

Remits for Consideration at Unite Union Annual General Meeting 2021

Type: Fees

Submitted by: National Secretary

Detail:

"That the AGM approves the two yearly scheduled increase in the maximum weekly fee to \$7 for members at sites with a collective agreement and \$4.25 for those without a collective agreement, effective the first full pay week of April 2021."

Commentary:

This is a scheduled adjustment we make every two years to adjust for inflation and to maintain low fees for those earning less. Because nearly all of our members have incomes which can vary from week to week Unite has a percentage based fee system where most pay 1.2% of their weekly earnings in union fees. This means someone earning \$400 will pay \$4.80 a week, \$300 would be \$3.60 a week and so on. We have always had a minimum fee of \$2, but we also have a maximum fee. Every two years the maximum is adjusted.

This adjustment is needed to compensate for the movement in inflation, and is well below the increase in wages most of our members have received over the last two years (minimum wage has risen by 6.7% & 5.8% in the last two years). Inflation is for the past two years has actually been 6.4% - so this increase, at 3.7% is almost half of average price increases.

It is also only fair. The increase will only affect members earning over \$562 a week, because the fees of members earning less have already automatically increased with their income each week. If we didn't make an adjustment those on the lowest incomes would eventually pay the same fees as those on higher incomes.

Type: Direction/Policy

Submitted by: Gerard Hehir (Assistant Secretary)

Detail:

"That Unite continues to encourage, educate and support members, who are eligible and physically able, to become fully vaccinated against Covid-19."

Commentary:

Unite has already been encouraging members to get vaccinated, but we should seek confirmation from our membership to continue these actions. We are currently doing a survey of all members and will present results from that to the AGM.

Type: Direction/Policy

Submitted by: Gerard Hehir (Assistant Secretary)

Detail:

"That Unite supports the rights of members to be protected at work against Covid-19 through the implementation of compulsory vaccination policies, as long as
a) policies are based on an accurate risk assessment of actual health and safety risks at work; AND
b) there is genuine consultation with employees over the risk assessments and introduction of such policies,
c) which include those with genuine medical reasons for not being vaccinated being exempted
d) and a fair process is undertaken with unvaccinated workers and all viable alternatives to termination are explored."

Commentary:

The rights of members who don't want to be vaccinated need to be balanced against the rights of other members to be safe at work during a global pandemic, as well as to protect their families, particularly children who cannot be vaccinated and vulnerable people who are at great risk if they catch Covid-19.

Workplaces have been a major source of community transmission, especially with the Delta Variant, and protecting workers health and safety is one of the most basic and important roles of a workers union.

Type: Rule change

Submitted by: Co-president (Xavier Walsh)

Detail:

"That a new clause, 2.1c, shall be inserted into the rules of the Union to read: to defend and promote the economic, industrial, political, social and civil rights and interests of working people, including eliminating all forms of discrimination, oppression and inequalities in the workforce."

Commentary:

Will be spoken to

Type: Rule change

Submitted by: Co-president (Xavier Walsh)

Detail:

"That 2.1j be amended and moved to 2.1d to read: to uphold the principles of Te Tiriti o Waitangi, including tino rangatiratanga, in all of its work."

Commentary:

Will be spoken to

Type: Rule changes (several)

Submitted by: Co-president (Xavier Walsh)

Detail:

"That the rules shall be amended to allow for consistency and grammatical errors to be corrected as follows:

All instances of "Rules" shall be changed to "rules" for consistency.

All instances of "the union" shall be corrected to "the Union" for consistency.

All instances of "her/ his" shall be amended to "their" for consistency.

All instances of "Member" shall be changed to "member" for consistency.

All instances of "A.G.M." or "S.G.M" shall be changed to "AGM" or "SGM", respectively, for consistency.

All instances of "special General Meeting" shall be changed to "Special General Meeting" for consistency.

All instances of "Co-President" shall be changed to "Co-president".

Inclusion of hyphenation, where necessary.

Inclusion of apostrophes, where needed.

Inclusion of full stops, where necessary.

Removal of bold font, where unnecessary.

All instances of "facebook" shall be changed to "Facebook" for consistency.

Commentary:

Will be spoken to

Type: Rule changes

Submitted by: Shanna Reeder (Organiser – Hotels)

Detail:

"Add new clause 3.9

The Unite AGM or SGM may confer lifetime membership upon a member who has been nominated by the Executive as deserving of lifetime membership because of their long-serving and exceptional service to the union. Lifetime members will not be required to pay membership fees. This is to be awarded in exceptional circumstances."

Commentary:

Will be spoken to