

ANNUAL REPORT

2024

Stand up for our future

*Tū kotahi,
tū kaha*



TEU

TERTIARY EDUCATION UNION
TE HAUTŪ KAHURANGI

Our whāinga

Tō tātou uniana, tō tātou whakakitenga

Our union, our vision.

In the new Constitution you'll find our whāinga which are used to guide our decision-making and our actions, in all the work we do together as TEU. The four whāinga embrace some of the verses of the TEU waiata "Tū Kotahi".

Tū kotahi, tū kaha

We are strong and unified.

Ngā piki, ngā heke

*We endure through good times
and bad.*

Awhi atu, awhi mai

*We take actions that seek to
improve the lives of the most
vulnerable.*

Tātou, tātou e

*We reach our goals through
collective strength and shared
sense of purpose.*

Our purpose

Mana Tiriti

The Union shall advance a shared kaupapa and a collective tikanga to ensure strong relationships between Māori and Tāngata Tiriti members. The Constitution shall be interpreted and applied having regard to this tikanga/culture and the articles of Te Tiriti o Waitangi which shall be implemented in the policies and practices of the Union.

Mana Mahi

The Union shall advance the industrial and professional needs of Members by: negotiating collective agreements with employers on pay and conditions; advocating for democratic rights in all workplaces; and advocating for academic freedom in the tertiary education sector. The Union shall promote and protect the interests of the members in appropriate cases through taking personal grievances and/or collective action.

Mana Taurite

The Union shall promote equity in all parts of the tertiary education sector, and work to ensure equal employment opportunities for all workers.

Mana Taiao

The Union shall work to foster ahikā – the interrelationship of people and the land, including supporting a sense of tūrangawaewae for all which fosters a sense of belonging. The Union will take action to transform the relationship of the Union and the tertiary education sector with Te Taiao (Papatūānuku and Ranginui) by supporting climate justice, just transitions, and kaitiakitanga of the natural environment, in relationship with mana whenua and mana Tāngata.

The Union shall protect and enhance the provision of quality tertiary education in Aotearoa as a public good that is publicly funded, publicly controlled, and publicly governed in the interests of all who live in Aotearoa. The Union shall advocate for the empowerment of staff in decision-making in the tertiary education sector. The Union shall advocate for a tertiary education system that is accessible to all; acknowledges, values, and validates mātauranga Māori and cultural provision; and which advances life-long learning for Māori and Tāngata Tiriti.



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TŪ KOTAHI

TŪ KAHA

WE ARE

STRONG &

UNIFIED

Kaumātua welcome

Matua Hōne Sadler and
Taua Roimata Kirikiri

Kua tae mai taua wā o te tau hei kohikohi, hei whakamārama atu ngā mahi kua oti i a Te Hautū Kahurangi i te tau kua pahure atu. Ko te poroporoaki ki a tātou mema, whānau hoki kua haere ki tua o te ārai, kua riro ki te wāhi ngaro, e kore e kitea a konohi kore rawa e wareware i a rātou. Ko rātou o te uniana e kaha nei te whawhai kia whai mana, kia tū māia te tangata i tōna āhuru. Me mihi hoki ki te Te Pou Tuarā, ki a Lichelle i wehe atu i te timatatanga o tēnei tau. Koia rā ko tōna te kaha ki te kawē i tō tātou kaupapa e hāngai ana ki te Tiriti o Waitangi. Me mihi hoki i a Kim Harris kua mau i tēnei tūnga inaiānei. Kei te koa kua tau koe ki Te Hautū Kahurangi.

E kore e wareware i a Irena Brörens. Toru Tekau tau ia e mahi ana mō ngā uniana, ā i tōna tuunga whakamutunga hoki, ko ia Te Pou Ahurei Takirua- Ahu Mahi mō Te Hautu Kahurangi.

Ka huri ngā mihi ki ngā tini mema me ngā tini kaimahi o Te Hautū Kahurangi e mahi ana ngā mahi hei whakanui ake i ngā tini āhutanga o Te Tiriti i roto i Te Hautū Kahurangi. Mā Te Tiriti, te Pou Tarāwaho Ture o Te Hautū Kahurangi e whakaora, e whakaarahi tō tātou uniana. Ko tō tātou uniana, he uniana whai Tiriti e!

Greetings to all our members of Te Hautū Kahurangi. It is time once again to reflect on our achievements and progress in our ownership of Te Tiriti o Waitangi. Over the past year we completed all our recommendations related to our Te Tiriti o Waitangi kaupapa.

