

*The Vision, The Action, The Membership.*

ANNUAL REPORT

20

*Tātou,  
Tātou E*



**TEU**

TERTIARY EDUCATION UNION  
TE HAUTŪ KAHURANGI

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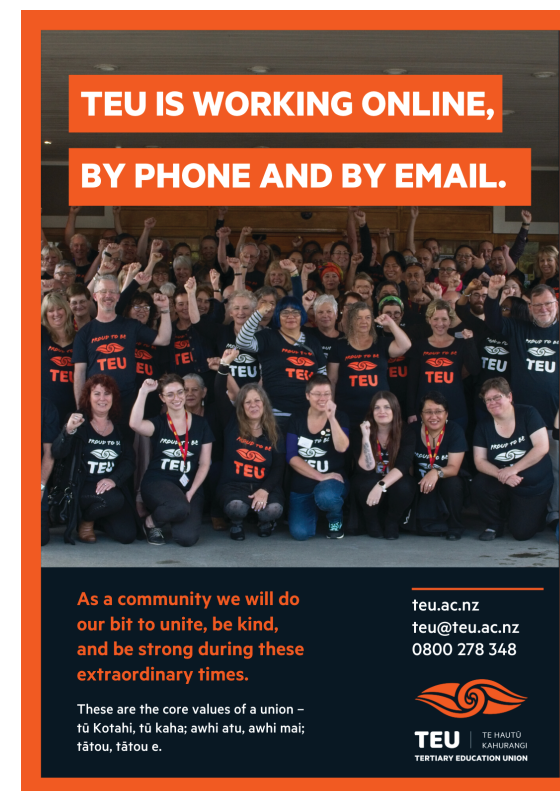
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*We hope the pages that follow inspire more tertiary education staff to unite and awahi each other in the years to come.*

# Foreword

*It has been a big year together.*

*A year of highs and lows, excitement and frustrations – ngā piki, ngā heke.*



We have continued our Te Tiriti journey – learning, growing, connecting, and living our whāinga – tū kotahi, tū kaha. Our voice has been strong and united. Our leadership and actions purposeful – tātou, tātou e. And we have supported each other – awahi atu, awahi mai.

This annual report documents 14 months of TEU action from the TEU Annual Conference in May 2019 – a celebration of 10 years united - tō tātou uniana, tō tātou whakakitenga – to the global COVID-19 pandemic.

In-between there has been strike action; salary and wage increases; the first steps towards dismantling the harmful market approach to tertiary education; personal cases, challenges to casualisation, rallies against racism, actions for equity, and much, much more.

The pace of work in tertiary education institutions and together in union has been intense. Thankfully, more people have been stepping up and we have strong networks and reference groups guiding our journey, and dynamic local branches.

There has also been immense change in the TEU. In 2020 National Secretary Sharn Riggs, who had led us through those first ten years retired; and Women's Officer, Suzanne McNabb and two of our organising team, Kris Smith and Jane Adams, left for new adventures. We said farewell to George Tongariro, the Industrial and Professional Vice President. And a big hole was left in our hearts and our collective being with the deaths of Koro Huirangi and Whaea Kā – all of these people contributed to who we are as a collective and we will honour them by standing together through the good and bad – ngā piki, ngā heke.

## Michael Gilchrist

Te Tumu Whakarae | President

**Our work together over the last year has been dominated by the scale of the reform of vocational education. These reforms have been built on years of campaigning to end harmful market competition in the tertiary education sector.**

Our expertise and evidence has shaped the direction of tertiary education.

Staff, student, hapū, iwi and community voice; regional provision; and equity have all been written into the law creating a new national vocational education network.

We have demonstrated the strength of having a seat at decision-making tables when this is combined with dynamic street actions, letter writing, making submissions, and signing petitions.

In 2019-2020 we demanded and won a review of the funding of the tertiary education sector. We also spoke up for climate justice – submitting on the Zero Carbon Amendment Bill and we won the inclusion of the well-being of the planet in the Tertiary Education Strategy. We are seeing this work bear fruit.

We have fought for a place to stand – a tūrangawaewae – where the wellbeing of the people and planet comes first.

Together we have won change that improves the conditions of work in the tertiary education sector and the learning journeys of students – but we have much more to do yet.

So please join us in our collective journey. Then, in our 2021 report we can say we were stronger together and we've won even more.



Michael Gilchrist, 2019

## Sandra Grey

National Secretary

**Working in union is one of the things that helps us endure through the highs and lows – ngā piki, ngā heke. And the first half of 2020 shows how crucial it is to work in union.**

In the adversity of a global pandemic we found ways to awhi each other. We bought members together in zoom hui; we shared tips through our regular 'check-ins'; and, we worked closely with our allies New Zealand Union of Student's Associations (NZUSA), Council of Trade Unions (CTU) affiliates, and leaders in the tertiary education sector – including the Minister of Education, the Honourable Chris Hipkins – on issues where we had common goals.

Our collective vision meant we were able to show leadership in the tertiary education sector. We challenged employers to put student and staff wellbeing first; and we produced research and briefings to ensure that any changes focused on the core reasons our sector exists – quality teaching, learning, and research.

All this has brought success to our vibrant team of 10,000. We have been stronger because we worked together.

But the challenges of COVID-19 are not over. The impact of the closure of borders on workers, families, iwi, employers, and education will be seen for several years.

Our vision of creating a world where everyone has access to tertiary education, and staff are respected and rewarded fairly, must stay upfront in our work together in this unsettling time.

Let's make sure that we don't go back to a world where polytechnics in small communities were closing campuses;



Cat Pausē and Sandra Grey, 2020

where academics in universities were being told to keep quiet; where the funding squeeze is used as an excuse to hire more and more essential staff on casual and fixed-term agreements; where decisions are made by a small number at the top while good ideas from the frontline languish; or, where we struggle to close the gender pay gap.

