

Ahu hakamua / Shaping our future

ANNUAL REPORT

22

*Awhi atu,
Awhi mai*



TEU

TERTIARY EDUCATION UNION
TE HAUTŪ KAHURANGI

Te Koeke Tiriti | Foreword

***Tō tātou uniana, tō
tātou whakakitenga
Our union, our vision.***

Te Koeke Tiriti sets out whāinga to guide our decision making and our actions, in all the work we do together as TEU. The four whāinga embrace some of the verses of the TEU waiata “Tū Kotahi”.

Tū kotahi, tū kaha

We are strong and unified.

Ngā piki, ngā heke

We endure through good times and bad.

Awhi atu, awhi mai

We take actions that seek to improve the lives of the most vulnerable.

Tātou, tātou e

We reach our goals through collective strength and shared sense of purpose.

Our Goals

We actively defend and promote quality tertiary education that is accessible to all New Zealanders. Our tertiary education system will be founded on an active Te Tiriti o Waitangi relationship, publicly valued, funded, and owned; collegially governed; and, equitable.

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- 1** To have structures and processes that reflect our commitment to Te Tiriti o Waitangi and advance power sharing between Māori and Pākehā.

 - 2** Be the voice of the tertiary education sector (for publicly funded, accessible education, and to advance social, environmental, and economic well-being).

 - 3** Maintain and improve both pay and conditions of work.

 - 4** Foster collegial, inclusive, and equitable workplaces.

 - 5** Be a dynamic, strong, and highly visible union with growing membership numbers and growing engagement by members at all levels.

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TŪ KOTAHI

TŪ KAHA

WE ARE

STRONG &

UNIFIED

Kaumātua welcome

Matua Hōne Sadler | Taua Roimata Kirikiri

Tēnā rā tātou Te Hautū Kahurangi

Ko tae anō ki tēnā wā o te tau ka huri ngā hakaaro ki tō tātou Hui-ā-Tau mō tēnei tau. E mihi poroporoaki ana ki ngā hautupua o Aotearoa, ki te hunga i whai wāhi, i tautoko ai i tō tātou uniana, haere mai haere e moe okioki mai rā koutou i te moenga roa.

Greetings and salutations to the membership of Te Hautū Kahurangi | Tertiary Education Union, that time of the year is again here upon us as we turn to address our Annual Conference and to reflect on what has transpired throughout the past year with its many challenges and opportunities. We acknowledge the passing of those titans of Aotearoa and to those who had connections to and supported our union, we salute and farewell you and wish you all eternal rest.

It is appropriate and timely that we are addressing the mahi on our rules review that will guide our behaviours and relationships, as this has been a mahi in progress over the last two years. This needs weighted consideration and inclusive participation by all the membership so as ownership is shared by all members. We reflect upon the mahi that Dr Moana Jackson had done to bring us to the space that has enabled us as a union to collectively address the change of our rules to better future-proof our union.

‘COVID has drastically transformed our ‘normal’ and has affected the way that we deliver our services and communicate with each other.’

Zoom has become established as the way that we meet and discuss issues, but this has placed strain upon a lot



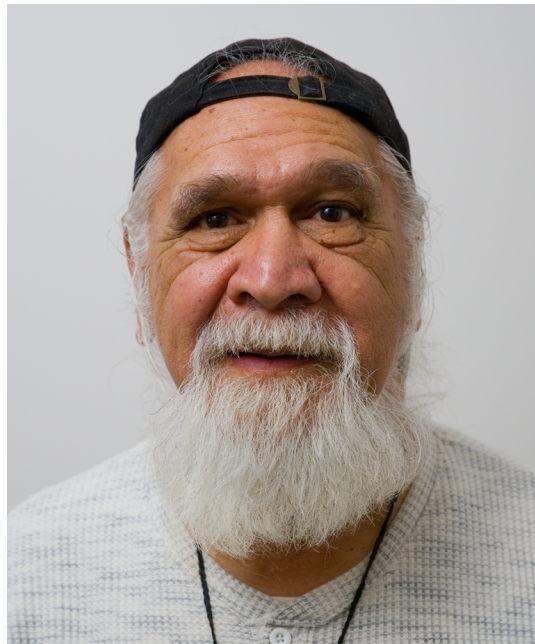
of us as we have had very fleeting kanohi ki te kanohi communications of late. The lack of human contact especially with those that we have formed strong connections with may have changed our perception on the way that we may view our relationships. However, COVID has galvanised us to be proactive in protecting our whānau and to be more caring and to value our relationships.

The war in Ukraine has highlighted our frailties as human beings where the worst and the best of our behaviours have been displayed, that of kindness, caring, compassion, benevolence, empathy, concern and consideration balanced against cruelty, brutality, callousness, ruthlessness, heartlessness and viciousness which are all human traits.

May we be bold enough to call out the oppressors in this struggle and sympathise with the oppressed through more than tokenistic gestures. It is time for the free-world to make a strong stand for defending democracy and helping Ukraine to overcome. We here in Aotearoa New Zealand, no matter how small a country we are, can help to make a difference by standing in solidarity with them.

Tū kotahi, tū kaha.

Finally let us as a union stand in solidarity together to ensure that workers on whose shoulders this country has been built, have fair and equitable work and pay conditions for the mahi that they do and that pay parity for female employees be achieved within the following year as this has been a long time coming.