We acknowledge those members and whānau who have



passed and especially think of their endeavours and commitment to our kaupapa. We farewelled Lichelle Kerei our Te Pou Tuarā for Te Hautū Kahurangi. We were honoured to have her help shape our Te Tiriti o Waitangi kaupapa and we wish her well in her new endeavours. We also welcomed Kim Harris into the role of Te Pou Tuarā and we look forward to her leading collaboration across the organisation.

We especially want to acknowledge Irena Brörens for her passion and hard work over the past 30 years, working for the betterment of workers in unions.

We want to acknowledge the work that the members and staff of Te Hautū Kahurangi have already done to honour the Tiriti relationship. We now have a Te Tiriti o Waitangi constitutional framework, and we are focussed on bringing this to life – a Tiriti-led union!

“Tō tātou Tiriti, tō tātou anamata, tātou, tātou e.” – “Our Tiriti, our future, together.”
The Tiriti is our foundation.

Huhana Watene

Tumu Whakarae – Tāngata Māori
National President – Tāngata Māori

Julie Douglas

Tumu Whakarae – Tāngata Tiriti
National President – Tāngata Tiriti

Tēnā koutou katoa e te roopu Te Hautū
Kahurangi | Tertiary Education Union.

We are facing both exciting and challenging times as a union and sector. Last year much of our focus was on our constitutional reform and move to a co-governed union. This has set us up well to navigate the storms ahead. While we now have a government less interested in the worker's voice, it is a time for us as a union to build our internal structures, strengthen the membership, build strong relationships with our communities, and prepare for when we do have a government willing to engage.

Our membership continues to face widespread uncertainty around jobs, programmes, and for those within Te Pūkenga the uncertainty of what this government might see as the future of the whole organisation and its parts. These are hard times for workers in our sector and we must actively stand in solidarity wherever we are under attack. We need




to be there ensuring those members who are on precarious working arrangements, receiving low pay, and those at risk of job loss know TEU will stand in solidarity to protect their rights.

On our side is the strength that we have this year in negotiations. Nearly all our collective agreements are being renegotiated in 2024. In Te Pūkenga, this will be the renegotiation of the single collective which covers around

It is a time for us as a union to build our internal structures, strengthen the membership, build strong relationships with our communities.

2,500 members. This is our largest collective agreement and the first-time workers in this sector are able to flex their industrial muscle on this scale. Also, six of the eight universities are renegotiating their collectives and again the collective actions across this sector to support one another in arguing for a fair outcome is a powerful position for our members.

We are a strong union and as we develop our internal structures, creating greater connections through delegate structures, the mahi is shared and our fight amplified. We have a number of campaigns this year that we are progressing. TEU's projects include pay equity claims,

 *We are a strong union and as we develop our internal structures, creating greater connections through delegate structures, the mahi is shared and our fight amplified.*

academic freedom and funding, workers' rights, responding to the Science System and University reviews, and balancing the needs of people and the planet by beginning to reduce TEU's carbon footprint. We will also continue developing our co-governance and co-leadership while defending the provision of tertiary education as a public good.

As active unionists it is incumbent on us to voice – nay shout – how undemocratic the Government's Fast-Track Bill is. It is an attack on Te Tiriti, the wellbeing of our whenua/land and moana/sea and waterways that will have long lasting impacts on today's society, including our mokopuna. We must continue to oppose the prioritisation of profits over people and planet.

Yet, 2023 has provided us a strong base from which we can



work together for more successes this year and into the future. We are in good heart: our values, whāinga, and goals are strong; our future is in our hands.

The following whakataukī offers the Government some well-intentioned words for its people today, but more importantly our future generations.

Mā te rongō, ka mōhio, Mā te mōhio, ka mārāma, Mā mārāma, ka mātau, Mā te mātau, ka ora.

From listening comes knowledge, from knowledge comes understanding, from understanding comes wisdom, from wisdom comes wellbeing.

Sandra Grey

Te Pou Ahurei | National Secretary

In times of immense change and disruption we all look to places of stability based on strong values. TEU is a place of stability and strength. A place to stand together for workers' rights.

Our strength and stability come from growing and maintaining a strong membership of 11,000 members. We have done this in the face of cuts to jobs in every part of our sector.

Our financial position is strong. We have reserves that mean we can face any storm this government is creating with its anti-worker legislation and attitude.

