

On 28 Jul 2025, at 4:31 PM, Willie Jackson <Willie@waatea.co.nz> wrote:

Please see attached

<NWMM Chair Response 28 July 2025 signed.pdf>

Workplace Advocates

Level 9, Cider House

4 Williamson Avenue, Ponsonby, 2021

PO Box 78-060, Grey Lynn 1245

09-390-7100

From: Matt McCarten <Matt@workplaceadvocates.co.nz>

Sent on: Tuesday, July 29, 2025 3:51:22 AM

To: Willie Jackson <Willie@waatea.co.nz>

CC: Matt McCarten <matt@iwa.org.nz>; kirstylucha@gmail.com; Mike
Tukaki <MikeT@muma.co.nz>

Subject: Re: Letter of response

Thanks Willie,

I'll take advice and come back to you.

Matt

From: Matt McCarten <matt@awal.co.nz>

Subject: Fwd: Letter of response

Date: 18 August 2025 at 10:01:49 AM NZST

To: Mike Tukaki <MikeT@muma.co.nz>

Cc: Willie Jackson <Willie@waatea.co.nz>

Kia oar Mike,

I note there was no response on Friday to my request for a hui to discuss the matters raised.

I will advise you of the next steps.

Nga mihi,

Matt McCarten

Director



Ngā Whare Waatea Marae

31 Calthorp Close

Favona, Auckland 2024

28 July 2025

To: Matt McCarten

Email: matt@workplaceadvocates.co.nz cc: matt@iwa.org.nz

RESPONSE TO CORRESPONDENCE RECEIVED 27 & 28 JULY 2025

RE. TRESPASS NOTICE ISSUED 25 JULY 2025

Matt,

In response to your letter, you should not be surprised by the decision to trespass you from the marae on 25 July 2025. Please do not lecture me on the legalities of this matter. If you truly understand and uphold the principles of tikanga, as you claim, then you should recognise that your actions and behaviour represent a serious breach of those principles.

You were previously a trusted member of our staff in your role as Human Resources Manager, working on our marae for the majority of your employment. That role ended just over three months ago. It is entirely inappropriate and unethical for you to now attempt to use information and relationships gained during your time with us to undermine our kaupapa.

Our marae has the legal right to bar individuals we deem to be a threat to our tikanga, our values, and our mana. We consider you to be such a threat. Accordingly, we have informed the police that you, and anyone representing you, are not permitted access to our marae.

We do accept that you have the legal right to negotiate with workers, however this must take place at another location. There is no negotiation on this point.

Finally, I want to make it absolutely clear that the decision to issue a trespass notice is not about the union process or employment-related matters. The concerns raised about collective bargaining, or personal grievances are separate and should be



addressed in the appropriate forums. My concern is solely with your presence on the marae, and the impact of your actions on the tikanga and mana of our space. These matters are not to be conflated.

Nāku, nā

A handwritten signature in black ink, appearing to read 'Willie Jackson', is positioned below the text 'Nāku, nā'.

Willie Jackson

Chairperson

Ngā Whare Waatea Marae