

ONE UNION ANAMATA

BRANCH HUI HELD 17:30-19:00 ON MONDAY 8TH OF DECEMBER, 2025

GROUND FLOOR RESTAURANT – GARDEN BAR

RAMADA APARTMENTS

770A GREAT SOUTH ROAD

MANUKAU CITY CENTRE

AUCKLAND 2104

KARAKIA, MIHI – Branch member

PRESENT: 15 financial union members (names withheld for fear of repercussions)

APOLOGIES: 6 financial union members (as above)

TASK 1: NOMINATE AND APPOINT EXECUTIVE COMMITTEE

RESOLUTION: ONE UNION ANAMATA NOW HAS...

BRANCH PRESIDENT

VICE PRESIDENT

TREASURER

SECRETARY

COMMITTEE MEMBER 1

COMMITTEE MEMBER 2

TRESPASS ORDER

ONE UNION ANAMATA supports the submission of an application to the Employment Relations Authority to the trespass order issued against Matt McCarten and any other union representative by Willie Jackson and MUMA removed.

BARGAINING NOTICE COMPLIANCE

ONE UNION ANAMATA supports Matt McCarten seeking compliance of MUMA's responsibilities of the union's bargaining notice and the right of workers to join and be active in the union of their choice.

Bargaining Claims (without prejudice)

Our claims for MUMA employees are as follows:

- a) A structured salary scale that reflects responsibilities and considers experience, qualifications, lived experience and the market.
- b) A written criteria and process for annual salary increases with right of appeal.
- c) A zero-tolerance policy of mistreatment. (Trust has been well and truly broken, therefore, for a policy of this nature to be effective, staff members must play a leading role in the development of a policy and procedure dedicated to Zero-tolerance for mistreatment)
- d) An independent review of the workplace culture with access to all stakeholders including board members and present and past employees. There is no intention to recommend removal of any employee including the CEO. **ONE UNION ANAMATA** members request a process be put in place to support the CEO to make genuine steps towards less threatening, less confrontational, mana enhancing management practices. The review and its recommendation must have the confidence of employees and the board. The review should be conducted by a board appointee, an employee appointee and an independent chair.
- e) **ONE UNION ANAMATA** does not insist on a long-term relationship with MUMA, or even a formal Collective Employment Agreement. But the union does require a transparent collective where employees are consulted. This would require a department representative committee that would meet with management regularly, where appropriate policies and systems are discussed as part of a process.
- f) **These claims will need to be endorsed by union members at a formal union claims meeting.**

MUMA leadership is currently reviewing policies. There will need to be some confidence building before staff members trust that these changes are being reviewed to ensure a safe and healthy work environment.

One Union Anamata members request that good faith be shown and that we at least get to view the policies and provide feedback before we get a SURPRISE and see that it's changed while browsing the online Employee handbook.

MEETING CONCLUDED AT 19:00PM WITH KARAKIA



www.oneunion.org.nz
help@oneunion.org.nz
0800 663 864

Level 9, Cider House
4 Williamson Avenue
Ponsonby 1021
PO Box 78-060
Grey Lynn 1245

9 December 2025

Kathryn McKinnery
Partner
Martelli McKegg
Level 20, HSBC Tower
158 Quay Street
Auckland 1142

Copied to:
Mike Tukaki, Deputy Chief Executive
Willie Jackson MP, Chair of Waatea Marae
Tania Rangiheuea, Chief Executive
Martin Cooper, Board Chair
Frances Silier-Edwards, Board Secretary

Kia ora Kathryn,

One Union Matters

Members of the ONE UNION ANAMATA (Anamata), who are employed at MUMA, had a hui last night to address matters related to MUMA and One Union.

Anamata is affiliated with One Union and individuals are union members. The members have been holding meetings off site regularly, because they have been told they can't discuss union matters on site. No staff from One Union attend these hui.

Last night the members formalised the election of a committee including office holders. They sent their minutes to me and followed up with a phone call.

They passed several resolutions that include:

1. That One Union take immediate steps to rescind the trespass order and allow One Union to visit them at their workplace and ensure MUMA employees have full rights to join and be active in their union.
2. That One Union take immediate steps to commence bargaining for a Collective Agreement and contact the ERA if the union continues to be blocked by MUMA.
3. That the hui expresses strong support for the outstanding PG cases and will actively assist in getting a fair resolution for their colleagues.
4. That the hui calls for an investigation into staff complaints of mistreatment.
5. The hui discussed several claims to be raised with MUMA before and during CEA bargaining.

