

# Unite Union Hotel Newsletter

## JUNE/JULY 2022



**\*Living Wage Campaign Update**

**\*Fair Pay Agreements are  
coming**

**\*TOURISM ACCORD IN THE WORKS**

*\*Bargaining Update*

# Living Wage campaign update

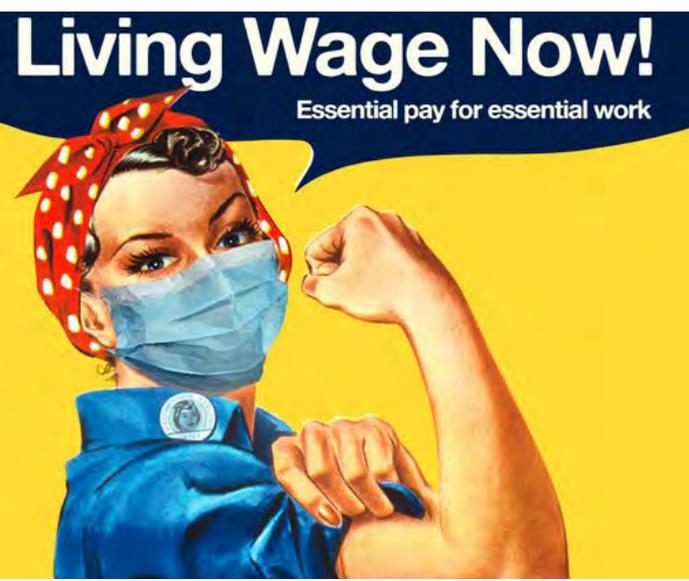
Unite's campaign for Hotel Workers across the country has gone from strength to strength. First MIQ workers won a Living Wage through the Living Wage for MIQ campaign. Unite Union then negotiated with leading hotel brand Accor for a Collective Agreement with a Living Wage of \$22.75 as the minimum rate. Further negotiations are underway with other major hotel Employers indicating they will follow suit.

Unite Unions actions, together with low unemployment and the New Zealand borders in the process of reopening have led to a perfect storm of Hotel operators being desperate for good hospitality staff and pressure from the better employers inside the industry to push up the market rates nationwide.

The bottom rates for a Hotel Worker in a Room Attendant or Food and Beverage role in most cities is now between **\$22.75-24.50**.- far above the current minimum wage of **\$21.20**.

The Living Wage concept is separate to the legal Minimum Wage.

It's the hourly wage a worker needs to pay for the necessities of life and participate as an active citizen in the community. It reflects the basic expenses of workers and their families such as food, transportation, housing and childcare, and is calculated independently each year by the New Zealand Family Centre Social Policy Unit. ([livingwage.org.nz](http://livingwage.org.nz))



Unite continues to chase up those few employers who have yet to agree to paying their workers a wage they can actually live on. Those who lag behind should not be surprised to see their staff walk into a higher-paying job in nearby hotels. Workers can support the campaign by becoming a member of Unite Union, and encouraging your workmates to join us.

# Industry News

## Unite working on Tourism Accord and Fair Pay Agreements

Unite Union is a key player in ensuring the future of tourism and hospitality sector recovery is successful for both Employers and Workers.

The approach is two-fold, with a voluntary Accord currently under discussion plus Fair Pay Agreements coming into legislation late 2022.

Unite National Secretary John Crocker attended the Tourism Workforce Wānanga earlier this year where one of the four main outputs was the concept of a Tourism & Hospitality Accord.

The concept is that employers would sign on to a guarantee to treat workers well - the hospitality industry has endemic problems with breaching minimum standards. This would signal to workers and consumers (and the government) who the good employers are. This concept was presented to the Tourism Industry Transformation Plan and work continues on the project with hopes that it would be finalised in the coming months.

With the good Employers in the industry agreeing on standards, Unite expects this will progress well towards a fair pay agreement for when they come into law.

Rest assured all workers in the Hotel industry can look forward to better wages and conditions on the conclusion of these projects.

The logo for Unite, featuring a red five-pointed star above the word "unite" in a bold, lowercase, sans-serif font.

# Bargaining Update

## **IHG (Holiday Inn Akl Airport and Crowne Plaza only):**

An offer has been received, this is currently under review by Unite and subject to the National Secretary's approval will be provided to members to vote on in the weeks to come.

**Jet Park Akl:** An offer is currently being drafted which includes the current Living Wage, this will be provided to members to vote on shortly.

**Scenic Circle Heartland Akl:** Bargaining has been initiated and a process for bargaining agreed on, Unite will be in touch with members shortly to collect their claims on what they want improved in their next Collective Agreement.

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## ABOUT US

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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)  
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