



## Lower fees for SEA.... But increasing services

The company found it difficult to change the SEA-Unite fees agreed to at the last General Meeting. It should have happened last month but we have been promised it will happen this week. It seemed a simple enough change but..... The new fee starts at \$2 and has a maximum of \$5 depending on earnings per week.



### **AGM on February 4 & 5**

The SEA-Unite AGM will be held in the Theatre at the following times:

Wednesday, February 4: 1800-2000; 2000-2200; 2200-2400;

Thursday, February 5: 0800-1000; 1000-1200; 1200-1400

Check with your manager to see which one they have you rostered to attend. Those who are asked and agree to attend before or after their shift will be paid.

Elections will be held for all positions. These are: 2 Co-Presidents; 2 Trustees; 12 Executive members. We are also looking for delegates to cover every department on every shift. Nominations for exec open from January 22 & closes on February 3.

## SALARIED STAFF

Departmental meetings have been held by the company with salaried staff to discuss the option of changing to wages. Unfortunately SEA-Unite wasn't informed until after the meetings had started. Pay increases have also been offered to some departments bypassing the negotiation process. At least some of the information given to these meetings was misleading as the the pros and cons of the choices before them. For example one set of briefing notes had the claim that both waged and salaried staff had been given a 5% increase this year. This is simply not true.

Another claim in the notes was that only salaried staff got an extra week leave after 5 years. In discussion with Housekeeping salaried staff they were told that if they normally worked a 45 hour week then their hourly rate as a waged worker would be equal to their weekly salary divided by 45. This would have meant they were on rates less than the workers they supervise. What this does reveal is how the company uses salaries to lower real wages rather than it being some sort of privilege. In the housekeeping supervisors' case it reveals the real hourly wage they are paid. However we know that by exposing this fact we could force the company to increase rates because it is simply impossible to pay someone a rate less than a worker they manage. Staff on salaried also still get docked as if they were hourly workers if they are late or need to leave early and it is used as an excuse to refuse overtime. So the company gets it both ways and we get shafted both ways.

### SICK LEAVE

The union is getting a bit sick of people being called in for disciplinaries over alleged excessive lates or absenteeism. We have had cases where someone was given a counselling and clear goals and timetable for improvement. Then a week later with no additional absenteeism or lates they are given a "your rights" letter saying they could get a final written warning. This is simply unacceptable.

## Kiwisaver

The company will send out a letter to all union members offering the 2+2 formula negotiated as part of the CEA. We are also suggesting to members that they sign up to or change their Kiwisaver provider to the HULJICH KIWISAVER SCHEME. This one is recommended by Unite as it is has the best returns, is Kiwi run, and is an ethical investor. Contact a SEA-Unite exec member for the sign up or changeover forms or pick one up at the AGM. It is simple to do.

### FREE TE WANANGA COURSES STARTING MARCH 9 AT UNITE HOUSE, 300 QUEEN ST. ENROL NOW.

(For more info contact Desmond 912 2627).

- Te Ara Reo Maori (36 weeks)
- First Steps to Business (24 weeks)
- Small Business Management (18 weeks)
- VL Computing (level 2 & 3 – 36 weeks)
- VL Computing (Level 4 – 18 weeks)

### SECURITY CALLED IN OVER NEW YEARS FOR OVERTIME

We have been informed that Security who worked New Years Day were only paid at time and a quarter. Anyone who works on a public holiday should be paid at time and a half. If they were called in that day after working a full week the time and half rate should be on the higher rate being paid for the day.

### EARLY OUTS

Some of the Security staff were also sent home at 3am on New Year's Day after being called in especially. They were told they had to leave. This is wrong. If you are called in for a shift you have the right to be paid for the whole shift. It needs your agreement to go home early.

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