Tina Smith

Tumu Whakarae | National President

It's been a busy and productive year since the last TEU Annual Conference, and now is the time to once again look ahead to all the exciting things we are going to achieve together in the coming year and beyond.

I remain hugely proud of the great impact we continue to have on the tertiary education sector.

We are an aspirational union, we address the core work of negotiating collective agreements and represent members individually in disciplinary and restructuring situations. And we take an active role in shaping our workplaces and our sector for the betterment of not just our members but for learners, their whānau, education and society as a whole.

‘The leadership team listens carefully to what members tell us they want to see improved in our sector and we plan and work together to make it happen.’

That's why, over the next couple of years, we're tackling unreasonable workloads head-on, pushing hard for pay increases that take account of the rapidly rising cost of living, fighting for pay equity, and challenging employers and government on insecure work. With your activism and support we can and will make a real difference in all of these areas where urgent change is necessary.

I'm also really excited about how in some areas we as a union are not just leaders in our sector but leaders in the union movement and across other sectors in Aotearoa New Zealand and further. Our commitment to redesigning our rules, structures and behaviours to make co-governance real and to become a truly Te Tiriti-led union is world leading.



‘And through our newly formed climate action network, Tiakina Te Taiao, we are bringing together the knowledge and abilities from across the sector to create relationships, synergies and possibilities that will create change in what we do in education and how we do it.’



Encouraging sustainability, just transitions, and climate justice, ensures we will all have a planet to thrive and reach our full potential on.

‘Tertiary education is - and should - be recognised as the powerhouse of our country. By generating knowledge through research, providing education for better futures and creating the workforce and economic improvement needed, it is tertiary education that will enable this country to build a better future and to face the challenges of the future.’

We must stand together and do the mahi to ensure we have a strong, quality and appropriately funded sector where staff are valued and empowered to make the positive difference they strive for every day.

‘I want to say a huge thank you to everyone who has been with us on this journey so far and will be joining us in the hard work we still have left to do. With your help we can and will continue to make a massive difference.’

Sandra Grey

Te Pou Ahurei | National Secretary

A year of power and progress is recorded in the 2022 Annual Report.

A year where we worked together to get better pay, more secure work, a say in the design of Te Pūkenga; and, to ensure staff well-being was a priority on campuses dealing with COVID-19. Oh and so much more.

*‘How did we achieve so much?
By standing together and taking actions large and small.’*

‘Across the country members formed bargaining teams which worked hard at the table to get pay rises and better working conditions.’

But those teams needed that backing of members to make a change.

At university report back meetings clear messages were sent to the employers by the hundreds who attended by Zoom and in person – “your offer isn’t good enough”. And that’s when the employers came back to the negotiations with improved offers.

‘Together we used our knowledge to write strong submissions on PBRF, the future of research funding, and the operating model for Te Pūkenga.’

A small group of university staff got together in a virtual meeting to ensure the voice of tertiary staff was



heard with regard to the science green paper. We’ve told the government loudly that research is a public good and this is being reflected back in government documents.

‘Members got together and met with political and institutional leaders. And their voices led to positive change.’

When four tutors told Te Pūkenga CE Stephen Town how uncertainty and overwork were driving them down, he responded by setting up personal support but also by ensuring TEU was at the table for important conversations about changes in the sector.

Members have met online and in-person to support each other as we respond to COVID-19.

The jointly written COVID-19 advisories have been used

up and down the country to ensure staff and learner well-being is at the centre of responses. And our Facebook hui about COVID-19 have helped hundreds of members navigate the complex world of work, life, and COVID-19.

These are just a few of the stories that are part of the last year of power and progress. Together we’ve made the world a better place to work in and prepared the ground for more change to come.

What’s more, the great work we’ve done together has been a clear beacon to all those working in the sector and more people are joining TEU every week.



Let’s keep working together, it’s the way we make change.

Our success comes from having a clear vision and a workplan where everyone participates. This might mean putting up a poster, attending a meeting, being part of a submission writing session, or hold a demonstration. Each action builds our collective strength and is why TEU wins!

STAND
TOGETHER.

MAKE SURE

OUR VOICE

IS HEARD.



TŪ KOTAHU - TŪ KAHĀ

Join teu.ac.nz

TEU | TE HAU TŪ
KĀHURANGI

Financials

Statement of Comprehensive Revenue and Expenses For the Year Ended 31 December 2021

	2021 \$	2020 \$
Revenue From Exchange Transactions		
Membership Subscriptions	5,267,194	5,136,758
Commissions Received	1,524	2,010
Interest Received	16,778	41,612
Rent Received	33,737	44,368
Sundry Income	60,000	16,458
Gain on Disposal of Investment Property	196,287	
Total Revenue	5,575,520	5,241,206
Less Expenses		
Governance	368,109	243,974
National Committee/Sector Group	32,183	33,504
TEU Activity	208,002	316,389
External Responsibilities	112,640	130,515
Financial/Legal Services	155,613	143,480
Staff Related Costs	3,151,871	3,206,149
Wellington & Regional Offices	753,024	739,815
Total Expenses	4,781,441	4,813,826
Net Operating Surplus	\$794,079	\$427,380
Net Surplus before Taxation	794,079	427,380
Income Tax Expense	21,375	12,119
Net Surplus after Taxation	\$772,074	\$415,261

Due to the COVID-19 pandemic restricting some of our activities, our expenditure has been lower than expected and we are therefore showing a higher surplus than previously forecast. These cost savings are one-off and will be utilised to fund a new membership database, to

increase staffing for major projects, and to cover the cost of relocating our Wellington office. If you would like a full audit report, email trina.coombs@teu.ac.nz

NGĀ PIKI

NGĀ HEKE

WE ENDURE

THROUGH

GOOD TIMES

AND BAD

Take two for TEU

Get your stopwatch out! Your challenge is to take two minutes to tell a colleague or friend everything we have achieved together in the last 12 months. Can you do it?

