

20 January 2020



Dear Diary,

The break away from work was great and provided time to reflect on all we did as a union last year.

We took actions to advance our Tiriti o Waitangi commitment by:

- running Te Koeke Tiriti workshops and using the whaingā to shape our campaigns;
- producing the inaugural Tertiary Update Matariki edition;
- holding a council meeting at Unitec's marae; and,
- negotiating tikanga and te reo recognition clauses into even more collective agreements.

In 2019 we created many spaces for members to have their say by:

- holding 26 days of national meetings involving over 500 people;
- hosting the first all-of-sector forum involving students and staff from wānanga, universities, and polytechnics, as well as iwi, business, and public sector leaders;
- holding 'drop-in' sessions at AUT, workshops at Massey University, stopwork meetings at VUW and Northtec, and AGMs from Invercargill to Whangarei;
- running virtual meetings and surveys to inform work on PBRF, restructuring, the Reform of Vocational Education (RoVE), and the Tertiary Education Strategy (TES);
- celebrating Pacific Language weeks; and,
- we "showed some gals some gratitude" by awarding Kate Sheppard camellias on Suffrage Day.

We were strong in 2019.

- over a thousand new members joined the union and became part of the action;
- we held a successful strike at Wintec; strong collective action at Victoria University; and ongoing collective action for fair pay at the University of Auckland, Northtec, and the University of Waikato; and,
- we stood against racism at the University of Auckland and in nationwide "rallies against racism", and against transphobic groups at Massey.

Sure there were ups and down in 2019 – ngā piki, ngā heke - but together we have endured and become stronger.

The good and bad times are documented in two dozen media releases, dozens of blogs, and over 20 issues of Hau Taki Haere | Tertiary Update; the State of Sector report; and, the dozens of restructuring and review submissions written to challenge employer proposals to cuts to courses, programmes, and jobs.

2019 involved us occupying many important spaces where we:

- defended quality, accessible public tertiary education and had our ideas written into the Education (Vocational Education and Training) Amendment Bill and infused in the new Tertiary Education Strategy; published reports on PBRF and continued to lobby for its removal from the system;
- joined climate strikes throughout Aotearoa as part of our commitment to minimising the impact on the environment;
- met with Ministers and public sector leaders; and,
- provided our thoughts on Fair Pay, Pay Equity, the Future of Work.

It was all about supporting each other.

Awhi atu, awhi mai



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We took actions to improve the lives of the most vulnerable by:

- contributing to the development of the Gender Pay Principles and guidelines; and sent a letter with over 300 signatures on it to PM Jacinda Ardern seeking pay transparency in the new VET system;
- launching “Secure Work = Better Futures” at the University of Otago and pushing back against insecure work at Massey University;
- standing alongside our colleagues in NZEI and PPTA as they fought for fair pay;
- putting up posters reminding everyone to keep time for whanau and say “no” if it can’t be done; and,
- running anti-bullying events across the country on Pink Shirt day.

Our expertise was recognised by employers and government:

- our lobbying saw the development of a charter for the new national Institute of Skills and Technology. A charter which recognises staff must be empowered on academic, non-academic, and, well-being matters;
- we were at the table in the NZIST establishment board and in the teams designing the new institution; and,
- we reached out to the community – for example, at AUT we worked with the Refugee Centre; and we were part of Living Wage events in Auckland and Wellington.

We continued to fight for quality public tertiary education for all:

- we held ‘bake sale’ protests outside parliament and in 10 regional centres to get more funding to stabilise polytechnics;
- we wrote over 120 submissions on the Education (Vocational Education and Training Reform) Amendment Bill; and,
- we hosted dozens of workshops at campuses where we let TEC and MoE know what was needed in the Reform of Vocational Education and the Tertiary Education Strategy.

2019 really was an amazing year ... so what’s in store in 2020?

Here are a few of our New Year resolutions:

- 1** We will keep working to change the funding model for tertiary education and to end a decade of austerity;
- 2** We will get even more members onto the Living Wage and we will continue to fight for transparent pay scales for all general staff;
- 3** We will join other unions in advancing pay equity and fair pay agreements;
- 4** We will keep using our place at the table with government and employers to ensure people are at the heart of changes in the tertiary education sector;
- 5** We will ensure that academic freedom and the critic and conscience functions of tertiary education institutions can be exercised;
- 6** We will increase our membership density at every branch which will make our voice even louder;
- 7** We will examine our rules and policies to see how they can better support our Tiriti o Waitangi journey;
- 8** We will continue to work to get rid of blunt performance measures and performance pay from the sector; and,
- 9** We will hold national hui for U35, branch presidents, Te Uepū, and women.

Together we can do it!

**Our collective voice
- tātou, tātou e - has
resulted in our
voice being heard
loud and clear in
national and local
decision-making.**

PS: Share these wins with your colleagues. And ask them to join at teu.ac.nz/join. The most common reason people give for not joining a union is because no-one ever asked them to - so you do it!