

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

External

Inbox

Summarize this email



Matt McCarten <matt@oneunion.org.nz>

Aug 7,
2025,
12:06 PM

to Mike, Tania, Leshan, John, Graham, Matthew, Charlotte, Andrew, puhi, bcc: irirangitekani

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 it's intentions. The 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 manners 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 it's intentions. The 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 manners 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

Date: 7 August 2025

To: Matt McCarten

RESPONSE TO CORRESPONDENCE RECEIVED 7 AUGUST 2025

Kia ora Matt,

We acknowledge receipt of your email dated 7 August 2025, in which you make a number of unfounded allegations against senior members of our leadership team i.e:

- I, along with other senior managers, questioned staff about union membership.
- I held private discussions with employees about the union and its intentions.
- Tania was involved in union-related discussions with staff.
- Leshan spread misinformation about the union.
- MUMA is acting unlawfully regarding union activity and employee rights.
- I and other managers could face penalties of up to \$20,000.
- MUMA could face higher organisational penalties.
- You will escalate the matter to the ERA if the alleged actions continue.

We categorically refute the claims made. At no stage have senior managers, including Tania, Leshan, or myself, approached employees in the manner alleged. The assertions are baseless and misleading, and your decision to circulate such accusations without substantiation is both inflammatory and inappropriate. If you are in possession of verifiable evidence, we request that it be submitted through proper legal channels otherwise your two emails (one to our managers and one to me) are tantamount to harassment.

We are particularly concerned that you addressed your email directly to several of our managers. We are utterly disgusted by this approach. It is highly unprofessional and inappropriate for a former employee, now acting as a union representative, using prior information gained during your employment with MUMA, to involve our managers in this way. Your actions in my view are designed to cause disruption and exert undue pressure on our staff who are not party to the core matter at hand. This conduct is unacceptable and will not be tolerated.

Your ongoing use of internal staff contact information gained during your tenure as MUMA's HR Manager raises serious concerns. This data was accessed under a duty of confidence and trust and should not be used for union or personal purposes. We believe this constitutes a breach of confidentiality and may breach the Privacy Act 2020. We are formally reviewing this matter and will be escalating it with our legal counsel as a matter of urgency.

We also have serious concerns regarding recent reports from staff that individuals affiliated with your union have been secretly signing up colleagues with the stated intention of "getting rid of the CEO." Such conduct is completely unacceptable and has contributed to an increasingly toxic and divisive workplace culture. Several employees have reported feeling pressured and misled, which directly contravenes the principles of free and informed choice.

To be clear, MUMA does not oppose unionisation when it is conducted lawfully, transparently, and in good faith. However, the behaviour we are now witnessing has gone far beyond lawful advocacy. It is disruptive, coercive, and in breach of the standards we expect within our workplace.

Additionally, we are in possession of evidence that your union representative has been actively engaging in discussions with members of our management team the very behaviour you are accusing us of. This double standard is noted and further supports our position that this situation has become untenable.

We would also appreciate it if you and your union members refrain from conducting union business during MUMA work hours. Using paid time intended for MUMA duties to carry out union activities is highly inappropriate and undermines both productivity and the obligations staff have to their roles. We expect any such matters to be handled outside of work hours or in accordance with formal agreements.

We will be issuing a formal Cease and Desist Notice and escalating this matter to our legal counsel. We consider your actions to constitute harassment, a breach of confidentiality, and conduct that is actively undermining the integrity of our workplace.

We strongly urge you to immediately cease all further contact with our managers unless conducted through agreed formal channels. We reserve all rights to take additional legal action should this conduct continue.

Ngā mihi,

Mike Tukaki

Deputy Chief Executive

Manukau Urban Māori Authority (MUMA)