- 1 We negotiated 32 Collective Employment Agreements.
- 2 Assisted 447 members with their individual grievances and disputes.
- 3 Recruited over 2,150 new members - a big increase on recent years.
- 4 Developed a gender equity strategy.
- 5 Ran surveys and published reports on the impact of COVID-19 on our sector.
- 6 Advocated for the health and safety of our members to come first during lockdowns.
- 7 Trained a host of new delegates.
- 8 Employed 6 new staff.
- 9 Held a national tea break to discuss workloads attended by hundreds of members up and down the country.
- 10 Established a climate change network – Tiakina te Taiao
- 11 Highlighted Māori, Pasifika, and other ethnic wage gaps.
- 12 Continued to eradicate neoliberalism from vocational education
- 13 Influenced the establishment and direction of Te Pūkenga
- 14 Held a series of online hui with Te Pūkenga Chief Executive Stephen Town.
- 15 Stood against bullying at Pink Shirt Day events up and down the country
- 16 Funded research into precarious employment in the university sector
- 17 Sent a large contingent of young members to the CTU's 'Stand Up' conference for union members under 35.
- 18 Held a conference on academic freedom.
- 19 Developed a gender equity toolkit
- 20 Advocated for our members throughout 68 restructuring proposals impacting on 670 jobs
- 21 Developed a closer working relationship with TIASA.
- 22 Supported our sister union across the Tasman following savage cuts to the university sector by the Australian federal government.
- 23 Published three issues of member led journals – Te Mātūi and Te Ira Tangata
- 24 Worked towards collective agreements in Te Reo Māori
- 25 Held a successful annual conference in 2021
- 26 Fought against proposed staffing cuts at NorthTec, Unitec, Otago University, Waikato University, among other places
- 27 Fought against so-called 'wage freezes' in the public sector with other unions, causing the Minister of Public Services to back down

- 28** Increased our membership density at several universities and ITPs
- 29** Marked Suffrage Day and International Working Women's Day with cocktail hours and online webinars highlighting inequalities and setting a path towards eliminating them
- 30** Celebrated Māori and Pacific language weeks and days throughout the year
- 31** Celebrated four Te Pūkenga subsidiaries that either became or took steps to become Living Wage Accredited Employers
- 32** Organised and held a successful Hui-ā-Motu.
- 33** Made progress towards a single academic Collective Agreement for the Te Pūkenga subsidiaries.
- 34** Worked with TIASA to progress an allied staff Collective Agreement for Te Pūkenga.
- 35** Reached the milestone of 1,000 Māori members
- 36** Gained three Te Pūkenga Liaison Officers paid for by Te Pūkenga and seconded to TEU to improve the two-way flow of information between TEU members and the senior management of Te Pūkenga
- 37** Provided meaningful feedback and input into 18 policy consultations that impact on the shape of tertiary education, including PBRF changes, Te Pūkenga academic regulations and operating model, the Tertiary Education Commission's Unified Funding System, and the government's Emissions Reduction Plan
- 38** Collected stories and produced videos to illustrate why we need to #KeepEdLocal by protecting regional provision
- 39** Stood in solidarity with nurses, allied health workers, CHEP workers, and others in their struggles.
- 40** Celebrated IDAHOBIT Day with events up and down the country.
- 41** Secured a \$279.5 funding boost for vocational education and training in Budget 2021.
- 42** Checked in regularly with branch presidents and reference groups.
- 43** Supported NZUSA in their campaigns for better student support and wellbeing.
- 44** Contributed towards travel costs for young members to attend COP26.
- 45** Produced 20 editions of Tertiary Update to keep members up to date with the progress of our mahi
- 46** Grew our membership at some large branches by up to 40%
- 47** Called out threatening behaviour directed at high profile academics who have advocated for public health and science during COVID-19
- 48** Met with and lobbied the Minister of Education on matters of importance to our members, such as funding, PBRF, and the COVID-19 response
- 49** Held a series of Facebook Live events to keep members well informed of their rights during the COVID-19 pandemic
- 50** Planned and rolled out major campaigns for 2022 to address problems such as out of control workloads, pay not keeping pace with inflation, the gender pay gap, and more...

The Challenges we faced together

Craig Marshall

University of Otago



The Acting Vice Chancellor says cuts are in part due to a capital development plan deemed necessary to 'providing a safe and appropriate working environment for staff and students now and in the future' but equally safe and appropriate workloads are a must for staff and students. The underlying problem is decades of neglect and the failure to sustainably fund universities.

Steve McCabe

MIT



I've seen several lecturers resigning over workload stress. And then they don't get replaced so other people are expected to absorb the already unrealistic workload demands until eventually they leave too. So just putting up with this is not a sustainable strategy.

