in Havelock

Shellfish processing workers at Sanford's Havelock site went on strike after the company pushed for clawbacks, including cuts to long service leave and removing some workers from the collective agreement, while offering a pay rise below inflation.

Te Papa workers rally to save jobs

E tū members at Te Papa Tongarewa rallied at the museum's forecourt against a restructure that cut jobs and stripped out expertise, while the highest-paid managers received significant pay increases. Members know they are kaitiaki of the nation's taonga, and they were not willing to see the museum hollowed out without a fight.

"We make the museum run. We care for the collections, carry out the research, put together the exhibits, and host guests," says E tū delegate and Curator of Fishes Andrew Stewart.

- **Andrew Stewart** E tū delegate, Curator of Fishes, Te Papa





NZ Steel workers face a restructure

At NZ Steel's Glenbrook site, members are working through a major restructure that comes alongside the installation of a new electric arc furnace, known internally as Project Electron. The changes reach across teams from the kilns and melters to steelmaking, utilities, and the mine site, and in many areas they mean fewer workers and lower weekly pay. E tū is standing with members through every step of the process to protect jobs and conditions.

Tiwai workers take a stand

E tū members at Rio Tinto's aluminium smelter at Tiwai Point took industrial action after more than two and a half years of bargaining without a collective agreement. The smelter is a cornerstone of the Southland economy, directly employing around 1,000 people and supporting thousands more jobs. Rio Tinto has secured the smelter's future through electricity arrangements running to at least 2044, and it is a hugely profitable global company. The workers who keep Tiwai running deserve a fair share of that success.

"We're not being unreasonable. What we want is decent work," says Tiwai production worker and E tū delegate Dee. "This is about standing together and saying our work has value." - **Dee** Tiwai production worker and E tū



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