

10

Celebrating 10 years together



TEU | TE HAUTŪ
KAHURANGI
TERTIARY EDUCATION UNION

Foreword This snapshot is dedicated to the thousands of TEU members who embody daily a commitment to Te Tiriti o Waitangi, quality public education and research, vibrant communities, and decent jobs; and, to the staff who support them.

Within this tale of 10 years of the TEU you will find images and words from those who have passed away during this last decade. We have chosen to honour them and celebrate their contributions by remembering them in this booklet.

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Published by the Tertiary Education Union Te Hautū Kahurangi

6 May 2019

TEU Karakia

Kia whakarongo ake au	I listen
Ki te tangi a te manu nei	To the cry of the bird
A te Mātūi	The Mātūi
“Tūi, tūi, tuituia”	Calling “tūi, tūi, tuituia”
Tuia i runga	That it be woven above
Tuia i raro	As it is below
Tuia i waho	Woven without
Tuia i roto	As it is within
Tuia i te hēre tāngata	Interwoven with the threads of humanity
Ka rongō te pō	Felt in innocence
Ka rongō te ao	And in consciousness
Tuia i te muka tāngata	Intertwined with the threads of humankind
I takea mai i Hawaiki-Nui	Born from Great-Hawaiki
I Hawaiki-Roa, i Hawaiki-Pāmamao	From Far-Hawaiki, from Long-Distant-Hawaiki
Oti rā me ērā atu anō Hawaiki	And hence all other Hawaiki
Te hono a wairua	The merging of spirits
Whakaputa ki Te Whaiao	Out in to the World of Light
Ki Te Ao Mārama	Life, knowledge, and illumination
Tihe mauri ora!	Sneeze oh living spirit, dynamic life-force, life-principle!

Tō tātou uniana, tō tātou whakakitenga

TEU Te Hautū Kahurangi actively acknowledges Te Tiriti o Waitangi as the foundation for the relationship between Māori and the Crown.

We also acknowledge the significance of specific reference to Te Tiriti o Waitangi in the Education Act 1989 and the emergent discourse resulting from this.

Finally we acknowledge the responsibilities and actions that result from our nation's signing of the UN Declaration on the Rights of Indigenous Peoples, Te Koeke Tiriti, 2019



TEU Council with AEU, NTEU, and NZUSA at parliament 2018



Hēmi Houkāmau

In 2010-11 Hēmi became Whitireia Polytechnic TEU Branch President by default, because the branch had no active leadership at the time, and Te Tumu Arataki (Māori Vice President) in 2012.

Hēmi attended the first hui for Māori members, which he says was disappointing. "What was lacking in terms of tikanga was never questioned so it was: put up or shut up."

Once involved at different levels of governance he received strong support from TEU members and staff. "What really stuck with me was the willingness, encouragement and support of TEU leadership for Māori to network nationally and internationally with other indigenous unionists in education. Including Te Tiriti o Waitangi in everything initially had opposition, but the leadership played a huge part.

Without doubt TEU is now a world leader in allowing indigenous peoples to be an integral part of all decision making. TEU's willingness to ensure Māori get a seat at every table is exemplary."

Hēmi says his time as Te Tumu Arataki was humbling and the support from Te Toi Ahurangi was beyond question.

"There was a lot to do. I needed to see big picture stuff, issues that TEU were facing and how those issues affected Māori. Te Toi Ahurangi worked solidly, and leaders like Dr Margaret Taurere, Hūhana Wātene and, of course, Lee Cooper made sure I had the support I needed."

Looking back, Hēmi says he loved every minute of being involved with TEU and the merger was the best thing that ever happened. "We knew the numbers game so it was a no-brainer to take on the government alone."

Hēmi is now seeking to represent Māori mill workers in First Union.



Te Hautū Kahurangi

Hau refers to wind, air, breath, and vitality. Hautū means to guide or lead.

Tu means to stand, set in place, or establish.

In this way, Hautū refers to the union, its members and staff, and how they stand strong, and unified to protect one another in the face of the four winds and whatever they carry.

Moana Jackson, Te Tiriti Audit, 2015

“He Mihi: E ngā mana, e ngā reo, tēnā koutou, tēnā koutou, tēnā koutou katoa. Tēnā tātou te whānau o Te Hautū Kahurangi o Aotearoa. Anei te mutunga o tēnei kaupapa, ngā moemoeā o Te Tiriti o Waitangi. Nā koutou katoa e ārahi, e tautoko. Nō reira, mihi mai i roto ngā kōrero kua rangatira nei.

There is clearly no doubt about the genuineness of the union's commitment to ensuring compliance with Te Tiriti.

It has made progress on the initiatives first established by its predecessor unions and should be commended for the efforts it has made. However it is my considered view that even more can and needs to be done.”



From the first day of the new union TEU has been guided by three Kāhui Kaumātua - Mereiwa Broughton, Kāterina Daniels, and, Huirangi Waikerepuru.

Mereiwa Broughton

Te Ātiawa, Ngāti Awa, Tūhoe, Ngāpuhi, Te Arawa, me Kahungunu. Mereiwa passed away in 2016 aged 77.

Whaea Mere was an outspoken advocate for Māori in tertiary education from the 1970s. Through the early 1990s she was on the executive of Te Matawhānui, the Māori staff association at Victoria University.

In 1993 the Association of University Staff decided Te Matawhānui representatives would attend AUS meetings. Three years later Te Kahurangi Whāiti, the Māori caucus of AUS was formed. Whaea Mere served as kuia for both AUS and Te Kahurangi Whāiti

from 1998 to 2008 when she became a kuia for TEU. She also spent periods as kuia for two other major unions, the PSA and the SFUU.

Whaea Mere once said: "Everything we do as Māori is political – health, education, culture – we've had to fight for it. It's the politics of being Māori."