Hūhana Wātene

Unitec



Pay equity for wāhine Māori is an important kaupapa: Why is it, however, that a problem we have been aware of for a very long time is still occurring in 2021? The kaupapa must be taken to boardroom tables, put on hui agendas, spoken to, and raised at the highest levels. Change is essential and urgent.

Sereana Naepi

University of Auckland



Many of us know a graduate or doctoral candidate who is working increased hours or on a never-ending string of short-term appointments struggling to afford increased living costs. Those of us who benefit from stable employment by our universities have a responsibility to advocate to those we train and mentor to ensure that they also experience stable employment, whether in universities or the wider research sector as a whole.

Tree La Rooy

University of Otago



At home trying to work in a pandemic:

I log on at 8:30am with coffee in hand & still in my pjs,

I love not being locked into office hours,

I shower in my morning tea break & make more coffee,

I love being able to meet my mat once or twice during each working day,

I love feeling it's ok to catch work up in the evenings & weekends – because that balance works for me and those I support,

In unexceptional times, it would be a high trust model,

I came into lockdown with plans to get ahead in my spring cleaning,

One week in, my laundry is still not up to date,

But I am helping the people I am paid to support,

Finding solutions more often than not,

Suggesting alternatives that often work out,

I'm aware of the requests we just can't fill,

We explore more avenues than you may think,

But some we just can't source while we're locked out from the books.

Jack Heinemann

University of Canterbury



Without academics such as Michael Baker (University of Otago), Siouxsie Wiles (University of Auckland), Michael Plank and Alex James (University of Canterbury), neither the public of New Zealand nor our policy makers would be as informed and well placed to make decisions in the best interests of the team of five million. They could not have fulfilled their vital roles in a national crisis without the freedom to pursue their academic interests and put uncomfortable truths forward into the national debate.

Jennifer Curtin
University of Auckland



When we talk about ‘the sector’ it is easy to forget that our universities are important anchor institutions in their respective cities and regions which collectively employed approximately 21,500 full-time staff in 2019. We also know that there are many more who are on short term contracts or who are working casually in less than full-time roles. Doctoral scholarships are rarely paid at the rate of the living wage, requiring these scholars to take up additional part time work, while postgraduate student allowances remain glaring by their absence.

Amanda White
Tai Poutini Polytechnic



It’s really vital to provide local education on the West Coast. Many of the students I interact with would love to do, for example, an IT course but there’s not really any provision to do that here and a lot of them don’t have the confidence or the life skills to complete a course like that through distance learning or to move to another region.

Sean Lynch
NorthTec



Northland is physically a big area yet we only seem to have Whangarei and that’s it. You chuck in transport issues and childcare issues for a lot of the people in our catchment area, and you’re denying them the right to study.

Vice Presidents’ Reports

Hūhana Wātene

Te Tumu Arataki



It’s been a productive twelve months for Te Toi Ahurangi, Te Uepū generally, as we continue to work hard to advance mahi that will make TEU and tertiary education as a whole, more inclusive spaces for Māori and Pākehā to participate, mahi and grow in and around.

Amongst our aspirations, the one that’s front of mind at Conference 2022 is the ambition to advance and embed our Tiriti relationship and in so doing, to use Te Tiriti to carry out a transformational review of our rules to create our own TEU tikanga, culture, language, and associated Te Tiriti education programme about what it means to be a Te Tiriti-led union in the 21st century.

‘Our other priorities include advancing the aspirations of Māori within the TEU, creating places and spaces for Māori to work within tertiary institutions, validating Mātauranga Māori and Kaupapa Māori, and identifying ways to respond to and counteract bullying, harassment, and racism.’

We are also progressing kōrero and mahi on our Te Rautaki Taimahi (Māori employment strategy); eliminate whitestreaming, tautoko the Rūnanga of CTU, NZNO, and PSA Te Tiriti Claim WAI 2864 to address prejudice to wāhine Māori as a result of Tiriti breaches by the Crown; and increase Te Reo Māori me ngā tikanga usage and confidence across our union members and staff.

‘As we manaaki and strengthen our current member base to expand our reach, it’s incredibly heartening to see over 320 new Māori members recruited since the start of last year – 18% of all new joins – helping achieve our goal of 1000 Māori members.’

There is still significant room for improvement, and we look forward to all the above mahi growing Māori membership and participation even further, in so doing we have refreshed our goal to 'Rua Mano Whanaunga', 2000 Māori members.

I want to thank Te Toi Ahurangi along with Te Uepū members and TEU staff for making the past year such a success and ensuring that our shared future continues embed and live our whāinga:



*Awhi atu, awhi mai
ahatia ngā piki me ngā
heke kia tū kotahi, kia
tū kaha tātou, tātou e!*

Julie Douglas

Industrial & Professional Vice President



Industrial matters are the heart of any union and ensuring our mahi in this area remains well focused, disciplined and on track is the core work of the TEU's Industrial and Professional Committee.

Once again COVID has prevented us from meeting in person at various times but despite that, impressively, the level of commitment, inspiration, and downright union solidarity was not dampened by the Zoom environment.

'Over the past year we have overseen the

renewal of almost all TEU's collective employment agreements, and the formulation of vital campaigns focussed on the issues that matter to our members such as workloads, secure work, pay and conditions, and the establishment of Te Pūkenga.'

The renewal of our union's industrial strategy, which sets out our priorities in bargaining along with national claims and core campaigns, has been a major focus for well over a year as we update this crucial document at the core of our union's work. The final draft will be presented to Conference 2022, following which we look forward to overseeing its implementation.

