

Cease actively engaging with Employees about their union membership. This is duress as defined by the Act.

External

Inbox

Summarize this email

M

Matt McCarten <matt@oneunion.org.nz>

Aug 7,
2025,
12:06 PM

to Mike, Tania, Leshan, John, Graham, Matthew, Charlotte, Andrew, puhi

Kia ora Mike,

I am getting reports that various senior managers are actively approaching individual employees asking if they have joined the union and then holding private discussions with them about the union and its intentions. This includes Tania and yourself. Leshan has been particularly vocal in spreading misinformation. I request you caution Leshan about his obligations - i.e. keep his opinions to himself.

We are a democracy and workers have rights that employers and management must observe and respect.

I acknowledge MUMA is contesting the role of the union. But that is a matter to be resolved through the ERA. In the meantime, MUMA can not act outside the law. There are penalties up to \$20,000 per breach against individual managers and higher for a company. I protect workers and employees. I request you instruct managers not to approach employees about this matter so they do not inadvertently breach the law.

I'm not alleging any serious breach at this time. My position is to keep matters calm. I propose you do the same. I will not pursue this matter further provided these actions cease. Obviously if there is a continuation of this action I will have no option but to file a complaint to the ERA and seek redress. I am assuming this will be unnecessary.

I look forward to your compliance.

Nga mihi,

Matt

I have attached the rules for employers and unions

Matt McCarten
Union Director
029 568 4422

ONE UNION (09) 390 7100. Level 9, Cider House, 4 Williamson Avenue, Ponsonby 1021, P.O.Box 78-060, Auckland 1245.

On 7 Aug 2025, at 4:39 PM, Mike Tukaki <MikeT@muma.co.nz> wrote:

Kia ora Matt,

My response attached.

Nga mihi,

Mike Tukaki

Deputy Chief Executive

Manukau Urban Māori Authority

Address 31 Calthorp Close Favona Auckland 2024

Mobile: 021 252 7012 | **Website** www.muma.co.nz

<image.png>

Disclaimer: This email contains information which may be confidential. If you are not the intended

recipient, or if you have received this email in error then please inform us immediately by return e-mail, facsimile or telephone. Please delete the message and do not use, disseminate, distribute or copy any information in it.

Tania Rangiheuea <Tania@muma.co.nz>

Aug 18,
2025,
4:34 PM

to Leshan, John, Graham, Matthew, Charlotte, Andrew, puhi@muma.co.nz, me, Mike

Deborah FYI see below

Get [Outlook for iOS](#)

From: Matt McCarten <matt@oneunion.org.nz>

Sent: Thursday, August 7, 2025 12:05:34 PM

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

Cc: Tania Rangiheuea <tania@muma.co.nz>; Leshan Wickramage <Leshan@muma.co.nz>; John Cameron <john@muma.co.nz>; Graham Pryor <Graham@muma.co.nz>; Matthew Tukaki <Matthew@waatea603am.co.nz>; Charlotte Henry-Williams <Charlotte@muma.co.nz>; Andrew Bourne <AndrewB@muma.co.nz>; puhi@muma.co.nz <puhi@muma.co.nz>

Subject: Cease actively engaging with Employees about their union membership. This is duress as defined by the Act.

Kia ora Mike,

I am getting reports that various senior managers are actively approaching individual employees asking if they have joined the union and then holding private discussions with them about the union and its intentions. This includes Tania and yourself. Leshan has been particularly vocal in spreading misinformation. I request you caution Leshan about his obligations - i.e. keep his opinions to himself.

We are a democracy and workers have rights that employers and management must observe and respect.

I acknowledge MUMA is contesting the role of the union. But that is a matter to be resolved through the ERA. In the meantime, MUMA can not act outside the law. There are penalties up to \$20,000 per breach against individual managers and higher for a company. I protect managers and employees. I request you instruct managers not to approach employees about this matter so they do not inadvertently breach the law.

I'm not alleging any serious breach at this time. My position is to keep matters calm. I propose you do the same. I will not pursue this matter further provided these actions cease. Obviously if there is a continuation of this action I will have no option but to file a complaint to the ERA and seek redress. I am assuming this will be unnecessary.

I look forward to your compliance.

Nga mihi,

Matt

I have attached the rules for employers and unions

Matt McCarten
Union Director
029 568 4422

Matt McCarten <matt@oneunion.org.nz>

Aug 19,
2025,
2:18 PM

to Mike

Kia ora Mike,

FYI

I wasn't going to respond to your letter in response to my 7 August email informing managers of their obligations after Tania, Leshan, and you were casually breaching the rules. I was happy just to make my point and move on.

Yesterday Tania copied me and the managers by mistake when forwarding that email to Deborah.

This email doesn't require a response.

Matt