Let's make sure that the recovery puts quality, accessible education, Te Tiriti, equity, and workers' rights front and centre.

## Sharn Riggs

Outgoing National Secretary

In 2020 we said farewell to Sharn Riggs, the inaugural National Secretary of TEU. Thirty years of unionism has meant Sharn has been at the forefront of defending public tertiary education and workers' rights.

Sharn oversaw the merger of the Association of University Staff (AUS) and Association of Staff in Tertiary Education (ASTE) in 2008.

“Our members work hard for the students in our institutions, and they expect to be respected and paid fairly for that work.” *From Farewell from over the Ditch: Sharn Riggs, National Secretary TEU (Advocate 27/01)*

“The merger of AUS and ASTE introduces a powerful new advocate in the education sector. Together we will be a stronger voice for all tertiary education workers. This is an important role that we play for students and the wider community.” *(ASTE Press Release, December 2008)*

Sharn lived TEU's values forming relationships and working with people to create collective change.

“What is clear is that the attacks on unions, universities, and anything to do with the public good are sadly global. It's also clear that the answer to growing inequality and hardship both here and in your neck of the woods, is to strengthen unionism. There is no doubt that both NZTEU and NTEU Australia have been fighting the good fight.” *From Farewell from over the Ditch: Sharn Riggs, National Secretary TEU (Advocate 27/01)*

Sharn, Te Hautū Kahurangi | Tertiary Education Union thanks you for your enduring mahi. We will continue to fight the good fight knowing you paved the way for all of us.



You do get *treated differently as a woman,* and you do have to *muscle your way in.*



Sharn Riggs & Irena Brörens, Melbourne Pride Week, 2019

TOGETHER

WE ARE

THE VOICE

OF THE

SECTOR



*Our voices and issues were registered in major demonstrations, in public meetings, at parliament, and in regular catch-ups with public sector officials and institutional leaders.*

To secure better funding for beleaguered polytechnics we held bake sales at parliament and on campuses; rallied on the “Back into the Black” day of action and sang carols outside the office of the Minister of Finance.

We won strong connections to the NZIST – including having Sandra Grey, TEU National Secretary on the NZIST Establishment Board. With TEU member, Sarah Proctor-Thomson, Women’s Vice-President, as well as TEU organisers Jill Jones and Phil Edwards on NZIST’s Mobilising the New World co-design teams.

Michael Gilchrist, TEU National President, and other TEU leaders had regular meetings with the Minister of Education and the Tertiary Education Commission, the Ministry of Education (MoE), Universities NZ, and the NZIST Chair and interim Chief Executive (CE); spoke at NZIST Council meetings; and, Branch Presidents (BP) went to subsidiary board meetings.

BPs and organisers met regularly with CEs and Vice-Chancellors (VC).

We claimed a seat at every table possible – from the NZIST and Workforce Development Councils (WDCs) reference group, to interim Regional Skills Leadership Groups (RSLGs), tertiary education institution councils and boards, and in regular meetings with VCs, CEs, and other senior leaders.

Irena Brörens, TEU National Industrial Officer, met with the NZIST Human Resources advisory group, and Lee Cooper, TEU Te Pou Tuarā, attended national meetings of NZIST Māori directors.



Michael Gilchrist and the Branch Presidents of Whitireia, MIT, Unitec, and NorthTec present the Minister of Education with a petition calling for increased funding

*We shared our expertise and experience through research, reports, letters, & submissions. Major work included:*

- Tertiary Lives | COVID-19 Survey
- Briefing to NZIST CE Stephen Town
- TEU Advisory on Employment Rights | Covid-19 Advisory
- Tertiary Education Strategy Submission
- Submission on the Reform of Vocational Education Reform Amendment Bill
- Dear Mr Robertson Funding Briefing

You can find this work at [teu.ac.nz](http://teu.ac.nz)

*We took to radio, TV, newspapers, wrote blogs, op-eds, and Tertiary Update articles, shared views on Facebook and Twitter, and sent direct emails to members to make sure our views were leading conversations on tertiary education provision.*

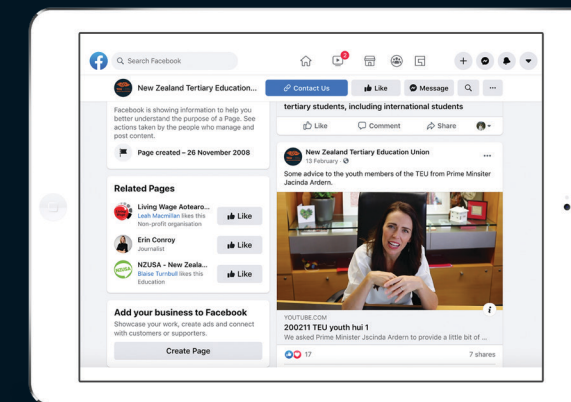
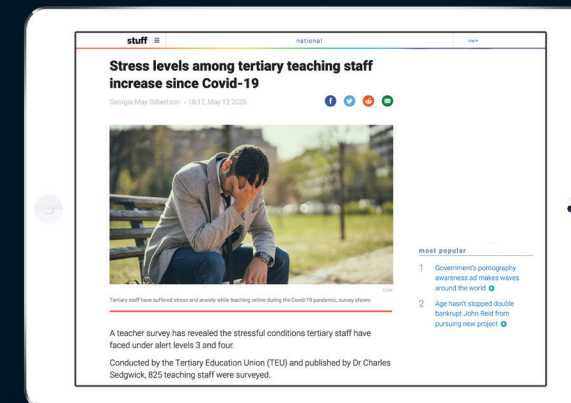
120 Tertiary Update stories were published over the 14 months, including special editions for Matariki and the Government Budget.

Our Facebook team grew by 400.