'The year ahead presents both unique opportunities and challenges. With inflation the highest it's been in years and all the university collective agreements expiring at roughly the same time, there will be a lot of pressure to lift our pay

settlements and the chance to make that happen if we remain unified and there is a hard push by all union members.'

The opportunity to bring our collective agreements in the Te Pūkenga subsidiaries together is another unique and challenging one we are continuing to work hard to capitalise on.

'2022 is also the year when TEU is focussing on workload issues. It is complex, and each institution has differing approaches to work structures. However, if we don't push back in union on the degradation of working conditions we face a diminished tertiary sector for Aotearoa New Zealand.'



We encourage all members to get involved in these campaigns to make them a success. Together we can make tertiary education a better place to work.

Jael Reiri

Women's Vice President



'Pay equity has been a big focus for our committee over the past year and we will continue this much-needed work to address the disparities that are long overdue for change. Community awareness is growing and we must continue to progress this mahi.'

Related to this has been the creation of TEU's Gender Equity Toolkit, which can be found by visiting teu.ac.nz/gender-equity-toolkit/. This toolkit provides you with the information and support you need to build collective action towards gender equity in your workplace. It includes tips, tricks, and resources to use in our union mahi. Please take a look, and don't forget to talk gender equity with your colleagues, friends and whānau.

'The more we normalise equality the easier the road will become and the more we talk the more we empower each other to achieve the change we seek and deserve.'

In closing, I would like to share how being in this role has allowed me to view the struggles women face inside paid and unpaid work, particularly during COVID lockdowns when women found their home space hugely impacted by work roles and vice versa. Home responsibilities carried on while workloads increased.

'Each has their story - and their experiences are etched in my thoughts to continue previous mahi for equity and equality.'

On behalf of National Women's Committee 2021/22, I would like to express my heartfelt appreciation to all who have participated in our work over the past year.

As well as being workers and unionists, many of you are mothers, grandmothers, aunts, partners, community leaders, and friends and have given your time over many years and across many activities. Without you, we cannot continue this fabulous mahi. Each member brings unique qualities and experiences that helps shape our union's thoughts and actions.

Obituaries

Cat Pausé



E te māreikura e Cat nei rā tō uniana e mōteatea, e poroporoaki nei i a koe, ā, me te tuku aroha atu ki tō whānau. "He kokonga whare, e kitea; He kokonga ngākau, e kore e kitea."

A former Vice President of TEU, Cat Pausé stood for and lived union values in everything she did. She believed that nobody should be set aside or left behind, nobody should be scapegoated, nobody should be othered and nobody should be shamed.

Her fat scholarship, activism, and her staunch stands for equity made her internationally respected and valued.

For Cat, there was no such thing as hierarchy. She backed people whoever they are and while her passion was her academic field of fat studies, she applied her values consistently to everyone who society treats poorly. She built people up, she never tore anyone down.

For Tumu Whakarae Tina Smith, Cat stood out for her unlimited supply of love and support for others.

'Cat was always thinking about people and going over and above the call of duty to make everyone around her feel welcome, special and valued.'

'She did a power of work as a union activist including taking on national positions, putting together fabulous conference panels and running women's leadership days as well as being incredibly supportive to many people. She lived her scholarship, calling out attitudes or actions that reduced people while, through her warmth and actions, encouraging better. She would stand at the door of TEU events and welcome every single person who walked through with her beautiful big smile and a hug if you were up for one.'

TEU branch co-president at Massey University Te Awatea Ward describes herself as:

'Absolutely heartbroken. Cat and I worked together on a lot of different kaupapa in both our TEU and Massey University'

mahi. She was such a beautiful, kind-hearted person who above all was passionate about equity for all.'

'Cat tirelessly advocated for Māori, particularly wāhine Māori, respected Te Reo Māori me ngā tikanga and committed to advancing Te Tiriti relationship at Massey and in TEU. She will be sorely missed.'

'E whakamiha ana mātou ki te wahine rangatira a Cat mō tōna matenga ohorere nei | We acknowledge the great loss of this treasured person Cat.'

'Ko ō mātou aroha e pā kau atu ana ki a ia mō tōna atawhai, tōna māia me tōna aroha. Ka tangi mātou, ehara tēnei i te mate o te marama engari ko te rā tonu mō te hunga e mōhio ana ki a ia | Our lives have forever been touched by her generosity, her courage and her love. Let us weep, for this is not the death of the moon but of the sun itself for those that have known her.'

Caitlin Clare Pausé was 42 years young and our hearts go out to her parents Megan and Paul.

E Cat, e moe mārie mai koe.

Moana Jackson



He iringa kawakawa, he rau mahara, he hotuhotu manawa, he roimata ka maringi. Kua riro tō mātou rangatira a Moana ki tua. Heoi, e kore te mahara e makere noa engari, ka noho i te whatumanawa.

Te Hautū Kahurangi | Tertiary Education Union is deeply saddened by the passing of Ngāti Kahungunu and Ngāti Porou elder, constitutional lawyer, activist and friend of the union movement, Dr Moana Jackson.

In the words of TEU's Taua, Roimata Kirikiri,

'Moana was a very gentle person but firmly focused on bringing about

transformative change and open debate in Aotearoa cannot be measured.'

