



19 November 2025

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## Union Status Update

Kia ora Kathryn,

We wish to advise where we are at on the matters between us.

### 1. Mediation Cases

These case will move from the Aotearoa Workplace Advocates Limited to One Union. When the cases were initiated the union was not registered. Now that it is, all previous case work from the company has moved to the union. The applicants are all members of the union. In terms of next steps we will advise as appropriate.

### 2. Trespass Order

One Union will apply to the Employment Relations Authority to the trespass order issued against me by Willie Jackson and MUMA removed.

### 3. Bargaining Notice Compliance

We will seek 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.

### 4. Bargaining Claims (without prejudice)

Our claims for MUMA employees are as follows:

- a) A structured salary scale that reflects responsibilities and considers the market.
- b) A written criteria and process for annual salary increases with right of appeal.
- c) A zero tolerance policy of mistreatment. I understand MUMA has revised its current complaints policy which is a good step. But the prior complaints system was not trusted for good reasons. So there will need to be some confidence building.
- 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. But the review and its recommendation has to have the confidence of employees and the board. The review should a board appointee, an employee appointee and an independent chair.
- e) One Union does not insist on a long term relationship with MUMA, or even a formal Collective Employment Agreement. But the union does require a transparent staff 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.

Ngā mihi



Matt McCarten  
Secretary