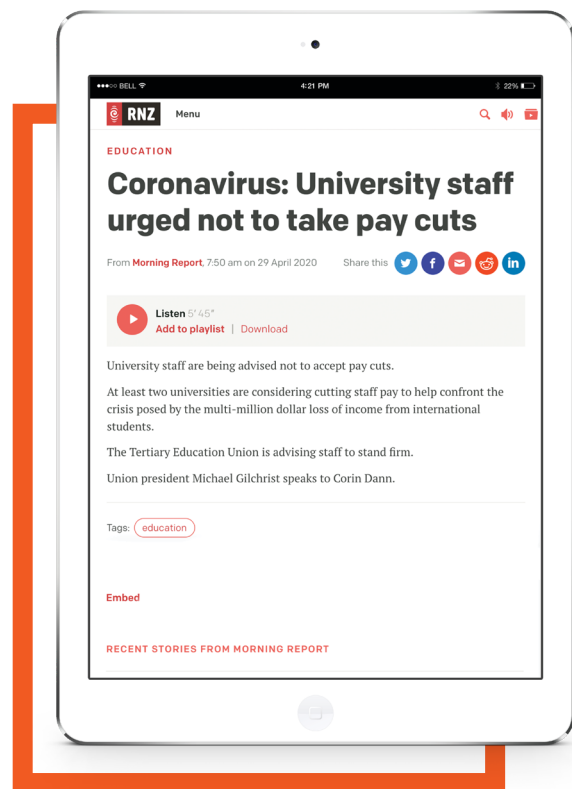
We saw our actions reported in Stuff, the New Zealand Herald, Manawatū Standard, ODT, Northern Advocate; and our voices were heard on Nine-to-Noon and other Radio New Zealand programmes, TVNZ and Newshub, Māori Television, and in a range of blog spaces.

We sent over 500 Tweets to start critical conversations about staff wellbeing, students’ rights, and the state of the sector.

Our top ten website stories were read over 20,000 times.



# Making members' voices heard in many spaces led to changes in the tertiary education sector.



We achieved the de-coupling of educational performance indicators from funding decisions.

We pushed the boundaries of the review of PBRF with strong conversations held about how the current approach has major unintended consequences.

Through organising a number of workshops between MoE official and TEU members and working with student associations we ensured the new Tertiary Education Strategy (TES) put learners and their whānau at the heart of all decision-making and actions. This includes strong plans to tackle racism and bullying in education.

The new TES includes a focus on barrier-free access and on quality teaching and leadership, reflecting our work in Te Kaupapa Whaioranga.

The government has recognised the need to have green issues written into the TES because of TEU lobbying.

And there is recognition in the new TES that education is not just about employment and the economy, it is also important for citizenship and lifelong learning. This reflects TEU's goals for tertiary education.

## Advancing Te Tiriti o Waitangi relationships

*We are on a Tiriti o Waitangi journey. And over the last year our journey has continued in a range of ways at branches, national meetings, and in our dealings with employers.*

### What does TEU stand for this te wiki o te reo Māori and always?

Ka āhei ngā tāngata katoa o Aotearoa  
ki te kounga ākona taumano  
Every New Zealander must have access to  
quality lifelong learning opportunities



We submitted strongly on the need to make Te Tiriti relationships live in the new vocational education system and saw changes to legislation which improved the way Māori and Tiriti issues were written into the law.

We launched Te Koeke Tiriti across the union in workshops, online and handbook forms.

There has been increased use of whakawhanaungatanga in both internal and external meetings, and the use of pepeha by TEU members and staff in these moments, allowing us to connect and reconnect in stronger ways.

The first Matariki edition of Tertiary Update was launched in 2019, with the second edition in 2020.

Over 50 Māori members attended Hui-ā-Motu held at Te Herenga Waka; and around 40 made up Te Uepū before Annual Conference.

Our Te Koeke Titiri framework was rolled out in 8 education sessions with members and TEU staff.

We have seen our whāinga on Te Tiriti o Waitangi infused throughout the TES.

TEU Organiser Dan Benson-Guiu was one of the speakers in Wellington as part of national rallies against racism.

We continued to connect with indigenous colleagues from around the Asia-Pacific. Māori representatives attended NTEU's Indigenous Forum in Sydney; NTEU Aboriginal and Torres Strait Islander representatives joined TEU's Hui-ā-Motu; and, we attended the Council of Pacific Education conference in Fiji allowing us to build strong relationships with Pasifika peoples.

TEU staff were part of the CTU Tiriti Relationship Group.

## Hūhana Wātene

Te Tumu Arataki

The sad loss of Dr Te Huirangi Waikerepuru and Whaea Kāterina Daniels who guided and gave their strength to the TEU whānau gives us pause to reflect on how our knowledge and power comes through people.

Our collective strength and mahi over the last year have been demonstrated by our active Te Uepū voice and in Te Toi Ahurangi maintaining the right of Māori to hui, kōrero, and build our knowledge through and with our people.

There has been a focus on advancing Te Koeke Tiriti, refreshing the Whitestreaming Report, and discussing constitutional transformation within TEU. We have seen an increase of Māori representation within TEU's executive; and an acknowledgement of our whakapapa, language, and culture which has meant our members can be proud of who we are and where we are from.

Overall this year there has been awahi, tautoko, and manaaki. A year to “get on board the waka and keep moving forward” maintaining our strong voice and contribution to TEU.