TEU Kaumātua, Hōne Sadler, said

'Moana was a well respected constitutional lawyer who took issues concerning Māori all the way to the United Nations. He was very busy as a family man, as someone who was deeply respected by his people, in Kahungunu, across Aotearoa and around the world.'

'His contribution on the world stage was enormous - he was instrumental in drafting the United Nations Declaration on the Rights of Indigenous Peoples. Closer to home he conducted TEU's Tiriti Audit 2015 which included recommendations such as developing Te Koeke Tiriti framework to advance our Te Tiriti relationship, and carrying out a transformative review of our constitution, of which the draft principles will go to Annual Conference in May this year. It's a very sad day.'

Tumu Whakarae | National President Tina Smith has had the privilege of working with Dr Jackson several times over the years and describes him as:

'Our poutokomanawa that we held on to in our journey that helped us make great strides in advancing our Te Tiriti relationship.'

'Dr Jackson was and will continue to be instrumental in shaping both the tertiary education sector and the TEU as we continue to draw on his profound wisdom now and into the future. The findings of his Tiriti Audits, conducted for both TEU and our predecessor union ASTE Te Hau Takitini have been enormously beneficial to our Tiriti journey and the last of his recommendations, a rewrite of our constitution, is currently lighting our path towards the 21st century Te Tiriti-led union we strive to be.'

Moe mai rā e te whatukura i te urunga tē taka, i te moenga tē whakaarahia, takoto, e moe, okioki.

Elizabeth Orr



Elizabeth Orr was National Secretary of our predecessor union AUT (the Association of University Teachers, which amalgamated with NZUTU to become AUS in 1991) from 1967 until 1980. At the commencement of her long tenure she was the union's first and only paid official aside from the full-time president.

During her tenure, she oversaw numerous changes in the union and the sector, particularly the various evolutions and revolutions in the way salaries were set, the expansion of the association from one almost exclusively focused on academic staff to one that

welcomed general staff into the fold, and the arrival on the political stage of one Sir Robert Muldoon and the many challenges heralded by his leadership of our country.

Orr was particularly well known as a staunch feminist and hard campaigner for equal pay. Former Member of Parliament Liz Tennet recalls:

'Elizabeth was ahead of her time in fighting for the rights of women who worked in jobs that lacked equal pay with men performing the same jobs, and also women working in traditionally "female caring roles" that were (and still are) undervalued solely because they are mainly performed by women.'

'Elizabeth celebrated the passing of the 1972 Equal Pay Act but she was highly critical of its implementation and lack of enforcement. She tirelessly lobbied Labour Department (now MBIE) enforcers, politicians, trade unions and women's organizations to fight for true women's equality in the workplace. Her crusade was honourable and steadfast over many decades.'

'Recent pay equity settlements for aged care workers, mental health and addiction support workers, teachers' aides, social workers, and other female-intensive roles means at last they have been given recognition, some with significant pay increases. Elizabeth can take much credit

in helping to create the environment of acceptance of equality for women workers.

Elizabeth was a well-mannered and persistent crusader who never faltered in her fight for women's justice. I and thousands of women around New Zealand are deeply grateful to her.

Another notable contribution Elizabeth made to tertiary education was as the first female Chancellor of Victoria University, a role she held between 1991 and 1995.

A genuine trailblazer.



Other members and friends of the TEU we have farewelled over the past year include: Patrick Hogan (WelTec), Kevin Baker (UCOL), Maria Rāmeke (AUT), Huia Beattie (EIT), Sharon Framhein (NZCER) and Kiwhare Mihaka (CTU Kaumātua).

AWHI ATU

AWHI MAI

WE TAKE

ACTIONS THAT

SEEK TO IMPROVE

THE LIVES OF

THE MOST

VULNERABLE

Irena Brörens

Te Pou Ahurei Takirua – Ahumahi |
Assistant National Secretary – Industrial



‘Key pieces of work this year have been the review and update of the National Industrial Strategy, the COVID advisories, Te Pūkenga Collective Agreement Working Group, and the commencement of our campaigns to improve pay and conditions in the universities, workloads, and gender pay equity.’

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 and the implications of the COVID vaccine mandate). We have also advocated for our members through numerous reviews, restructurings, and voluntary leaving schemes.

In addition to the expertise of our industrial team, we have continued to retain Oakley Moran for our legal services, and they have represented members at mediation and the employment authority over the last year.

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

2021-2 has continued to see our sector face many challenges in the industrial space – be it that of the ongoing challenges posed by COVID-19 restrictions and lockdowns, workloads and disruptions to our workplaces, plus significant increases to CPI.

All of which has taken place on top of our more ‘usual’ industrial mahi – ngā piki, ngā heke.

Our routine bargaining work continues to focus on ensuring members have good conditions of work. However, this year has seen pay increases that have fallen below the CPI for the first time in over 30 years, mainly as a result of the impact of COVID and a loss of international students. This last year has seen an emphasis on gaining improvements in te reo and tikanga, living wage rates as a minimum and union benefit provisions. 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 united membership right across Aotearoa New Zealand.’

With the dramatic rise in the CPI December 2021 quarter (the largest in some time) and the expected upward trend over 2022, we will be working hard together over the next year to ensure that increases in pay rates are reflected in the Collective Agreement’s being negotiated as part of the key campaigns.

Tū kotahi, tū kaha.

Together we make tertiary education institutions better places to work.