We have a small surplus due to sustaining the 10% growth achieved during the coordinated action by the eight university teams in 2022. The likelihood of further growth for TEU is high this year with 90% of our collective agreements up for renewal and therefore 90% of our members ready and able to take action to get a decent settlement. And as we've seen in the past, action creates power and visibility and that means more people want to join our union.

We have a strong staff team that walks alongside the membership in negotiations, campaigns, personal cases, in recruitment, member meetings and delegate training.

We have three senior managers, five policy and communications staff, 14 organisers, and 12 administration and operations team members.



We expend nearly 70% of our revenue on maintaining strong staff numbers and to ensure our members all feel supported. And one of our core actions is to keep pushing tertiary education managers to follow suit and prioritise expenditure on the people they employ.

And our democratic functions are strong. This includes a dynamic Council responsible for strategising, policies, and risk management; two national committees; 32 Branches; and, 8 networks. Within these democratic structures there are hundreds of active members who stand up daily for our collective vision and goals. In the last year alone, over 100 new delegates have been trained to be part of the action.

Let's build on all of this strength and stability in the coming year. Let's get more people joining, more delegates trained, and more people supporting action or real change – change that puts people first.

Financial Report

Statement of Comprehensive Revenue and Expenses For the Year Ended 31 December 2023

	2023	2022
Membership Subscriptions	\$6,003,736	\$5,459,602
Commissions Received	\$1,063	\$1,282
Interest Received	\$118,577	\$49,045
Rent Received	\$23,400	\$23,400
Total Revenue	\$6,146,776	\$5,533,329
Less Expenses		
Governance	\$465,070	\$370,473
National Committee/Sector Group	\$22,081	\$28,827
TEU Activity	\$383,791	\$471,541
External Responsibilities	\$151,359	\$144,566
Financial/Legal Services	\$305,275	\$185,977
Staff Related Costs	\$3,713,638	\$3,482,602
Wellington & Regional Offices	\$788,595	\$838,909
Gain on Disposal of Investment Property	\$255,000	-
Total Expenses	\$6,084,808	\$5,522,895
Net Operating Surplus	\$61,968	\$10,434
Net Surplus before Taxation	\$61,968	\$10,434
Income Tax Expense	\$31,141	\$14,248
Net Surplus after Taxation	\$30,827	(\$3,814)

If you would like a full audit report, please email TEU's finance officer trina.coombs@teu.ac.nz

NGĀ PIKI

NGĀ HEKE

WE ENDURE

THROUGH

GOOD TIMES

AND BAD

Together we've achieved:

(In the last two years)

Negotiated
84
Collective Agreements

Assisted
767
members with their
individual grievances
and disputes

Recruited almost
5,500
new members – a massive
increase



Ran a **nationwide**
campaign
to shift pay
settlements in
universities

Coordinated
THOUSANDS
submissions on Te Pūkenga
staff cuts

Took strike action at eight universities with
7,000 members participating – the largest
strike our sector has seen in two decades

Trained over
100
new delegates

Launched two pay equity claims for low paid
library assistants and clerical administrators

Secured
\$400
million
in new funding for
the tertiary education
sector

Advocated for members caught up in numerous
restructuring proposals which impacted on hundreds
of jobs

Secured commitments from
senior Members of
Parliament to “support
a strong tertiary
education sector”

Became a **Te Tiriti-led** union

Negotiated a
consolidated
national collective
agreement with
Te Pūkenga

Increased
our Māori
membership to
well over
1,000

Saved
80
jobs at AUT

A graphic showing 80 small human icons arranged in a grid, with the number 80 in the center.

Supported our trans members in the face of
attacks on their right to
exist

Called out
threatening behaviour
directed at high profile
academics

Extended and
enhanced our
fee waiver for low
income members



Rallied on campuses and the steps of parliament in support
of our calls for government action on tertiary funding

Stood up for **academic freedom** and defended it from those who
would redefine it as a shield for bigoted bullying

JOIN TEU!



The Challenges we faced together



**Sailauama
Cheryl
Talamaivao**

Te Pūkenga - Unitec



It's important for new delegates to understand you are not alone. The union organiser is your first port of call, so you don't have to know everything. Everyone comes with their own skills and knowledge but when you attend delegate training and talk to other people you find out there are things you don't know. More people should come



John P Egan
University of Auckland



Effectively, institutions spend hundreds of thousands of dollars of additional administrative work, in order to access millions of dollars of additional funds. The PBRF process generates an onerous amount of non-research mahi, particularly from research active staff. When they could be doing research.



