

On 12 Dec 2025, at 7:28 PM, Mike Tukaki <MikeT@muma.co.nz> wrote:

Kia ora Matt,

This constant lying and harassment from you needs to stop. Our staff had a great day on the marae today and no one is “walking around on eggshells”.

Your constant attempts to cause harm to our organisation needs to cease.

As the Deputy Chief Executive, I will not stand idly by while you continue to impinge the integrity of our leadership team or this organisation of which we are all incredibly proud of and as such I have forwarded your correspondence to our lawyers to deal with.

Nga mihi,

Mike Tukaki

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

**Sent on:** Sunday, December 14, 2025 7:07:12 AM

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

**Subject:** Re: Breaches of Union Rights and other matters

Kia ora Mike,

Union members told me you and Leshan had engaged them in conversation to establish whether they are in the union or not.

MUMA doesn't allow communication with kaimahi as permitted in law so I will continue to communicate to them through public avenues.

The only reason I have written to managers directly is because of your attempts to question kaimahi about the union. I want other managers to understand approaching kaimahi is unacceptable. Leshan's misbehaviour is a very serious breach. For your information I got managers' email addresses by identifying them from the website. Given in correspondence to Tania and you it's first [name@muma.co.nz](mailto:name@muma.co.nz) so doesn't need any inside information.

Hopfully we can resolve our impasse soon.

**Matt McCarten**

Secretary | 0295 684 422



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