Tū kotahi **Major campaigns in the coming year and beyond**

Workloads

Over the past decade we have documented the impact of increased workloads on the wellbeing of staff in the tertiary education sector.

The COVID-19 pandemic has exacerbated the problem, to the point where it’s now a crisis.

In response to this, we launched a campaign for fairer workloads in our sector. It started with collecting stories to illustrate both the problem and what the solutions could be. The root cause is chronic underfunding in the sector over decades and successive governments.

The road to a solution has to include us standing together collectively as a union and as a sector and saying “NO!” This began with a nationwide online tea break on March 25th, when hundreds of members up and down Aotearoa stopped what they were doing, got online with colleagues, poured themselves a cuppa and talked workloads. We are planning to build on this with a nationwide in-person tea break for later in the year, utilising the paid stop work provisions in legislation to maximise our impact.

Pay and conditions – Universities

In 2022, for the first time in many years, all eight university collective employment agreements expire within two months of each other. This, coupled with the highest levels of inflation we’ve seen since 1990, gives us both the opportunity and the urgency for a major campaign to address pay in the university sector. University employers have been telling us for years that money is tight and funding is an issue, but time and time again they have achieved healthy surpluses at our members’ expense.

‘It’s time to stand up and ensure management recognise staff for their contribution to the sector with a reasonable and decent pay settlement.’

This campaign kicks off in earnest at Annual Conference and will continue throughout the year and into the future with actions that bring to light the reality of working in the university sector and the big holes that have been left by underfunding and corporate managerialism. The campaign also aims to build capability and capacity within our membership to achieve significantly improved bargaining outcomes over time.

Pay and conditions – Te Pūkenga

With the establishment of Te Pūkenga comes the need to develop a single academic staff collective agreement and, with other unions, a single allied staff collective agreement for the subsidiaries. There is a working party made up of employer and union representatives undertaking this work. At conference this year there will be a presentation on the process and progress so far. The aim is to report to all ITP members on progress by October 2022 and to have new collective agreements in place by 1 January 2023. We will work with Te Pūkenga to ensure all staff in the network hear about our work and that they will have the opportunity to join us and the new agreements.

TAKE A TEA BREAK

Join a virtual Tea Break with TEU on March 25th



Me haere ki iu paramahine for more info, visit our website.



JOIN US FOR A CUPPA!

Have you registered your tea break yet?



March 25th
Get to know all your fellow TEU members over a virtual tea break.



TAKE A TEA BREAK!

Have you registered yours yet?



Share workload tips



" We responded to COVID-19 as well as we did because we responded like a union."

- Siouxsie Wiles



AWARD OF EXCELLENCE
Professional Integrity
Siouxsie Wiles
University of Auckland
3 May 2021

TEU National President: Te Tumu Whakarara
TEU National Secretary: Siouxsie Wiles

JOIN TEU!

CELEBRATE DIVERSITY

The International Day Against Homophobia, Transphobia & Biphobia is about fostering solidarity with the rainbow community, and raising awareness of the inequities and challenges many LGBTQIA+ people face every day.

IDAHOBIT MAY 17



Tiakina Te Taiao | Climate Action Network

Since the remit was passed at TEU's 2021 Annual Conference last May, a steering committee has been working to advance the intentions of this new object in TEU's rules:

'Advocate for transforming TEU and tertiary education institutions' relationship with Papatūānuku and Ranginui, supporting climate justice, just transition and kaitiakitanga of our natural environment, in relationship with mana whenua and mana tangata.'

TEU Kaumātua Hōne Sadler, and helmsperson of the steering group, gifted the new network its name, Tiakina Te Taiao, which refers to the individual responsibility and collective actions needed in the duty of care for our natural and physical environment.

'Across the tertiary sector TEU members are involved in research, teaching, and institution-based actions to improve sustainability and reduce the effects of climate change.'

This network aims to capture what is already being done, and through collaboration and networking enhance and grow this mahi at both the local and the national level. We hope to encourage others to become informed, involved, and to act.



Nicole Wallace (top) and Jane Kostanich (bottom) on the picket line, showing TEU's support for First Union members on strike at CHEP in Onehunga.

Sexual Harassment

Our key objective in this space is to ensure members are thriving in safe and healthy workplaces, free from all forms of harassment, discrimination and violence. We seek to ensure that:

- Members are not subject to sexual harassment from their peers/colleagues, those senior to them or their students.
- Institutions have clear complaint policies and processes, and these are followed consistently where a complaint is made.
- Institutions actively investigate and respond to complaints keeping all those involved informed and updated throughout the process.

- Those involved in sexual harassment investigations feel supported and guided through the process.
- Where behaviours of harassment or gender-based violence have been identified, changes are made by the institution to help reduce the possibility that those behaviours could be repeated by anyone in the future.

TEU is developing education modules to help increase members' knowledge and skills towards building a safe and healthy work culture, and putting adequate prevention and response to sexual harassment complaints on institutional agendas.



SECURE WORK BETTER FUTURES

TEU SUPPORTS
LIVING
WAGE!

Secure work, better futures

TEU is committed to raising awareness of the rights of those on casual and fixed-term appointments, and to converting people into more secure employment where possible. Postering is used to find those who are on fixed-term appointments so that we can work with to get them permanent work.

The scheme of free membership initiated in 2020, for those who have short appointments and earn under \$15K per year, has been extended until the end of 2022 to encourage the most vulnerable workers to have membership support.