Kāterina Daniels

Te Arawa and Ngāti Tūwharetoa.

Kāterina was Kuia of the Association of Staff in Tertiary Education from the mid-1980s and in the 1990s was made a life member.

Born at Whakarewarewa Pā, she was a penny diver, and spent part of her childhood living with her Koro who spoke only Māori.

She has taught te reo Māori for decades in kōhanga reo, the compulsory sector, and 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).

Huirangi Waikerepuru

Ngapuhi and Taranaki.

Huirangi is well-known for his decades of wise counsel and leadership.

In 2017 TEU recognised Huirangi for his lifelong commitment to protecting and promoting te reo Māori and indigenous rights with an

award of excellence.

Huirangi had led through the privy council the case to have te reo Māori recognised as a taonga under Te Tiriti o Waitangi and was instrumental in lobbying for the creation of the Māori Television Service and Te Māngai Pāho.

In 1995 he was awarded an honorary doctorate for his achievements in tertiary education and Māori-language communities



TOP: Whaea Kā
BOTTOM: Koro Huirangi



Whaea Mere



Hōne Sadler

Hōne Sadler first joined a union in the 1960s when working at the freezing works. He went on to become an ASTE member at NorthTec and then a member of AUS at the University of Auckland, where he is a Senior Lecturer in Māori Studies. In October 2015 he became one of TEU's kaumātua.

Whilst Hōne was with ASTE he served on the branch at NorthTec and attended the Hui-ā-Tau, but in AUS he was less active nationally.

Hōne was looking forward to the merger for some time. "I saw advantages where we, as a consolidated sector union, would be able to do more for the membership."

He reflects: "I have always spoken highly of ASTE and AUS for always being active in promoting Māori aspirations.

I have always said TEU has Māori issues at heart and has worked hard, not only by mouth but by actions.

I've seen that by the support we've had, not only in resources but in being behind the development of what Māori wanted. I'm proud to be a member of TEU."

Hōne was approached by a delegation led by Māki Howard from AUT to take up the role of TEU kaumātua. "I had worked with Kā Daniels, Huirangi Waikerepuru and others previously. Although I had reservations, I decided that if I was required, I would get involved in the union I love."

He says the union has grown from strength to strength. "From my observation, when they tried to weaken unions, we grew in strength, because of the commitment of members and because the union is principled.

The leadership has always been to the fore and dynamic. That dynamism has kept me interested and part of the union. TEU has good solid leadership and the staff give 120 per cent. You can always count on them."



Lee Cooper

Lee Cooper is TEU Te Pou Tuarā, and previously AUS Māori Officer. Prior to joining the TEU staff, Lee was AUS Tumuaki and a member of the think tank established to ensure alignment in a future merger of AUS, ASTE and TIASA.

"AUS wasn't known for being strong in the Tiriti area and ASTE was, so we cherry-picked from the best of the unions to create TEU."

The merger went ahead between AUS and ASTE and Lee says:

"One thing special in the new union was the mana of having three kaumātua— Whaea Kāterina Daniels, Koro Huirangi Waikerepuru, and the late Whaea Mereiwa Broughton. Their guidance and generosity of sharing mātauranga Māori and union knowledge set a strong foundation."

From a Māori perspective, Lee says there have been many highlights over the past ten years, from the very beginning with the commitment to the Māori text of the Tiriti to Council taking one of their meetings to a sleepover hui on the marae.

"This was living the Tiriti relationship, meeting outside of TEU spaces."

Other highlights were the Council funding research into white-streaming and the creation of Te Kaupapa Whaioranga, the blueprint for tertiary education.

Lee acknowledges the commitment to connecting tikanga Māori and union values that came through in the 2011 Tiriti policy process, led by the President, Tom Ryan, and the Tiriti Relationship Group. Five years later there was a Tiriti Audit carried out by Moana Jackson.

"This led to the work on Te Koeke Tiriti, which we will launch at conference, May 2019. I think we're in a far better place ten years on and I'm optimistic about the future, but there are always challenges and we need to hold our Tiriti space."

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.

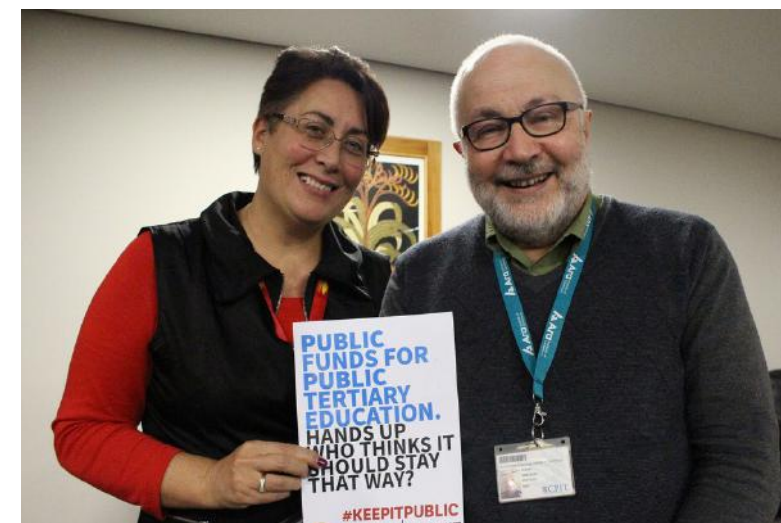


“Tertiary education should inspire students to become life-long learners as they build their capabilities in a supportive, vibrant and dynamic learning environment.”

Philip Bright, Waiariki Polytechnic, 2013

“Without education people are less likely to reach their full potential and quality of life in whatever they choose to do. It is of absolute necessity and the right of all people from every background. Educators must be provided with every possible opportunity to pass on their skills, knowledge and care for the good of our total population.”