Despite your earlier allegations, no One Union staff or myself have initiated any contact to any employees at MUMA, except in liaising recently with the Anamata liaison person.

As a result of the decisions from last night's hui, I am obligated to make the following immediate requests:

- a) Will you rescind the trespass order against myself and One Union representatives?
- b) Will you recognise the right of One Union to recruit and communicate with MUMA employees within the rights and obligations stated in the ERA?

If you are agreeable to the above requests, we are open to attend any meeting with MUMA management to facilitate any reasonable protocols requested by MUMA or Waatea Marae.

The Anamata members have remained anonymous because of fear of repercussions. They still do. Therefore, we require MUMA not engage in any discussions about the union with MUMA employees unless we are resent, nor are they to attempt to seek out the identities of any union member.

It is extraordinary that we are in the situation, but here we are.

I request a response by close of business tomorrow. I have included key leaders into this email to save us all time. If your earlier position remains unchanged, we will obviously seek a remedy in the ERA and through other appropriate means.

However, we do really wish for a constructive way through our current challenge.

Nga mihi,



Matt McCarten
Secretary
0295 684422

11 December 2025

By Email: matt@awal.co.nz

One Union
PO Box 78060
Grey Lynn
Auckland 1245

Attn: Matt McCarten

In response to your letter dated 19 November 2025:

1. Mediation has now completed for those who have raised personal grievances. All details and content relating to those mediations are strictly confidential, as you are well aware.
2. Our client has no intention of rescinding the trespass order issued against you. We note your comment that you will apply to the Employment Relations Authority to have it rescinded. The Employment Relations Authority has no jurisdiction to deal with trespass orders.
3. MUMA employees are free to join the union of their choice.
4. The claims made in your letter dated 19 November 2025 are made without prejudice. Our client will engage with union claims, when, but not until, bargaining is formally initiated.
5. We note your comments that One Union has not registered until recently. Now that it is, One Union is required to abide by its obligations with regards to how it initiates bargaining and meets with employees.
6. For the reasons set out below, MUMA will not engage with you personally in relation to any union matters. MUMA requires a different One Union representative to deal with all MUMA matters going forward and if that is challenged, we will cite the issues raised below.

In response to your letter dated 9 December 2025:

7. One Union Anamata is not currently a registered union. It is therefore an unincorporated body and the rights and obligations that apply to a union under the Employment Relations Act 2000 do not apply to this unofficial group of staff.
8. This group therefore has no status to make demands of MUMA. The alleged “staff complaints of mistreatment” are denied and we continue to emphasise that the employer has internal policies and processes to lawfully deal with any staff complaints.
9. This Anamata group is in no position to discuss or “actively assist” those who have raised personal grievances. Any discussions by those who have attended mediation about mediation or settlement with this group or otherwise will be in breach of the confidentiality and our client reserves its rights to seek penalties as a result.

Please note that MUMA has instructed us to initiate proceedings in the Employment Relations Authority against you and to seek an injunction and a compliance order in relation to serious breaches of confidentiality, including:

1. Referring to [REDACTED] settlement terms in mediation with [REDACTED].
2. Referring to the [REDACTED] matter in a podcast dated 3 December 2025, in breach of the confidentiality provisions of her settlement terms.
3. Referring to the [REDACTED] matter in a podcast dated 3 December 2025 in breach of the confidentiality obligations that are binding on parties and their representatives in mediation.
4. Referring to discussions we had in mediation in a podcast dated 3 December 2025 in breach of the confidentiality obligations that are binding on parties and their representatives in mediation.
5. Referring to the other “three matters” you are handling relating to bullying in a podcast dated 3 December 2025, in breach of the confidentiality obligations that are binding on parties and their representatives in mediation.
6. Referring to [REDACTED] variation that was shared on a podcast on 9 December 2025.

We will be calling an MBIE mediator to provide evidence of those breaches and will also be filing her report made about your conduct in mediation recently.

Regards



Kathryn McKinney
Partner

DDI: +64 9 300 7617
Email: kathryn.mckinney@martellimckegg.co.nz
Mobile: +64 27 404 0685