*This is a time of momentum... TEU is evolving and engaged like the lines of our waiata – it's what union practice is about!*



## Tū kotahi

*Tū kotahi, tū kaha*

*Tātou, tātou e*

*Ngā piki, ngā heke*

*Tū kotahi e*

*Awhi atu, awhi mai*

*Tātou, tātou e*

## TEU Waiata

Stand as one, stand strong

Everyone together

In joy and in sorrow

Let's stand together

Assistance given, support received

Everyone together

### WHY DO WE SING WAIATA MĀORI?

Waiata (songs) are an essential part of Māori culture and customs. The words and expressions preserve the wisdom and knowledge of tūpuna (ancestors) and can also recall a particular time, place, or event. The TEU waiata is sung at the end of a mihi (speech) to support the speaker and what they said, engage the listener, comfort the performer, or calm/uplift the situation.

## Lee Cooper

Te Pou Tuarā

Our thinking and mahi begins with the four whāinga of Te Koeke Tiriti. This framework provides TEU with both a theoretical base and practical tool for advancing our Tiriti relationship and guiding the mahi we do.

The whāinga are based on our waiata and this had led to a refreshed engagement with our waiata.

Locally and nationally we have seen an increased uptake of Te Koeke Tiriti. Massey University and NorthTec branches use our whāinga to discuss and solve issues collectively. This practice will continue and extend to other branches; Annual Conference, Council, and national committees all base their agendas on our whāinga to guide their Tiriti relationships and behaviours, setting their visions of how they aspire to work together.

The values in the framework have been incorporated into our industrial strategy. Claims have been developed to ensure all collective agreements include Te Tiriti o Waitangi clauses and te reo Māori me ngā tikanga allowances where there were no provisions.

Māori and Pākehā members and staff have worked together and supported each other over the last year. This was particularly evident through lockdown where tangihanga leave has come under the spotlight during and after COVID-19.







Council meeting the NZIST leadership, 2019



Branch Presidents' Forum, 2019



Stopwork meeting at Victoria University, 2019

## Te Ū

Māori members of TEU informally refer to the union as Te Ū.



The concept of Te Ū derives from the union's logo and refers to the two centre koru at the heart of the logo which represent the voices of general staff (left koru) and academic staff (right koru). Combined they form Te Ū (short for ūkaipō) or the original source of sustenance for humankind.

The concept also refers to, the heart, mind, and soul of the union, and its diverse membership, ethnicities, and cultures mutually supporting each other – emotionally, physically, intellectually, and spiritually.

## TEU leads the way on bereavement & tangihanga leave changes

**Kathryn van Beek, a TEU member from Otago Polytechnic, initiated a campaign to clarify legislative ambiguity surrounding bereavement leave following her personal experiences with suffering a miscarriage.**

The TEU submitted in support of the resulting Holidays (Bereavement Leave for Miscarriage) Amendment Bill and the associated bereavement leave provisions. These entitlements align with our whāinga and are particularly significant for Māori in that they highlight the importance of having provisions that allow the unique tikanga associated with tangihanga to be carried out.

## Fostered a collegial, equitable & inclusive sector

- 1 Our voice was heard on Disabilities Legislation.
- 2 We enjoyed summer and had time with whānau (well most of us were lucky enough to do this – thanks to those who worked through to support our mahi).
- 3 International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) was celebrated while in lockdown through social media.
- 4 Steps were taken on our Sexual Harassment project – with the completion of an audit of clauses in our tertiary education institutions, followed by a TEU remit on the prevention of Sexual Harassment Policy which passed at the Council of Trade Unions (CTU) Women's Conference.
- 5 TEU members were part of Climate Strikes across Aotearoa.
- 6 We stood with other unions to advance pay equity and made a submission to government on the pay equity legislation.
- 7 Our TEU National Women's Committee (NWC) and U35 representatives were responsible for organising a large event supporting women and science.
- 8 Members provided input into the new collaborative design spaces in the vocational education and training network and ensured that this collegial decision-making approach was embedded in NZIST.
- 9 To stand against bullying we held Pink Shirt Day events across Aotearoa.
- 10 We ran a successful all of sector hui at the University of Waikato showcasing TEU as a leader in ensuring our sector has a common direction and works together for the good of learners, staff, whānau, communities, and business.
- 11 On Suffrage Day we showed some gals gratitude.
- 12 Our TEU Branch Representatives collected hundreds of signatures on the pay transparency letter sent to the Right Honourable Prime Minister Jacinda Ardern.





*E te māreikura e Kā, e te whatukura e Te Huirangi, me pēhea e oti ai te raranga i te kupu kōrero kia ea atu mō kourua ko riro ki tāpoko o te rangi i roto i te torutoru o te rārangi kōrero hei takapau tākai kia whiti atu i te anu o te mātao ki Te Rauroha, ki Rangiātea, e moe, e moe, e moe mai rā.*

In 2020 TEU mourned the loss of our two kaumatua.

Our esteemed and venerated matriarch and patriarch of TEU Te Hautū Kahurangi Kāterina and Te Huirangi, how can one weave together a tapestry of words that would adequately dignify you both as you transcend the heavens, within but a few words, draped in the embrace of your plaited garments of death traversing the piercing cold to enter the realms of Te Rauroha and Rangiātea, sleep peacefully in your repose.



*Hui-ā-Motu in Akaroa, 2013*

*Te hono a wairua,  
whakaputa ki Te  
Whaiao, ki Te Ao  
Mārama*

The merging of spirits,  
out into the World of  
Light, life, knowledge,  
and illumination.

## *Dr Te Huirangi Waikerepuru*

**Dr Te Huirangi Waikerepuru was instrumental in the Ngā Kaiwhakapūmau | Te Reo Māori movement, leading the case through the Privy Council that Aotearoa should recognise and protect te reo Māori as a taonga under Te Tiriti o Waitangi, and lobbied for the establishment of Te Māngai Pāho, iwi radio stations and Māori Television.**

Koro Huirangi was made a Companion of the New Zealand Order of Merit, was awarded a lifetime achievement award at the Māori Language Awards in 2016, and a life member of Te Hautū Kahurangi | Tertiary Education Union.

