

November 2024 News for SEA-Unite members at SkyCity

SEA-UNITE SAYS NOT ENOUGH! BARGAINING TEAM REPORT

We need you to join together to get a better deal!

Since the beginning of September, the combined SEA Unite and E tū union bargaining team have met with your employer several times.

Our penal rate claim has been rejected, and the pay increase offered is 2.5% on 1 April next year and 2.5% on 1 April the year after. While there have been some positive gains, such as improving the shoe allowance and an offer to roll-in service

payments to improve pay rates, the union bargaining team feels that the overall offer falls far short of being acceptable.

We will be holding combined union member feedback sessions on Friday 8th November, where we will present the full company offer, encourage you to reject it, endorse



The SEA-Unite Bargaining team has a clear view of the SkyCity offer

a mandate to settle and to consider industrial action. Please come to one of the meetings to have your voice heard.

Kia Kaha!

The SEA Unite and E tū bargaining team

PAID TWO HOUR BARGAINING MEETINGS

FRIDAY 8 NOVEMBER @ BAR 21

8am till 10am
6pm till 8pm

10am till 12 noon
8pm till 10pm

12 noon till 2pm
10pm till midnight

WHEN THE TRON STRUCK

BY DAVID GARRITY

I'd like to tell you about Skycity Hamilton's strike actions in 2022.

When we are bargaining, we work hard to reach the best deal we can at the time. Often this won't require confrontation outside the negotiations but at the end of 2021 we had been three years trying to settle a contract for Hamilton!

We decided to strike on New Years Eve from 10 pm till Midnight. The first strike in the world for 2022!

At that stage our main strength was in Food and Beverage and for many of our members it was their first

Strike Action. Joe Carolan and some more of the Auckland team and supporters came down with a bus and sound system and set up outside the main entrance. At 10 pm our team bravely walked off the job and we all partied and chanted for the next couple of hours before returning to work. We had a great time and followed this up for the next few weekends, targeting the busiest nights.

Management and HR did some training to fill the gaps in the Bar and Bevv areas and there was lots of frustration and concern up in the management offices over this period.

We eventually had to go to mediation and managed to get a deal settled.

If it comes to strike action this time around, rest assured that we'll



First in the world in 2022! The SEA-Unite Tron crew struck on New Years day.

do it strategically so that no one loses too much pay.

For strike action to work, all members need to be willing to back the action and step up. Of course, it is much more effective when we have the numbers so you should be talking to your workmates about being in the union and explain to them that if you walk off the job on a strike then they should not step up to take your place! The law protects them if they choose not to and they should not take on extra shifts or overtime to cover for strikers. Undermining a strike is not a friendly thing to do to your coworkers and they should realise that they are undermining a deal that will benefit them in the long run, as the company usually passes on the gains that the Union has won.

FORCED HOME EARLY OR TO WORK CLOCKED OUT?

Your roster is a contract. You agree to work it and SkyCity agrees to pay for all work you do. You can agree to finish early ("early out") if you want to **but you don't have to if you don't want to.**

If you are working you should be clocked in and paid - even if it is past your rostered finish times. You are paid by the hour - not by the room, table or customer. If you, or any other SkyCity worker, is pressured to go home early or continue working contact SEA-Unite immediately.

LET'S FIX THE VISA SYSTEM FOR GOOD

When migrant workers rights, pay and conditions are attacked, it affect all workers, especially those they work alongside.

While over a hundred thousand migrant workers gained residency under the last government, after a hugely successful campaign led by Unite Union and Migrant Worker advocacy groups, the situation is now getting much worse again.

- Hundreds of thousands of visa workers will soon be forced to leave the country before they can re-apply or extend their visa
- The minimum pay level for many visa workers has been cut or frozen, despite high inflation over the past few years.
- Support for exploited migrant workers has been cut with no access to income support and visa extension times cut in half .
- Workers scammed out of thousands of dollars and lured here with false job offers will not be allowed to stay and find real jobs.

Not only do we need to push back against these attacks, but we need to fix the system that all governments have used to create and exploit second class workers in Aotearoa.

That means:

1. Cease tying of visas to particular jobs with specific employers. As long as workers are doing the work their visa was issued for it shouldn't matter who their employer is. Giving visa workers the same basic right as other workers to find another job if their employer treats them badly is a simple very effective way of stopping exploitation.

2. Creating an ongoing path to residency for visa workers who, over years, prove themselves to be productive and good citizens of Aotearoa. Their proven contribution should be valued in the same way as specific qualifications currently are under the current residency system.

While this government is attacking workers rights, there is a very good chance a new government of The Greens (who are already supportive of these policies) Labour and Te Pāti Māori will make the changes needed. Next year is the time to get them committed to meaningful reform.



We led the way for hundreds of thousands to gain residency just a few years ago. Time now to fix the system for good.

JOIN



GO

[BIT.LY/SEA_SIGNUP](https://bit.ly/SEA_SIGNUP)

OR SCAN THE QR
CODE BELOW



bitly

PART-TIME AND CASUAL WORKERS

The company often hires workers as casual or part-time workers to try people out before offering them full-time work.

It is also a chance to keep people jumping for additional work that the company needs done. This is especially true when there is a lot of unemployment and its easy to replace workers who aren't jumping high enough.

During periods of low unemployment, as has been recently, there is often so much work available that part-time or casual workers can pick and choose how many hours they want to work and which days they want to work.

This sometimes makes life tougher for full-time workers who have to work the less popular shifts.

But unemployment is now growing and it it

is possible that the coming recession will mean that the company will want to start cutting the hours being offered to part-time or casual staff.

That is why the union recommends that part-time staff maximise the number of guaranteed hours they currently have (including going full-time if you want).

Part-time staff are often left on the guaranteed minimum of 8 hours a week from when they started work.

In Auckland, the company is meant to offer minimum hours of various bands as follows:

Band A - 8 hours per week

Band B - 16 hours per week

Band C - 20 hours per week

Dand D - 24 hours per week

Band E - 32 hours per week (or 30 hours for employees on a 10-hour roster).

If you want an improved minimum number as above or full-time work, then contact the union.

If you are casual you should change your status to part-time with a guaranteed hours number that you want.

If you want a change, the first step to take is to:

- Write to your manager requesting a change of status - casual to part time or part time to full time.

- Write to your manager to request an improved guaranteed hours number if you want to remain part-time.

Copy your request to joseph@unite.org.nz



SEA-Unite members were among the thousands who stopped work for the Fightback meetings on Wednesday 23rd October at Britomart, joining 10,000 workers around the country. In just one year in power, the coalition has already abolished fair pay agreements, brought back 90-day trials, ordered mass public sector layoffs, cut back increases to the minimum wage, undermined Te Tiriti and Māori rights, scaled back work on pay equity claims, cut back funding on health services, education, public transport scrapped essential infrastructure projects, made life harder for migrant workers, given huge tax breaks to landlords while cutting public services caused a dramatic increase in unemployment while stopping income insurance.

There are also proposals to: block workers from taking employment cases to court, weaken health and safety protections and and reduce sick leave and holiday entitlements.