

WHAT'S HAPPENING AT WORK?

The Government is changing the law to make work better for New Zealanders. **The Employment Relations Amendment Bill** is a draft law going through Parliament now.

This law helps repair the damage caused by the last National Government. Some important changes are:

✓ Rolling back **'fire at will' 90 day trials** where you can be fired without a reason. These unfair trials start a new job off on the wrong foot. They can make people fearful of standing up for their rights.

Treasury research shows 90-day trials don't create more jobs, but they do create misery and insecurity for Kiwis who are fired without warning or explanation.

✓ Bringing back **guaranteed rest and meal breaks**. Most workplaces sort this out with no problem. This law still lets working people and managers negotiate breaks.

Time for a rest and a cuppa is just common decency and shows your employer respects you and your contribution.

✓ Making sure **working people know they can join their union without being discriminated against**. The draft law also makes sure that union staff as working people's advocates can enter a workplace without being unreasonably barred by the employer. They won't have to give advanced notice where it's safe to do so. This protects working people from being denied their legal representation and protects health and safety.

The bill empowers union delegates to act in their role as part of a normal workday, without having to take unpaid time off to represent their colleagues.

together*

✓ Protecting **collective bargaining** by keeping everyone at the table until things are talked through. New staff will be covered by any collective agreement in place for 30 days, so they can make an informed choice. It also means bad employers can't undercut an agreed collective by hiring new staff on lower rates. Pay rates will be listed in collective agreements- because if you're not bargaining on pay, you're not really bargaining!

✓ Protecting **your right to your job** if you are wrongly fired.

These changes will help make work better, not just for working people but for businesses and managers too. We all benefit when everyone is treated with decency and respect, feels safe to speak up and wants the team at work to succeed.

What more could the bill do?

There's one area that needs fixing- the **90 day 'fire at will' law is being kept for small businesses.**

More than 10,000 Kiwis are fired under this law every year in small businesses alone, and for each one of them and their families, that's a tragedy. There's no good reason for this law. It needs to be totally thrown away.

Take action

You can sign up to get rid of the unfair 'fire at will' law for everyone here: www.together.org.nz/end_fire_at_will

Show your workmates the petition and this information so they know what's happening with their rights.

And make sure you all **join your union** so your rights at work are protected!

www.union.org.nz/find-your-union/



"I was fired under a 90-day trial after I called in sick one day. My boss thought it was ok to ask me if I had been sexually abused in a meeting about why I was unwell. I didn't feel like I could stand up for myself because of the trial - 90 day trials hurt a lot of people and they need to go." - Jessica Legg