His clarity of leadership and the compassionate and thoughtful way he led our union on its journey of discovery, which has built our relationship with Te Tiriti o Waitangi, will always be cherished.

As TEU Tauheke, Koro Huirangi gifted the TEU karakia in 2009, which has since opened and closed TEU events, identifying and locating members with our people, place, and purpose.



*All who had the privilege of spending time with Whaea Kā are richer for that experience. We were so grateful of the time she gave to us and willingness of her whānau to share their important taonga for the many years she was our Kuia.*

*Matua Hōne Sadler, TEU Kaumātua.*

## *Whaea Kāterina Daniels*

**E moe mārie – teacher, guide, mentor, peacemaker, staunch unionist, and te reo Māori advocate.**

Whaea Kāterina Daniels affectionately known as Whaea Kā of Te Arawa and Ngāti Tūwharetoa, was Kuia of ASTE Te Hau Takitini o Aotearoa in the mid-1980s, the TEU from 2009-2018, and the CTU from 2014-2018. In the 1990s, Whaea Kā was made a life member of ASTE.

During her almost four decades with the union she has served on numerous branches and national committees and represented the organisation nationally and internationally at union and indigenous education forums.

Born at Whakarewarewa Pā, she was a penny diver, and spent part of her childhood living with her Koro who spoke only Māori. She taught te reo Māori for decades in kōhanga reo, the compulsory and tertiary sectors, as well as community night classes.

Her academic work has been at Christchurch Polytechnic Institute of Technology, Tai Poutini Polytechnic, and Waiariki Polytechnic.

She was a TEU member at Waiariki Polytechnic and represented her iwi, Tūhourangi-Ngāti Wāhiao, on Te Mana Mātauranga (the rōpū Māori in the Tiriti-relationship co-governance of the institution).

# Our Membership



**TREE LA ROOY**  
*TE WHARE WĀNANGA O OTĀGO  
UoO*

Over the last year the University of Otago Branch Committee has grown and this means better representation of the membership and greater strength. I'm proud that we've stepped up.

Being active in the TEU has given me the confidence to step outside my comfort zone and take risks for causes that I believe in.



**GRANT BUSH**  
*TE WHARE WĀNANGA O WAITAHA  
UC, TEU COUNCIL*

TEU rose to the challenge of COVID-19, we didn't sit back and criticize, we rolled up our sleeves and joined the team of five million to make a real difference to the lives of our members.

The TEU is not just a union – the TEU is a collection of people who are committed to helping each other make a real difference in our sector, our society, and our country and to improve the lives of all workers.



**AVIAN MCMANUS**  
*TE WHARE WĀNANGA O WAIRAKA  
UNITEC BRANCH COMMITTEE*

In times of uncertainty knowing that the union 'has your back' is reassuring. I have observed some very stressed staff and having a conversation with a TEU rep eases how they feel. They see themselves then as part of a collective group of like-minded people.

We are the ones that talk about the significance of tertiary education, and are deeply committed whānau, communities and regions.

Nau mai, haere mai ki tēnei kaupapa o Te Ū. No matter whether you are casual, part-time, or full-time the union allows you to have a say. We care about the workload commitment that you undertake and how that looks on a weekly basis. Feel free to join our branch committee, join us in local and national meetings, be part of the action.



**DR MIRIAMA POSTLETHWAITE**  
*TE WHARE WĀNANGA O  
AWANUIĀRANGI*

I am a Māori woman and I feel I have a voice in the union, in the strong Te Tiriti relationship we are developing and as an academic member.

I am proud of the support TEU gave to its members during the COVID-19 pandemic. Together we provided support, guidance, and actively engaged with the government and tertiary education institutions to ensure staff and students were cared for.

Join TEU, join the action. You'll get a good deal worth more than your membership fee.



**JOSHUA JAMES**  
*TE WHARE WĀNANGA O OTĀGO  
OTAGO UNIVERSITY*

The Under35 hui, and the establishment of a strong youth voice within our union is by far the thing I'm most proud of. The long-term viability of the TEU rests with recruiting people when they first enter the sector and getting them to be members for life (and for them to go on to recruit others). The U35 network is a positive step in doing this.

I'm also proud of the way that the TEU Council and staff has handled the COVID-19 crisis. At the height of the crisis we were meeting weekly and shaping our response as events unfolded. I hope that our members were as happy with our (ongoing) response as I was.

TEU is member-driven so get involved and be the change you want to see. Getting involved with the TEU is one of the most rewarding things you can do: building grassroots power for workers in our sector is a fulfilling task.



**IAN CLOTHIER**  
*TE KURA MATATINI O TARANAKI  
WITT BRANCH PRESIDENT*

I'm most proud of the strength and relevance of the union through the change to the vocational education system and in the COVID-19 context.

TEU works really well when it comes to getting academic issues onto the national stage and provides leadership to its members while working in a dynamic and changing sector.





**TE KUNENGA KI PŪREHUROA  
MASSEY UNIVERSITY BRANCH**

We stood strong during our collective negotiations and we are proud that we were able to get more than a 1.5% increase. Together we've also managed to get Job Evaluation processes completed for Librarians and Technicians.

Tū kotahi, tū kaha – we stand strong together for our members.

**Kris Smith  
Recruitment**

**The dynamism of our union helps us to recruit and at the same time our dynamism is dependent on more people joining the action.**

Like all we do in union, recruitment only happens if we make plans and take action. Over the last year TEU branch reps and staff have put together strong recruitment plans. And we have been working together on education tools to help TEU members get involved and ask the simple question of everyone they meet in tertiary education institutions - "Has anyone asked you to join the TEU?"

As I sign off as TEU's lead in the recruitment project my final words would be to make recruitment of new members a part of your daily routine. We know the benefits of working together, of being a strong collective, and we want all working in the tertiary education sector to feel that power.