Margaret Melsom, Wintec, 2017



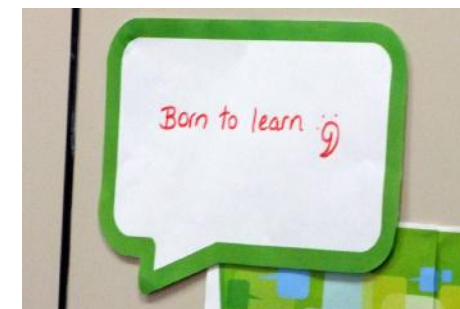
A key part of TEU's work has been to develop and advocate a vision for the sector as being a public good.

The first Tertiary Update for the new union illustrates this. Published in March 2009 it featured stories on mergers, pay equity, funding caps, and high workloads. President Tom Ryan said tertiary education workers had the capacity to help educate and train the thousands who need a new chance in our fragile economy. “But, for that to happen, institutions need to make staff workloads and student education their focus, not overseas business ventures and flashy business diversifications.”

The theme of the 2010 Hui-ā-Motu was ‘Ngā Kete Wānanga’ or the three kete of knowledge – te kete aronui, te kete tūātea, and te kete tūāuri – that Tāne-nui-a-Rangi ascended to, and brought back from, Te Toi-o-ngā-rangi. This theme is threaded through the union's work of the last decade. TEU is a union that believes in, and practices, life-long learning with thousands of members bringing their knowledge together to ensure quality public tertiary education and strong workers' rights are the heart of all they do.

“I aspire to contribute to a tertiary sector that builds social tolerance, resilience and sustainability without dampening the spirit of inquiry or bowing to the demands of more powerful political or economic interests.”

Jack Heinemann, University of Canterbury, 2013





Conference 2013 embraced
Te Kaupapa Whaioranga

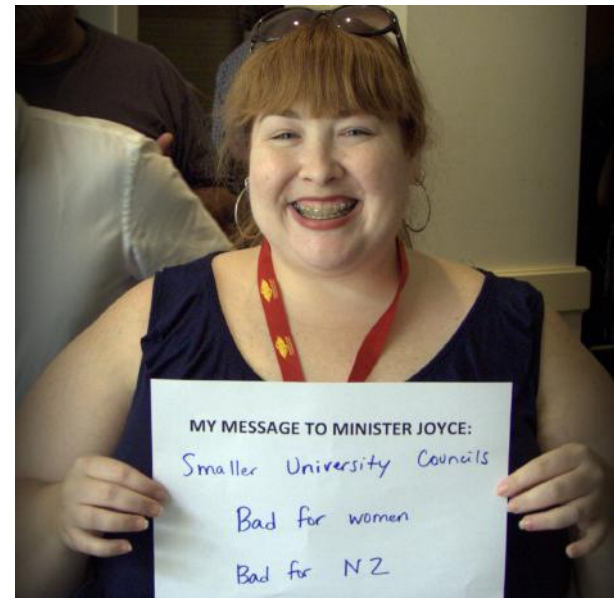
In 2013 TEU released “Te Kaupapa Whaioranga: The Blueprint for Tertiary Education”. “Tertiary education is a public good.

Our tertiary education sector must receive adequate funding to meet the needs and aspirations of all learners, whatever their current skills, aptitudes and knowledge levels and wherever they live in New Zealand.

Protecting tertiary education as a public good means that we must enhance and promote the responsible autonomy of both staff and students.”



Democratic structures - like those of the
National Women's Committee - set the
union's direction



Cat Pausé

When Cat Pausé moved from Texas to Massey University in 2008 she immediately joined AUS. “I was so excited because unions don't exist in Texas.”

Cat attended the 2009 conference and shortly afterwards joined her branch committee and became Massey's Academic Women's Rep. In 2013 she successfully stood for the national position of Women's Vice President, which she held until 2018.

“Those of us who were involved at a national level can acknowledge the leaps and bounds TEU has taken as the voice for the sector. We have definitely achieved that. We are at the table. All of it has been incredible in the best possible way.”

She recalls the focus on putting together the blueprint for tertiary education and the review of the structure but says the work started a few years before.

Cat says TEU is a very different union than when she started. “We are a force; the voice for the sector on the national and international stage. I hope we can continue to have that role.”

She says the union acknowledged from the beginning that dedicated resources were needed for women, saying: “We've been lucky leadership has been so sympathetic, but we can't take our foot off the pedal when it comes to gender equity.”

A highlight was TEU's work on the gender wage gap and ethnicity. This got some push-back from the larger sector, but Cat says: “If you look at equity for Māori and Pasifika women, there is so much more to do.”

But she is most proud of TEU's work on Te Tiriti. “From the start it was important, but bringing in Moana Jackson to see what we could do better was an important step forward. I'm proud to be part of an organisation that says we're going to back this work all the way.”



“Let’s get rid of the barriers to success and focus on putting people back at the centre of our reason for being educators.”

Jackie McHaffie, Wintec, 2013





TEU stopped further privatisation of tertiary education at the 2017 election

During the last decade TEU has fought to keep staff voice in decision making.

In 2009, the government passed the Education (Polytechnics) Amendment Act and staff were thrown off polytechnic councils. Then in 2013 the National-led government turned its attention to university councils.

TEU's Stephen Day told Critic why staff seats on councils were important: "At the University of Canterbury last year, when they were looking to close up theatre programmes, the council was able to engage in democratic debate. They eventually overturned the proposal put forward by the Vice-Chancellor and backed by ministerial appointees. If that vote had gone ahead without the staff and students there, then that would have been a different outcome."

Despite opposition the Minister of the day, Steven Joyce, did remove staff seats from councils. But in 2018 TEU members convinced the incoming Labour-led government to reinstate staff voice on university and polytechnic councils as of right.

TEU members then succeeded in ensuring their voice was part of all policy processes at the government level.