In 2022 we also worked with the Tertiary Education Action Group Aotearoa (TEAGA) to fund research into precarious employment in the university sector. The resulting report exposed and highlighted exploitation, inequities, bullying, and harassment, and received significant media coverage.

Academic Freedom

Academic Freedom Conference 2021 began a national conversation about ensuring that structural change is taken across the sector to enable academic freedom to be exercised. Webinars, peer reviewed blogs, and the online tools are being used to advance this discussion and raise awareness of the importance of both academic freedom and the critic and conscience role of tertiary institutions in a well-functioning democracy

Fair Pay Agreements and Social Insurance

TEU stands alongside the CTU in their cross-union campaigns for social insurance and Fair Pay Agreements. Although these campaigns are not of immediate direct benefit to our members due to our strong collective agreements, they both fall squarely within the remit of awahi atu, awahi mai.

TĀTOU

TĀTOU E

WE REACH OUR

GOALS THROUGH

COLLECTIVE

STRENGTH AND

SHARED SENSE

OF PURPOSE

Gender Pay/Equity

In 2021, the gender pay gap was around 10% when pay for all women was compared with pay for all men. But, when compared with Pākehā men, the gender pay gap was much larger – about 15% – because Pasifika, Māori, and Asian men also get paid less than Pākehā male workers. Critically, the gap continues to be much more significant for wāhine Māori and wāhine Pasifika.

There has been some narrowing of this gap since 2017 through landmark pay equity settlements, increases to the minimum wage, more low paid workers being paid the Living Wage, and low paid occupations in the public service winning pay increases in response to government expectations for pay equity. These wins have been actively fought for by unions – sometimes over years – and together they have contributed to lifting the average hourly rate for women.

‘Together TEU has begun mahi to progress gender pay equity for some of our lowest paid female dominated workforces across the sector. The different parts of the tertiary education sector require different approaches and significant opportunities are before us in two parts of our sector.’

Pay equity in Te Pūkenga Structures & Processes

Within the Te Pūkenga Network we are working hard to ensure equity for staff and students is prioritised in the development of the Te Pūkenga operating model and built into the organisational structures and processes. We have submitted an equity briefing to the senior leadership team and the National Women’s Committee have met with Te Pūkenga equity team to outline our expectations for staff equity. As an important first step in



Sandra Grey and Irena Brörens with former TEU National Secretary Sharn Riggs at Conference 2021.



Cat Pausé, Nicola Gaston and Siouxsie Wiles at Conference 2021.

progressing equity, TEU is advocating for pay parity for all members across the network within the negotiation of the collective agreements. Once this is achieved there will be more mahi to do to progress gender and ethnicity equity.

Pay equity in Universities: Libraries, Clerical & Administration

We have learnt from other unions that it may take time and lots of collective effort, but it is possible to tangibly make a difference in women's lives through gender pay equity claims. In 2020, amendments to the Equal Pay Act were designed to support individuals, unions and employers in raising and settling claims.

'Across our eight universities we are exploring opportunities to raise two claims in the first instance for some of the lowest paid, female-dominated occupational areas, in libraries and in clerical and administration roles.'

MAKING CHANGE FOR WOMEN THROUGH PROGRESSING PAY EQUITY



Moving towards a Te Tiriti-led union

Since our formation in 2009, like our predecessor unions before us, TEU has advanced mahi to recognise and honour our commitments to Te Tiriti o Waitangi.

In 2014, Dr Moana Jackson undertook a Tiriti Audit of our union to gauge the progress in our Tiriti commitment. In 2015, Dr Jackson presented his report to Conference, complete with 13 recommendations – including the need to develop a framework to advance our Te Tiriti relationship.

As a result of Dr Jackson's recommendations, Te Koeke Tiriti was developed by our Tiriti Relationship Group through hui and kōrero with members and staff and endorsed by Conference 2019. However, of the 13 recommendations within the Tiriti Audit, 5 are still outstanding – all pertaining to the TEU rules/ constitutional amendments.

Dr Jackson's report states (pg 20):

'The ultimate test for Tiriti compliance then is whether there is a constitutional enabling of rangatiratanga and the other expressions of authority.... the Constitution therefore needs to be specific in the authority that it recognises in Māori members as part of its commitment to implement Te Tiriti.'

In 2020, Council agreed to take the logical next step in our continual journey towards becoming a truly Te Tiriti-led union – a process to conduct a 'transformative' rules review that embeds Te Tiriti in everything we do while

ensuring our constitution continues to serve and fit all of our member and objectives well into the future. This mahi has involved multiple hui with all national representatives and some member groups, despite some initial delays due to the impact of COVID-19, and this work is now progressing.

Conference 2022 will debate guiding principles from which the new rules will be drafted, led by the Reference Group, Council, and national committees. In February 2023, TEU will host a one-day rules convention with branch representatives with an updated version of the rules going out to Branch Committees in March/April for consideration in preparation for adoption at Conference in May.



This rules review, along with TEU's firm commitment to becoming a Te Tiriti-led organisation, will shape our future as a 21st century, modern, world-leading union.

TOGETHER
WE HAVE ACHIEVED
SO MUCH



TEU | TE HAUTŪ
KAHURANGI
TERTIARY EDUCATION UNION

Join teu.ac.nz

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 recieved,*

Everyone together.



PROUD TO BE



TEU