SIT members take action on funding, 2020



Annie Newman of Living Wage Aotearoa and David Sinfield, AUT Branch President at the Living Wage Exhibition, 2019

**Improved pay  
& conditions**

1

We negotiated collectively for improvements in pay and conditions at more than 30 institutions.

2

We have achieved union-only deals in 16 collective agreements ranging from 1 month to 6 months which saw an increase in members at these branches.

3

We achieved a range of flat-rate pay increases of \$750 to \$1500, that are applied to the salary scales to assist the lowest paid members and percentage pay increase of between 1.0% to 3.5%.

4

We joined students at the Living Wage Day at Victoria University, and the Living Wage Movement's "My Life To Live" exhibitions in Wellington and at AUT.

5

We launched our Secure Work = Better Futures campaign at Otago University; and across Aotearoa assisted 28 members into secure/permanent work by challenging fixed-term and casual appointments.

6

We continued to achieve te reo Māori and tikanga clauses in collective agreements.



7

We coordinated the university collective negotiations in a "cluster of five" to ensure we achieve similar outcomes and align dates to enable all seven universities to bargain together in 2021.

8

We won the use of gender-neutral language in all collective agreements and the inclusion of academic freedom in the legislation governing polytechnics.

9

We achieved minimum pay rates at the current living wage rate at five institutions.

10

We coordinated all ITP collective agreements to ensure that no significant changes are made to terms and conditions and that expiry dates are in 2020/21 to assist with possible changes to negotiations across the 16 ITP subsidiaries.



## George Tongariro

Outgoing Industrial and Professional  
Vice President

**Members of the union have been seen and heard at all levels of our institutions and government over the last year. We have stood up and spoken up for quality public tertiary education, for learners, and for good working conditions.**

The highlights – seeing our vision incorporated into the NZIST Charter was a highlight of the last year; and seeing progress towards a living wage and the inclusion of te reo Māori and tikanga clauses across our collective agreements.

The voice of Māori has grown stronger in our sector over the last year because of the work of TEU. And we are making progress on ensuring that within TEU there is greater representation of Pasifika and U35 members on TEU council and committees.

Our industrial strategy kept us grounded in our work and helped us to ensure that the collective agreements we fight hard for include pay and conditions that reflect the effort we put into the sector. This is crucial not just for staff but in order to recognise that our conditions of work are students' conditions of learning.

The amazing gains we make are due to our collective strength and to the mahi that happens day to day in the TEU. "A waka can't go forward with one person". The National Office leaders and workers are often not recognised, but their work day-to-day is the backbone of what we do.

Kia kaha, kia māia, kia manawanui – tū kotahi.

Right: This photograph of George is published in "Portraits of Humanity Vol. 2" and was taken by his mate Simon.



*During this term of office, George Tongariro took voluntary redundancy and left the sector.*

*We want to thank him for his dedication both as a Co-Branch President at Whitireia and for his leadership in Te Toi Ahurangi and then as IPC vice-president.*

## Irena Brören

National Industrial Officer

**Our sector continues to be one of continuous change and in some places upheaval – ngā piki, ngā heke.**

Over the last year, there have been over 120 members who have taken voluntary severance or have been made redundant.

We have worked together on personal cases ranging from challenging fixed-term appointments to payment of leave/holidays, performance issues (particularly research/PBRF), student complaints, increases in bullying and sexual harassment cases, and health and safety (particularly workplace stress).

Sadly, we have seen an increase in employers seeking to suspend people more frequently than in the past. As well as the expertise of our industrial team, we have continued to retain Oakley Moran for our legal services, and they have represented us at mediation, the employment authority, the employment court, and the court of appeal over the last year.

All of this hard day-to-day work is about awahi.

Amidst all of the change, our routine work is to make sure that members have great conditions of work and pay. TEU negotiates 58 collective agreements – we are working on 38 right now. Our strength in this space comes from having a collective vision in our National Industrial Strategy and on standing firm as a team right across Aotearoa.

But achieving strong outcomes is only possible because of the hard work of reps, staff, and national leaders, and the willingness of members to take action. And we saw strong collective actions at Wintec, Victoria University of Wellington, University of Auckland, and NorthTec during collective negotiations.



***Tū kotahi, tū kaha  
– together we make  
tertiary education  
institutions better  
places to work.***








## Sarah Proctor-Thomson Women's Vice President

It has been an active year with the National Women's Committee building relationships both inside and outside the TEU. We have a great team with a rich set of experiences. This allows us to build relationships and energise members across Aotearoa towards ensuring we fight for gender equality in our union and the tertiary sector.

A few highlights included Suffrage Day celebrations across our institutions where we celebrated the leadership and contributions of women in TEU branches.

One part of the action I'm extremely proud of was when TEU's remit for the creation of a gold-standard prevention of Sexual Harassment Policy was passed at the Council of Trade Unions (CTU) Women's Conference in September 2019. This work will have an impact on the labour movement and our wider network with the CTU committed to developing and sharing it.

 *There is an urgent need to be vociferous.*

## Annie Barker & Douglas Davey

General, Allied, & Professional Staff

It's important to begin by stating that general staff have places in the TEU Council and the Industrial and Professional Committee. These ensure our voice is heard in union conversations.

An important gain due to the consistent and strong general staff voices at a national level, is the establishment of the General Staff Reference Group including representatives from across all branches.

There is also strong work being done to ensure members are represented during restructuring and review processes; and that work will continue to promote the conditions and rights of members in the sector. These actions matter to general, allied, and professional staff.

We need to keep publicly calling on all institutions to include a general staff voice in decision-making processes. Our expertise and experience are needed if we want quality experiences for learners.

## Suzanne McNabb National Women's Officer | Te Pou Whirinaki



*This is about TEU being alert to gender bias and stereotyping in all that goes on in the tertiary education sector.*

The National Women's Committee (NWC) has supported the voices of diverse women within TEU. We have made sure there is a place for everyone and everyone can grow in the NWC.