We have taken strike action across universities and polytechnics, and joined in union-wide actions for fair pay and conditions. In 2014 UCOL staff went on strike when the employer demanded staff go without a pay rise for another year or two. Branch president Tina Smith said "Our UCOL staff earn substantially less than colleagues at other polytechnics doing similar jobs" and they had had enough.

In 2018 it was the need for a living wage that drove AUT members to take strike action. "Every person at AUT makes a huge contribution to the quality teaching and learning students received, and it is only right that they can go home at the end of the day knowing their work is properly valued," said Irena Brorens, the TEU's national industrial officer.



Tim Fowler

Tim Fowler has been Chief Executive of the Tertiary Education Commission for six years. At the time of the merger he was working overseas.

Tim's dealings with TEU have been since he's been in his current role. He says: "From my perspective the Tertiary Education Union is a valued partner. I have really enjoyed the relationship, especially now we're getting into the current review of the sector."

Tim says the relationship has required both parties to step together. "It has required us to reach out, and my sense is that it needed the stimulus of the likes of Sandra and Sharn."

He says he is looking forward to continuing to work together. "The challenge for us all around the changing nature of tertiary education is an international phenomenon: what is the offering of tertiary education to students to meet the needs of society and the economy?"

Tim says the important question is: "How can we front foot this?"

"Our effective engagement with staff is a core component of making it work. It's not about structures but about people. Hence we think an ongoing relationship with TEU is critical."



Sam Huggard

In 2009 Sam Huggard was working with the National Distribution Union as a communications officer. He is now the New Zealand Council of Trade Unions Te Kauae Kaimahi National Secretary.

Sam's association with TEU began in his first unionised job, as a library assistant at the University of Otago. In fact, he's been a TEU member in two different jobs, signing up again when he was a casual lecturer at Unitec's Not-For-Profit Graduate Diploma. "I've had a couple of stints as a TEU member and this makes it a really special relationship."

Sam's dealings with TEU since 2014 have been in his role as National Secretary of the CTU and it's been a close professional relationship. He speaks glowingly of TEU's commitment to the work of the CTU as a key affiliate union and of TEU's commitment to the wider union movement.

"The work unions do on the job organising workers is our bread and butter as a movement, but unions also need to play a role at a national level.

TEU is a really effective, proud member of the CTU.

TEU doesn't just tick the boxes but is a loyal member of New Zealand's national union movement, helping to promote the work of the CTU and actively participating as an affiliate union."

He says TEU is not only playing a key role in the mainstream work of the wider union movement but is really active in supporting diversity.

"Whether it is Māori, women, Out@Work or Stand Up, TEU understands the importance of these structures. TEU has given generously in terms of time, providing people on CTU committees, and many of our convenors have come from the ranks of TEU. I'm very proud of the role TEU plays at every level of our union movement."

TEU has strong connections with sister unions internationally. We have benefited from the connections to, and wisdom of, Pat Forward, AEU; Grahame McCulloch, Matt McGowan, Terry Mason, Celeste Liddle, Jeannie Rea, and Adam Fogley, NTEU; and the late Carolyn Allport, NTEU.

In 2012 David Robinson from Education International and the Canadian Association of University Teachers (CAUT) delivered a series of public talks entitled "The vandals are at the gate." He noted "tertiary education is increasingly seen around the world less as a public service or public good and more as a lightly regulated private market in which consumer demand is sovereign. There is an irrational exuberance about the potential profitability that exists in the system."



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 (Te Koeke Tiriti, 2019)



“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. We believe in a high quality accessible public education system that gives everyone a chance and makes our communities and economy strong.”

Sharn Riggs after being appointed national secretary, December 2008.



Sharn Riggs

In 2009 Sharn Riggs was the National Secretary of ASTE and for the past ten years she has been TEU's National Secretary.

Reflecting on those ten years, what stands out for Sharn is the thing she is most proud of and also what she describes as a “dreadful failure”.

“When I applied for the job, I was asked what I could bring to the merger. My experience of mergers in the education sector is that they are very difficult for everyone concerned. After ten years the staff and, more importantly the members, have a real sense of pride in TEU rather than their predecessors.” The failure, says Sharn, is a failure to achieve the goal of one tertiary education sector union.

Sharn attributes TEU's success to strong leadership from presidents and member leaders. “I feel really good about where we are at. Staff and members are united around a common goal about commitment to education. They are committed to growing the union to build the power we need to address the challenges. And the union is going in a direction that takes everyone with them.”

She sees TEU ten years on as ready to face big challenges ahead, including lack of good legislation supporting collective bargaining. She also sees TEU members engaged in conversation on issues greater than their own immediate work.

“There's now a real commonality around how members come together to address changes in the sector. Whatever lies ahead, members have a say in the future of education and life-long learning in a way they didn't ten years ago.

“We have moved into spaces where we relate in a more respectful and powerful way. General and academic staff have respect for each other. There is respect for Māori. I feel proud our union has embraced this so strongly.”



Tom Ryan

Tom Ryan went from being an AUS Vice President to being TEU's inaugural President. He is now a senior academic in anthropology at the University of Waikato.

What stands out for Tom about the merger is that "it worked, whereas both here and overseas a significant number of union mergers had not succeeded".

In 2008, AUS led a successful tripartite negotiation with the Vice Chancellors' Committee and Michael Cullen, Minister of both Finance and Tertiary Education, which resulted in the biggest funding boost for the sector in decades.

But with a change of government looming, AUS and ASTE agreed that only a merger would make the tertiary sector strong enough to withstand an incoming National government. It was also CTU strategy to encourage consolidations. Tom singles out the AUS Secretary, Helen Kelly, and AUS President, Nigel Haworth, for providing crucial leadership in this process.

