

# Unite Union Hotel Newsletter

**MARCH/APRIL 2023**



**\*Unite wins \$250k for hotel workers**

**\*Fair Pay Agreement Progress**

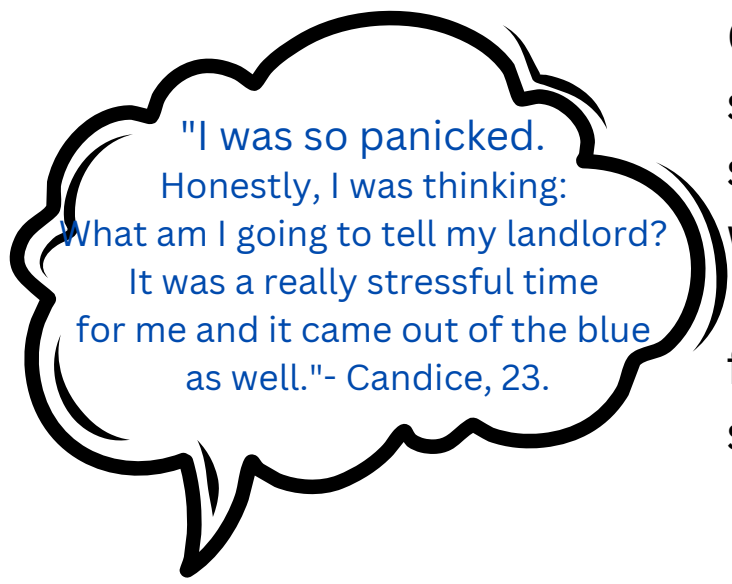
\*Unite initiates for new CA  
with Accor

# Unite wins \$250,000 for Hotel Workers

Unite Union has won a group of 12 union members a total of **\$252,000** after the Employment Relations Authority decided they had not been consulted with properly when they were made redundant during covid.

ERA member Alastair Dumbleton said Millennium and Copthorne Hotels did not act in good faith towards Unite or its members, and its breaches of the Employment Relations Act and its collective agreement were serious.

The Hotel company made 910 staff redundant during the pandemic but the vast majority were not union members so did not receive compensation. Unite Union strongly recommends workers protect themselves and their jobs by making sure they are union members. **Unite Union Lead Organiser Shanna Olsen-Reeder says "it is a tough lesson to learn, but unless you have a union to back you up when the times get tough you are going to be on your own.** These 12 workers were left with unpaid bills and untold stress when they lost their jobs and we're really proud of them for taking this case all the way to the ERA. They deserved every cent that they won."



"I was so panicked. Honestly, I was thinking: What am I going to tell my landlord? It was a really stressful time for me and it came out of the blue as well."- Candice, 23.

One of the workers, Candice said she could now pay off debt and start saving, she hoped the penalty would send a message to Employers who did not correctly follow procedure, "it will be a well-served lesson for them.



# Fair Pay Agreements: What are my rights?

Now that Unite Union has begun the process to negotiate a Fair Pay Agreement for all hospitality workers, you need to know your rights.

\*You have the right to speak to a union representative, and you can do this while you're at work, on paid work time. It is illegal to be discriminated against for this.

\*You have the right to attend official union meetings within work hours to discuss FPA's. Your Employer cannot prevent you from attending these meetings.

\*You have the right to have your say on what you want in the FPA, and to vote on proposals.

If someone works in hospitality (Hotels, Fast Food, Restaurants, Bars and Cafes) then they can join Unite now to make sure they're ready.

**unite**

**Hospo workers can join at  
[www.unite.org.nz](http://www.unite.org.nz) or call  
08002UNITE**

# Bargaining Update

## ACCOR:

Unite Union has initiated to negotiate for a new Collective Agreement with your Employer. This is the time for you to discuss with your workmates about changes and improvements you would like us to negotiate in your new Collective Agreement. Unite will be in touch with you soon to gather together your ideas and create a list of claims. More updates will be posted here as we continue through this process.

## NAUMI:

Unite has asked Naumi to recommence negotiations that stalled during covid. We are currently awaiting Naumi's response to our request for a copy of their Employment Agreement template to see what parts require updating.

## ABOUT US

Unite Union is the union for fast food, hospitality and call center workers (and some others too!) We are a membership organisation that is responsible too and led by our members. Together, we organise to improve pay, conditions and respect in the hospitality industry for all workers.

Through membership of Unite you benefit by:



### INDIVIDUAL ADVOCACY

If you have an issue at work, union members can get support to lodge complaints, or get representation if needed.



### COLLECTIVE BARGAINING

By negotiating a collective agreement, we can get better pay, terms and conditions than we can achieve by ourselves.



### CAMPAIGNS FOR CHANGE

We push for changes that positively impact on workers such as Ending Zero Hour contracts, increased Sick Leave and A Living Wage.

## BECOME A MEMBER

All workers in New Zealand  
can join a union.

Your right to join is protected  
by law.

Join online

[www.unite.org.nz](http://www.unite.org.nz)

Call free 0800 2 UNITE

Auckland-Shanna-029 445 5703, [shanna@unite.org.nz](mailto:shanna@unite.org.nz)

Wellington-Amy- 022 303 7507, [amy@unite.org.nz](mailto:amy@unite.org.nz)

Bay of Plenty-Aneta- 027 530 7560, [aneta@unite.org.nz](mailto:aneta@unite.org.nz)

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