The development of TEU's Gender Equity Strategy has provided an opportunity to discuss important steps forward in terms of what we need and what we need to work on to build our future.

The NWC has also been involved in ensuring that the Reform of Vocational Education was critiqued using a gender lens. This is about TEU being alert to gender bias and stereotyping in all that goes on in the tertiary education sector.

As always, there is a lot more to do to advance the place of women in the tertiary education sector. At the forefront is ensuring we are alert to the gendered impacts in the response to COVID-19. But we must do more than just run a gender lens over actions to recover from the pandemic, we must push for a rebuild that is based on significantly reducing gender inequalities in Aotearoa and beyond.

**GENDER EQUITY**

**STRATEGY**

*Achieve gender equality & empower all wāhine*

*Equality*

*Diversity*

*Living Te Tiriti*





## Julie Douglas Rainbow Te Kahukura

**This year was another busy year for the Rainbow Te Kahukura Advisory Group.**

We sadly farewelled Jo Scott who has provided so much of the glue and work behind the scenes and Sharn Riggs, a stalwart of a supporter!

With so much upheaval last year we did not convene the biennial hui, but we look forward to this year's delayed National Conference to re-establish those connections. COVID-19 also derailed our annual IDAHOBIT campaign and this went online instead.

The LGBTQ+ Policies Report and Institutional Policy Overview document was drafted and launched which has provided a solid platform for developing our workplan as it highlights the inconsistencies and gaps across the tertiary sector around rights, visibility and access issues for members. We also provided feedback on the Tertiary Education Strategy.

The recent PRISM report into human rights of SOGIESC diverse people launched in June 2020 by the Human Rights Commission also allows us to consider our ongoing work in light of the findings.



The Ara team celebrate Pink Shirt Day, 2019



The University of Canterbury join the climate March, 2019

## Zoë Port U35

**It's been an eventful year for TEU's U35 network!**

This began with the successes we achieved at last year's conference, where remits were passed to secure formal youth representation on both the TEU Council, and the Industrial and Professional Committee.

Building young workers' power in the union also builds our power in our workplaces, and we are seeing this increase through measures such as greater inclusion of U35 members in collective negotiations teams. This is now more important than ever, especially in the tumultuous times we face. Workloads are increasing with job security decreasing, and there's a real risk that the negative impacts of COVID-19 will disproportionately affect more vulnerable groups, like our younger workers.

As a union we need to continue ensuring that we amplify the voices of our most vulnerable workers. We must continue to ensure representation and genuine voice in decision-making at all levels while also advocating for those not able to safely speak up for themselves – whether this is due to insecure work, or otherwise.



TEU's U35 hui, 2019

## Maria Meredith & Tino Vaireka Tangata Pasifika

**It's time for the union to be more pro-active and for people to pay attention.**

**Being Pasifika you feel proud to be part of TEU.**

Our focus was ensuring that the Tangata Pasifika Advisory Group (TPAG), and Pasifika members generally, were represented on council – and we have won that seat, with the tautoko of Te Toi Ahurangi, which is a huge achievement.

We have drawn information and knowledge from TEU Council to our members and now we must ask how do we the members gain the benefits of that high-level representation? We must find commonalities and bridges to ensure the benefits to the community.

We have the ability to expand our membership and this is a challenge. But TPAG knows that our membership can grow. Our younger Pasifika generation needs to know that employment and careers will grow in the tertiary education sector and we need to champion that the education sector has opportunities for all.

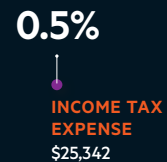
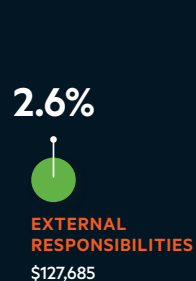
We have pushed for the promotion of 8 Pasifika Language Weeks across the TEU and now need to go further.



On the right, Maria and Tino taking time at the TEU conference 2019 with Minister Chris Hipkins and Labour MP Anahila Kanongata'a-Suisuiki



# 2019 AUDITED ACCOUNTS



## EXPENDITURE

TOTAL INCOME  
\$4,922,453

NET SURPLUS  
\$74,494 (1.5%)

# 2020 BUDGET



## EXPENDITURE

TOTAL INCOME  
\$4,717,500

NET DEFICIT  
\$333,100 (-7.1%)

# THE FUTURE WITH TEU

WE ARE STRONGER WHEN WE ARE ALL  
WORKING TOWARDS THE SAME END.

## Our Vision, Goals & Big Wins

1

Advance our knowledge of Te Tiriti o Waitangi and actively work on our Te Tiriti relationship

We submitted strongly on the need to make Te Tiriti relationships live in the new vocational education sector and saw changes to legislation which significantly improved the way Māori and Tiriti issues were written into the law.

TEU developed resources of basic communication to celebrate Te Wiki o Te Reo Māori and played our part in revitalising te reo Māori, transferring knowledge, and understanding place.

We launched Te Koeke Tiriti across the union in workshops and online and handbook forms.

We joined national rallies against racism and published on #BLM.

2

Be the voice of the tertiary education sector

We won strong connections to New Zealand Institute of Skills and Technology (NZIST) and a seat at decision-making tables.

We saw our actions reported in Stuff, the New Zealand Herald, Manawātū Standard, Otago Daily Times, Northern Advocate and we spoke frequently on Radio New Zealand National.

We achieved the de-coupling of educational performance indicators from funding decisions.

We won recognition in the new Tertiary Education Strategy (TES) that education is not just about employment and the economy. It is also important for active citizenship and lifelong learning.

3

Maintain and improve both pay and conditions of work

We negotiated collectively for improvements in pay and conditions at more than 30 institutions.