He also says the newly merged union was strengthened by having a National Secretary from ASTE and a President from AUS. "This provided a balance between the two partners

and ensured the survival of TEU. My job was to work with Sharn Riggs and her staff, the new Council and committees, and our members around the country to get the organisation up and running effectively."

Tom reflects how fortunate it was that in the 1990s both AUS and ASTE had joined together their academic and general staff members. But there still were big differences between the two unions.

"AUS was able to achieve the tripartite agreement because the academics in the university sector operated in a global marketplace.

That success then flowed on to AUS general staff. While the ASTE people tended to be less integrated into international networks, they brought greater connections with regional communities, industry, and the Māori world. That balance was crucial for the success of TEU."

tū kotahi stand as one
Join TEU so we can work together for better pay and conditions



Tangata Pasifika Advisory Group at the 2018 CTU Fono. Other TEU networks include Rainbow Te Kahukura, U35 for young workers, and women.



Members of the TEU executive and senior staff in 2009

Ngā piki, ngā heke.

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



TEU's inaugural conference

TEU members, students, communities, and iwi/hapu suffered through nine years of austerity budgets under a National-led government. Often TEU was a lone voice with regard to underfunding. In 2015 TEU's national industrial officer Irena Brorens hit the nail on the head:

“Universities cannot give the excuse that they do not have enough money for fair pay and employment conditions if they have not first loudly, publicly told the government how much more funding they need”, says Irena Brorens, TEU National Industrial Officer. “Staff have borne the brunt of that through minimal pay rises, job losses and restructuring. This year they deserve a fair share.”



From singing at conference, gathering as branches, to Pink Shirt day there's always a smile to share in the TEU.

Organisational restructuring has a major impact on the well-being of staff and students. TEU members who have been through mergers of their institutions repeatedly reported feeling nervous and stressed because of mergers:

[In] 2011 stress took over everyone ... everyone was on a knife-edge.

...there is a niggling sense of waiting for the axe to fall.

During major restructuring campaigns such as project STAR at the University of Canterbury, FAR at the University of Auckland, and the student services review at the University of Otago, members have taken public actions and put in submissions which have saved some jobs.

“We are in danger of becoming ‘degree factories’. More insidiously, the notion that knowledge and education are valuable to society and individuals in and of themselves is being replaced by the sense that the value of a degree is measured in the increased earning capacity it provides to an individual.”

TEU Education Under Pressure, 2017



One major win came after Unitec management chose to outsource student enrollment work and cut 300 jobs. Persistent action by the branch led to the student enrollments being brought back in house two years after the first cuts.

“There is too much focus on counting things that do not count rather than engaging in learning processes that do count.”

TEU Education Under Pressure, 2017

Our institutions proclaim to teach critical inquiry but then admonish anyone that examines the conditions of staff and students. Staff often witness disaffected colleagues being dismissed out of hand or bullied into silence. It is no wonder they're fearful of speaking out.

Sandra Grey, NZ Herald, 2017



Cheri (Panda) Waititi

Cheri Waititi from the University of Waikato's Te Kura Toi Tangata Faculty of Education was one of the six inaugural Vice Presidents of the new union as the Māori Vice President.

"Hearing it was ten years brought back vivid images of the first TEU conference, which was the merging point of hope for the future of all who worked in tertiary education. It meant we could meld a wealth of knowledge and know-how from both unions to benefit all our membership."

Cheri worked closely with the inaugural TEU President, Tom Ryan. "Making sure every voice was heard was critical in blending the unions together. We had to make sure we set a solid foundation to enable development and evolution to take the union to where it is now."

Says Cheri: "The union has grown echelons. The contribution of members through their branches has added their voice at annual conference, National Council and national committees. If you don't have a voice you're not at the table. The structure may have changed, but the representation is still there for TEU's diverse membership."

Cheri says TEU is well set up to face the future. "The union is for staff. It is vital for the union to continually engage with the progressive government who have come to the table to address issues that face our members."

No matter what's happening to all the institutions, the TEU *tohu* still symbolises the strong and binding unity of its membership."

She acknowledges the support of TEU's national office. "The work we did as rank and file leaders couldn't have happened without them—governance and management working together, functioning as an innovative professional organisation."

In 2016 Cheri was made redundant from Waikato. After a range of different roles, she's back at Te Kura Toi Tangata, part-time, feeling like she's full-time and loving it.

Few will forget the address by then Education Minister Anne Tolley at TEU's inaugural conference. Questions from the floor would not be taken. Disappointment was expressed by delegates who felt National had to be held accountable for its action (or lack of action) in the sector.

Tangi Tipene said Māori members supported silent protest in the form of placards in the absence of being able to question the Minister and that is what members did. The Minister's controversial speech was greeted with total silence before Cheri Waititi planted 'seeds' for the Minister to take back to her government. In her reply, Cheri called on National to end their attacks on quality public education.

The final show of dissent - the singing of 'Solidarity Forever' as the Minister left the building.





Peter Cranney

Peter Cranney is a lawyer with a long union history. He is a partner at Oakley Moran.

Prior to the merger Peter worked for both AUS and ASTE as their Legal Counsel. He continued in this role with TEU, dealing with legal issues across the spectrum from personal grievances, interpretation of agreements, to taking cases to the Employment Court, Court of Appeal and Supreme Court.

The TEU legal work has kept him busy, and Peter says working with TEU has been “absolutely fantastic”.

“I’ve enjoyed every case. The members are all intelligent, really good people and have extremely interesting areas of work.”

Cases haven’t always needed to go to court, but the legal foundation of employers’ actions have been successfully challenged many times. “We’ve tried to expand the rights of members and put limits on the employer’s ability to act inappropriately.”

There have been countless cases, but he says a highlight would be a case known as *Wrigley and Kelly versus the Vice Chancellor of Massey University*. This case established very important rights about access to information and an opportunity to comment when employment is at risk.