**Shand
Edwardson**
Te Wānanga o Aotearoa



The universities and Te Pūkenga are the big fish – we are just the whitebait. I would like to see more planning and action for wānanga members, who are some of the lowest paid in the tertiary sector yet play an important role in educating a lot of students who have dropped out of the mainstream system.



Jael Reiri

Te Pūkenga – EIT



I need to walk te ao Pākehā and te ao Māori, and I would appreciate and be grateful for my colleagues being on that journey with me.



Amy Doran

Massey University



I'm tens of thousands of dollars in debt because of my student loan, and I needed that degree to get this job, and I'm only being paid marginally above minimum wage. And that just feels kind of disrespectful to the mahi I did to get here.



Kaspar Middendorf

University of Canterbury



Making our union a more welcoming space for our Rainbow members is something I've been advocating for a long time, so it's exciting to be making such great progress. I'm looking forward to seeing some of our ideas be put into practice very soon – watch this space!



Dougal McNeill

Victoria University



The TEC should be an advocate for and a champion of the tertiary education sector, but instead all they seem to do is force institutions to cut jobs and provision.



Brandon Johnstone

University of Otago



Our task in the weeks and months ahead is to set the foundation for a healthier future for tertiary education. Not by the ideology of the balance sheet that demands that our institutions become smaller and weaker, and force students to pay more for less, but by adequately and appropriately resourcing our sector to provide for the challenges before us.



Dr Miriama Postlethwaite

Te Whare Wānanga o Awanuiārangi



Every step in the Tiriti journey requires dialogue. It is not a relationship if that does not occur. We did that. He mihi Moana Jackson, thank you, as you reminded us, it's not a partnership but a relationship. We did on that day raise our hands and voices in unison as Tangata Māori and Tangata Tiriti for a Tiriti-led union and bring to bear what the Treaty of Waitangi really meant.

Vice Presidents' Reports

Cynthia Martell-Stark

Tumu Arataki IPC – Tāngata Tiriti
Vice President IPC – Tāngata Tiriti

Jody Takimoana

Tumu Arataki IPC – Tāngata Māori
Vice President IPC – Tāngata Māori

It is incredibly exciting to be navigating the new TEU co-governance structure and demonstrating, in practice, our commitment to building strong Te Tiriti relationships. Since the audit of the late Moana Jackson, this has been a kaupapa that the TEU has moved through over several years. To finally reach this point shows the mana of those who have been doing this mahi past, present, and future. Our responsibility as a rūpū is significant and we look forward to moving this forward in our role with the Industrial and Professional Committee (IPC). This is unknown territory for all of us, but to reflect true partnership we must ensure that our voices will be heard at all levels of our Union.

Over the past two years the TEU has built collective strength by ensuring a co-ordinated approach to negotiations in the University sector and negotiated a consolidated collective agreement for over 2000 members in Te Pūkenga.

The year ahead presents challenges under the new government. The disestablishment of Te Pūkenga threatens



to unwind all the work done to consolidate the collective agreement across the vocational sector. The protection of our core conditions will be paramount during this process.

For universities, there have been many lessons learned from the first round of being united in negotiations. With these insights it will be important to ensure the timing and effectiveness of our National Industrial Strategy is used to gain maximum benefit for this years' negotiation round.

The current National Industrial Strategy has served us well and continues to be our strength in leading negotiations across the tertiary sector. A review of this Strategy will commence mid-year 2024, with the intention




to complete and present the reviewed Strategy at TEU Conference 2025.

The IPC has many challenges ahead. We have been comforted over the past 6 years by having a Labour-led government working openly and transparently with the TEU, but this has come to a halt. Unfortunately, the new National-led government has brushed us off as ‘not someone they need to talk or work with.’ What this means is our strategies need to be louder and prouder. It will be more important to stick together, have clear messages, and most importantly we will need to be brave!

Apart from the core work around negotiations, the IPC helps support members at branch level with industrial matters. As the sector absorbs the impacts of the new government, it will be important to monitor and react to local issues such as increased workloads and use of fixed-term contracts. There is a much higher risk of these issues being inflamed under the new government. TEU has been effective – and will continue to be effective – in dealing with these issues at both branch and national level by way of campaigns.