We lifted minimum pay rates to the current living wage rate at five institutions.

We launched our Secure Work = Better Futures campaign at Otago University; and across Aotearoa assisted 28 members into secure/permanent work via challenging fixed-term and casual appointments.

4

Foster collegial, inclusive and equitable workplaces

TEU Branch representatives collected hundreds of signatures on the pay transparency letter sent to the Right Honourable Prime Minister Jacinda Ardern.

International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) day was celebrated while in lockdown through social media.

We ran a successful all-of-sector hui at the University of Waikato showing TEU is a leader in making sure our sector has a common direction and works together for the good of learners, staff, whānau, communities, and business.

TEU produced posters other resources for members to use in celebrating all eight Pasifika Language Weeks acknowledging the important and universal role language plays in connecting people their histories, cultures, and futures.

Please share these snapshots. 📸





# *Whāinga guide our Tiriti relationships and behaviours, setting our vision of how we aspire to work together.*

## *Tū kotahi, tū kaha*

We are strong and unified; we are committed to actions which will leave no-one behind; and we create spaces where all people can fully participate, are fairly represented, and that foster good relationships between people.

## *Awhi atu, awhi mai*

We take actions that seek to improve the lives of the most vulnerable; we give and receive, acknowledging that reciprocity is fundamental to strong and equitable relationships; and we work to advance approaches that ensure quality public tertiary education for all.

## *Ngā piki, ngā heke*

We endure through good times and bad; we work to minimise our impact on the environment; and we foster ahikā – the interrelationship of people and the land, including supporting tūrangawaewae a place where each has the right to stand and belong.

## *Tātou, tātou e*

We reach our goals through our collective strength and shared sense of purpose, which are supported through participatory democratic decision-making processes and structures.

**STAND**

**TOGETHER**

*For wages that let everyone thrive, and workloads that let us spend time with families and friends*

*For secure jobs, proper professional development, and building respectful workplaces*

*For quality teaching, learning, and student support that transforms lives*

*For workplaces where we can work together on research and innovation that changes the world*

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Please share with your colleagues. 



**TEU**

**TERTIARY EDUCATION UNION  
TE HAUTŪ KAHURANGI**



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# WHY JOIN TEU?

1. More time with friends and whānau
2. We campaign for change on your issues
3. You can help keep our tertiary education system public
4. You're more likely to get fair pay
5. Security of employment
6. Nationally we have real strength and credibility

WE ARE STRONGER TOGETHER

Join today.  
0800 278 348  
teu@teu.ac.nz



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# SECURE WORK BETTER FUTURES



The launch of Secure Work Better Futures at Otago University, 2019

**Phil Edwards**  
TEU Organiser, University of Otago

**Insecure work affects all who work in tertiary education.**

It means core work in our universities, wānanga, and polytechnics is contingent on casual and fixed-term budgets which are often cut at a moment's notice; that we have staff who feel unable to speak up in our tertiary education institutions; and, people in our sector struggling to pay their rent and buy food. None of this is acceptable and that's why we're campaigning against rising insecurity.

Secure Work = Better Futures was launched in October 2019 at the University of Otago.

The immediate focus was the highlighting of insecure work practises at the university.

For five weeks we poster bombed the campus putting up over 400 posters telling member stories. The poster campaign was about highlighting TEU's vision of good jobs and secure futures for all, while promoting the #securework network.

Because of the action taken by the Otago University branch, substantive issues were able to be remedied and the TEU membership grew as a result.

We'll be out again soon ensuring that everyone knows that Secure Work = Better Futures.

# TEU Working

TEU council and national committees meet three times a year, local branch committees meet regularly at all main campuses, and all come together at national conference.



Thanks to all the branch and national committees.  
Tātou, tātou e.



# National Catchups

TEU is a national union with branches from Whangārei to Invercargill. Alongside formal meetings, TEU holds a range of regular zoom catchups.



Voices of the Sector Forum UoW, 2019

Representative groups - quarterly

TE UEPŪ

WOMEN REPS

RAINBOW  
TE KAHUKURA

TANGATA PASIFIKA  
(TPAG)

U35

Elected membership groups - monthly

COUNCIL

BRANCH  
PRESIDENTS

Specialist groups

COVID-19 REFERENCE GROUP

ROVE REFERENCE GROUP

GENERAL STAFF REFERENCE GROUP

ACADEMIC STAFF REFERENCE GROUP

If you want to be part of the action email [teu@teu.ac.nz](mailto:teu@teu.ac.nz)

# Campaigns

The TEU have taken actions together on a range of issues:

SECURE WORK  
BETTER FUTURES

REFORM OF  
VOCATIONAL  
EDUCATION

PAY WELL,  
PAY FAIRLY

TERTIARY LIVES

AWHI ATU, AWHI MAI  
| COVID-19

STATE OF THE  
SECTOR SURVEYS

This work and more can be found on our website.  
Check us out at: [www.teu.ac.nz](http://www.teu.ac.nz)

**TOGETHER  
WE HAVE ACHIEVED  
SO MUCH**

Join [teu.ac.nz](https://www.teu.ac.nz)



**TEU** | TE HAUTŪ  
KAHURANGI  
TERTIARY EDUCATION UNION

## *TEU Staff*

TEU members have a team of organising, administration, operational, policy, communications, and specialist staff who stand alongside them fighting for a strong public tertiary education system with wages and conditions that reflect the work put into the sector.



*To get in touch with staff near you:*

**0800 278 348**

[wellington@teu.ac.nz](mailto:wellington@teu.ac.nz)  
[canterbury@teu.ac.nz](mailto:canterbury@teu.ac.nz)  
[auckland@teu.ac.nz](mailto:auckland@teu.ac.nz)

[dunedin@teu.ac.nz](mailto:dunedin@teu.ac.nz)  
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