Looking back, Peter says:

“Over the past ten years, in some tertiary institutions, TEU has faced some anti-union employer attitudes and employer pressure to limit its role. To the TEU’s credit, the union is still very effective.”



Sandra Grey

Sandra Grey has held a vast range of positions in both AUS and TEU. At the time of the merger she chaired the Women’s Council and then became National Women’s Vice President. She was TEU’s second National President, first Vice President Industrial and Professional and President again until January 2019. She is currently the TEU Political Officer.

Sandra opposed the merger because the process felt top-down. She has a deep commitment to ensuring every process starts with a member voice, which has strengthened over the years. But recalling TEU’s first slogan, There’s a place for you, Sandra says this has been achieved.

“Over the past four years members have said: “I have a place to stand, I feel heard, my mana is respected. With all our diversity all can come and go and feel included.”

Now Sandra says: “Wherever we go, we take people from the front line of education and their voices are heard. We’ve got better and better at getting at what is our members’ vision. This was demonstrated in our Tiriti journey. The document was two years in the making, but was well worth the conversation.”

She says TEU is now somewhere where people can say what they need to say and others stand beside them, even if it’s not their particular battle.

The future challenge is fixing the broken market system of education. “We have a new government and a place at the table, but we have to change the hearts and minds of leaders in the sector.”

This requires greater activism. “Not everybody will be a leader, but if every member asked every day: ‘how does this improve teaching and education?’—that would change the system. We need everybody to believe they have a responsibility to speak up and nobody has a right to be silent.”



Lesley Francey

Lesley Francey came from Scotland to New Zealand 26 years ago. Prior to the merger she was a lecturer in ESOL at Manukau Institute of Technology and a committed ASTE member. Lesley was TEU President in 2013 and 2014.

“I was fairly entrenched in the union by 2009. I was involved in my branch and in setting the rules for the new union.”

She had “slight qualms” about the merger, feeling ASTE, being smaller, could get gobbled up. But she says: “It was necessary for ASTE. From the point of view of resourcing it was a no-brainer, and because of the way the structures were set up, everyone’s voice was heard.”

She recalls the two unions were very different. “ASTE brought enthusiasm and life into gatherings. ASTE was a great union, very stimulating and fun, with wonderful people. AUS was a little bit more staid.”

But she says the composition of the committees: industrial and professional, women’s and Māori, ensured really good representation from both unions.

“I’m very pleased about the emphasis on Te Tiriti. In the early days of ASTE it was rare to hear Te Reo. Now it happens a lot.”

Of her time as President Lesley says:

“My agenda was to make it a more inclusive union, to reach out to members who were easy to overlook, such as the REAPS and cleaners and maintenance workers.”

She sees the big issue of the future as getting back to the basics that would be positive for New Zealand and for staff in the sector.

“TEU can go on to greater things. The last decade has been such a time of uncertainty. A lot hinges on what happens to polytechs. There is huge opportunity for growth and I would love to see TEU as the only union in the sector.”



Our work has ranged from advancing the working conditions of general staff, to stopping cuts to student services. From solidarity actions to end zero hours contracts in fast-food chains to challenging the attack on the humanities.

TEU members and staff developed national strategies on professional, political, and industrial issues. After the 2018 Conference Lexie Matheson, an Academic Equity Leader and Senior Lecturer at AUT said: “Over the decades I’ve seen some interesting Industrial Strategy documents but never one as unified and as powerfully significant as the one presented to delegates on day one of the conference.

It’s an extraordinary work and will guide the organisation in the right direction for the foreseeable future.”



Campaigns, events, and meetings provide spaces for a wide range of issues to be raised in TEU



Irena Brorens

In 2009 Irena Brorens was a half-time Organiser and half-time National Industrial Officer for ASTE. Now she is TEU's full-time National Industrial Officer.

It was challenging bringing the industrial strategies together.

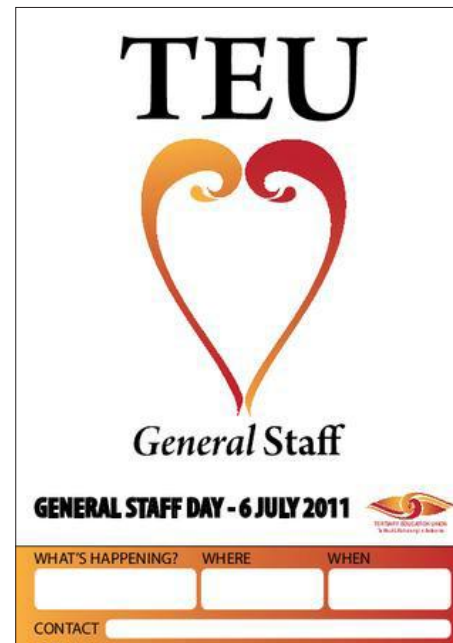
“We had two different unions with very different approaches to bargaining. ASTE had a national strategy and AUS largely had site-based bargaining with some national coordination. We spent a lot of time and consultation creating a national strategy.”

Three years after the merger, an industrial and professional committee was created. A national strategy was presented to conference and endorsed. It included national priority claims and processes to maintain conditions and ensure national consistency. Two years ago the strategy was reviewed with lots of consultation. The response was positive, with a greater commitment to the strategy.

“Members liked having a national strategy and framework. They felt part of something bigger than their branch but could still raise local issues. We were able to say to employers: ‘We are here as a national union, not just a local branch.’ We were able to include other claims besides money—limits on fixed-term and casual work, Te Tiriti o Waitangi, Te Reo and tikanga recognition, domestic violence leave and the Living Wage.”

Insecure work and restructuring have been massive issues. “We’ve had to fight restructuring hard. Members sometimes think all that is needed is a legal challenge, but it’s been organising at the branches and increasing union density that helps change some of the restructuring proposals. We’ve grown members’ understanding that it’s not just about voluntary redundancy payouts without first there being a genuine need to reduce staffing. The union is about saving jobs.”

“We are acting as a national union as opposed to two separate unions. We look at things nationally and that’s powerful. I’m proud to have been part of that.”

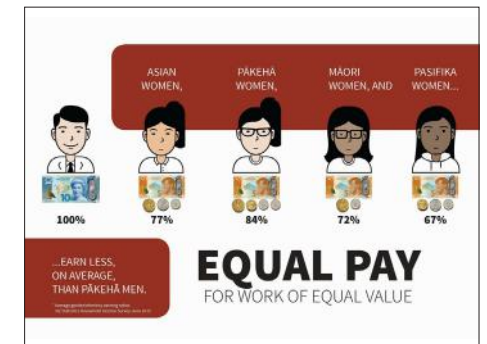


As general staff we are vital to the TEI environment, and make a contribution to TEI teaching and research that is both different from and equal to that of our academic colleagues. We expect and will organise to ensure that our contribution to tertiary education is acknowledged by our employers through quality, secure and permanent work, higher pay, better opportunities for career development, improved working conditions, and work-life balance.”

TEU's General staff manifesto, 2009

“Project Whitestreaming”, a report by Helen Potter and Lee Cooper, was released in 2016. It examined the generalising of specialist Māori positions occurring in all eight universities, at least 13 of the 18 ITPs, and in one wānanga. “It had been most prevalent in teaching, academic student support, pastoral student support, staff support, and research positions.

The negative impacts on Māori staff have included a loss of collegiality, increased workload, decreased job satisfaction, with nearly half wanting to leave their job. The negative impacts on Māori students have included being less likely to use student support services and leaving the institution altogether.”



Tū kotahi, tū kaha.

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

“I would like to see more equity in the provision of tertiary education in New Zealand leading to all of our people achieving their potential personally and professionally.”

Carol Soal, Aoraki Polytechnic, 2013



TEU did convince the government of the need for change. “We know the funding systems in tertiary education aren’t fit for purpose any longer and we are committed to working together to fix the problem.”

Chris Hipkins, Education Minister, 2018

Over a decade we have campaigned on gender equity, casualisation, student fees, and regional provision. In 2018 the National Women’s Committee launched a Gender Equity Toolkit. Cat Pausé, TEU’s women’s Vice-President said overcoming gender inequality begins with identifying the factors that contribute to gender inequity in the workplace. Then we must “put in place practices and procedures to mitigate their potential effects.” The Gender Equity Toolkit is designed to do just this.

The last decade saw a rise in casualisation and insecurity in the tertiary education sector. In 2013 the TEU released results of a survey of nearly 2000 TEU members. More than one-third of the respondents who were in non-permanent employment had worked at their institution for over five years. This showed that many of them are entrenched in insecure work. Then National President Lesley Francey knew first-hand what insecure work felt like after spending years on fixed term agreements. Lesley said the insecurity impacted on her family but that the bigger impact was on her professional self-esteem. Through collective negotiations, individual cases, and ongoing education work the TEU has tried to address ongoing insecure work.

A new government brings new challenges and opportunities. TEU used the Education Conversation to write to PM Jacinda Ardern in 2018 after claims that collective agreements caused inertia in the ITP sector. Dear Jacinda ... “Calls for a more “flexible” workforce are echoes of the neoliberal labour relations policies of the last government, designed to enhance business and corporate profits. They have nothing to do with quality outputs, or quality education. The Minister should know better!” Academic staff member, University of Waikato.

“The working conditions of staff at tertiary institutions are the learning conditions of students at tertiary institutions. Conditions that promote the health and well-being of the staff, promote the health and well-being of the students.”

Academic staff member, Massey University



Phil Ker

Phil Ker was the ASTE Vice President in 1989 and 1990 and President in the early nineties. For the past 15 years he's been Chief Executive of Otago Polytechnic.

Most of Phil's dealings with TEU have been with the local branch and field officer. That's been a positive experience. "We've enjoyed excellent relationships over that whole period. What I've respected about TEU is a willingness to find a way forward."

Phil recalls a time when the university view of the world seemed to dominate in TEU. He was disappointed and wanted TEU to acknowledge polytechnics. Whereas in universities the notion of academic freedom is deeply embedded, polytechnics were there to prepare people for the workforce and meet employer needs. In the past few years he thinks there has been a greater understanding that polytechnics are different and that difference is really important.

He's seen other positive changes.

"The last three or four years we've been in a really good problem-solving mode with a view to making things work."

Phil acknowledges the role of TEU staff and leadership in this: "Sharn has always been approachable. She sometimes gives a heads up about something which, if it goes unchecked, won't be good for everyone. I regard this as gold. Good on TEU for being in this space."

While some colleagues blame the collective agreement for their woes and say it hasn't got the flexibility they need, Phil says it is an agreement that can work for everybody. "If an employer is willing to work in a collaborative way, we can get things done."

Of the challenges facing the polytechnic sector Phil says: "The reforms mean there will be changing roles. My hope is that TEU and employers will get ahead of the curve and plan for a better system for the future."



TEU has held public demonstrations, organised petitions, presented to select committees, met with MPs, and written letters to try to get successive governments to invest in funding models and policies which support lifelong learning.

For the 2011 election, TEU took to the streets with sister unions and students to sing along and poke fun at MPs with cardboard cut-out faces and a song-sheet with lyrics like: "Good golly, Miss Tolley, go back to school," and, "if it weren't for polytechnics where would we be?" But underlying the fun was a serious message to voters – think seriously about how their vote will impact on the education system. Newswire, 2011

A lack of funding has seen major cuts to regional and rural tertiary education provision, and in the teaching of the humanities and social sciences.

"With the world facing a range of existential crises – environmental degradation, rising inequality, violence in our homes and between nations – now is the very time we need people undertaking studies that train them in critical thinking. In the 'post-truth world' where lies are presented as "alternative facts" these skills help us filter out the 'bullshit' from the reasonable,

plausible, and logical. The humanities and social sciences equip us with these skills and enable robust public debates about the kind of world we want to live in and how we make it happen." Kiwiblog Guest Post: #LoveHumanities to ensure big arguments and detection of bullshit artists. Sandra Grey, National President, 2017

"Increasing and improving the funding of tertiary education not only improves the lives of those who work and study in the sector, but improves the wellbeing of our whole society"

Nicole Wallace, University of Auckland, 2017

"We have highly skilled professional tutors providing trades students with valuable skills in areas like building and construction. These students won't respond to online training and they won't travel to another centre to complete their training course. If we don't support face-to-face regional teaching provision these lost students will be at risk of costing the country a lot more in police and social services costs. The funding model should be stacked to provide more funding for regional delivery." Chris Lordan of NMIT Funding our Future, 2017

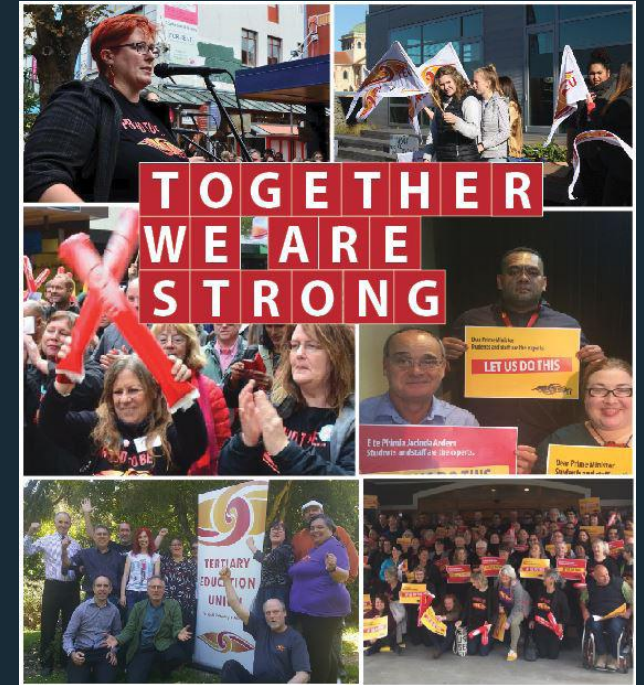
The first 10 years of the TEU has involved thousands of hours of strategising and acting. And together we have achieved so much as is evident in the 90 second challenge delivered to the 2018 annual conference:

1. Achieved living wage rates at three sites
2. Ran two sector forums with 160 people and got the first collective action by employers in our sector in nearly 30 years
3. Wrote to PM Jacinda Adern using 200 members' submissions to illustrate that our collectives do not stop our sector being innovative or flexible
4. Collected 400 stories as part of the Prime Minister's Education Conversation
5. Delivered a comprehensive briefing to the incoming government that shaped their Education Work Plan
6. Met with the Minister twice, and had him provide the keynote speech at two of our events
7. Held a Hui with Labour MPs to discuss reform of the ITPs
8. Provided hundreds of submissions to MPs on why the 90 day rule must go
9. Launched our Gender Equity Toolkit
10. Held Hui-ā-motu involving 50 Māori members
11. Ran the Talanoa to ensure the voices of Pasifika members are heard
12. Held council and national committee meetings
13. Published Te Koeke Tiriti framework to improve our Tiriti relationships
14. Provided nearly 500 submissions on staff and student voice on councils
15. Submitted on major changes at NorthTec, TOPNZ, the University of Otago, the University of Auckland
16. Met regularly with Chief Executive of the TEC and MoE officials
17. Written dozens of letters to end the competitive market model in tertiary education
18. Wrote to the Minister about funding, the Work Plan and ITP reform
19. Supported 404 individual members with personal cases
20. Dealt with 137 reviews affecting over 1000 members
21. Initiated bargaining for 21 of our collective agreements
22. With the CEs at Northtec and EIT got meetings with the Minister of Māori-Crown relationships to discuss Māori education
23. Resourced a significant recruitment project – results include 150 people joining at Massey University
24. Won domestic violence and te reo and tikanga clauses in a number of our collectives
25. Celebrated General Staff day
26. Have had 2000 respondents, so far, complete to the third state of the sector research
27. With the ITP CEs we have written to the Minister of Education to get the ITP Roadmap process back on track
28. Supported student activism by working with NZUSA on joint lobbying and paying for travel for students to be part of government and TEU forums

**Tū Kotahi
Tū Kaha
Tātou tātou e**

**Ngā piki,
ngā heke
Tū Kotahi e**

**Awahi atu
Awahi mai
Tātou tātou e**



“If it is true that, as Michael Sandel put it, ‘when politics goes well, we can know a good in common that we cannot know alone’, then the first ten years of the TEU have been about politics going well. They have been ten years of striving and struggle, of hard work and sacrifice, of great success and sometimes bitter failure. But in striving together, in deepening our sense of solidarity, in widening our circle of effective care, we have constantly discovered the goods in common that we could never have discovered alone.

For me, that is what this booklet celebrates. It speaks of a foundation that I know will continue to expand over the next ten years and beyond, through the development of our collective framework, Te Koeke Tiriti, and through our ever greater understanding of the relationships that make us who we are. For this understanding makes us indomitable, incorrigible and all-empowering. The union forever! Tihei mauri ora!”

Michael Gilchrist, Te Tumu Whakarae, 2019



TEU | TE HAUTŪ
KAHURANGI
TERTIARY EDUCATION UNION

TŪ KOTAHI | TŪ KAHA

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