This year has seen a shift in staff leadership with the retirement of Irena Brörens from her roles as the Te Pou Ahurei Takirua – Ahumahi | Assistant National Secretary – Industrial. We as the IPC acknowledge and thank Irena for her time, commitment, and tireless mahi within the IPC over the many years of service to the TEU. It is a timely reminder that her influential leadership and strength remains within the TEU, and this will assist us in moving forward as a committee in 2024 and 2025.

We would also like to acknowledge and congratulate the appointment of Daniel Benson-Guiu, who will bring a fresh perspective and enthusiasm within the leadership space as the new Te Pou Ahurei Takirua – Ahumahi | Assistant National Secretary – Industrial.

 ***Unfortunately, the new National-led government has brushed us off as ‘not someone they need to talk or work with’.***



Jodi Hawe

Tumu Arataki NWC – Tāngata Māori
Vice President NWC – Tāngata Māori

Sian Halcrow

Tumu Arataki NWC – Tāngata Tiriti
Vice President NWC – Tāngata Tiriti

Our year kicked off with the establishment of the co-led Te Kahurangi Māreikura | National Women's Committee (NWC) and we are excited to be working within a structure that allows us to honour Te Tiriti and work in a better way for wāhine.

Our mission is clear: championing Pay Equity claims, amplifying the diverse voices of wāhine, and celebrating the remarkable achievements of women everywhere. The NWC introduced inspiring award certificates to honour wāhine, acknowledging not just their contributions in the workplace but also their invaluable emotional and mental labour.


Events were held for International Working Women's Day across the tertiary education sector. In some institutes these events were held in conjunction with other groups, supporting the narrative that the gender pay gap is an issue for all.

We recently attended the TEU Conference. We held caucuses and sessions to listen to wāhine, seeking their perspectives so we can shape our union so it stands for all our members.

Looking ahead, the NWC will continue our work advancing the causes of wāhine, not only within our own union but across all unions in Aotearoa when we rally this government to ensure pay equity continues to be funded.

September offers us the opportunity to further celebrate wāhine with Suffrage Day. How proud to be part of a country that was the first to introduce voting for woman. We are reticent that our fight for equity, equality, and fairness continues under a government who is no friend to the worker, let alone a friend to wāhine workers.

TEU's wāhine visibility continues to increase with events occurring across Aotearoa, with the co-governing Presidents and National Women's Officer showing women what can be achieved when we all row our waka with a singular purpose.

 ***A wāhine's place is within her union. Her union is her whanau empowering her to enact in transformative changes for the people she carries, and future she creates.***

Tiakina Te Taiao / Climate Action Network

Rachel Bolstad

It has been another busy year for Tiakina Te Taiao. Over the past year we have remained highly engaged with what is happening within the tertiary sector and the broader policy landscape. We continue to advocate for investment and support for the tertiary sector as a key part of socially-just transitions to a low-emissions, climate-changed Aotearoa. We also value the diverse knowledge and expertise our members bring. Together, we must continue to ensure we are always doing our bit to safeguard our whenua and taiao, and to be good ancestors for future generations.

In June we gave feedback on the Climate Change Commission's 2023 Draft Advice to Government on the Emissions Reduction Plan. In response to our feedback requesting an increased focus on education, the Commission strengthened some of its advice, including the importance of widespread access to information about climate change as a means of supporting greater agency and good decision-making, and in relation to workforce training, retraining, and upskilling to support the transition to a low emissions economy. As always, we would like to see tertiary education being consistently recognised and invested in as part of Government action on climate change and just transitions. In 2024 we will continue to provide feedback to the Climate Change Commission and to each of the Government agencies responsible for emissions reduction, adaptation planning, and strategies for equitable transitions.

In August 2023, members of our network were invited to contribute to participatory workshops convened by the Tertiary Education Sector Climate Futures Group as part of a



sector-wide effort to examine the question: How will climate change impact Aotearoa New Zealand's tertiary education sector between now and 2100? This work has led to the first-ever *Climate Change Scenarios for the Aotearoa New Zealand Tertiary Education Sector*,¹ a document designed to provoke discussion and as something institutions and the sector as a whole can use as part of their climate adaptation planning.

In November, we made a submission to a government inquiry into climate adaptation, opened by then Minister James Shaw. This inquiry was halted with the change of government; however, a new inquiry into climate adaptation has been announced by Minister Simon Watts. The new inquiry will be led by the Finance Subcommittee. We will monitor this to ensure our previous submission is carried across to the new inquiry.

We recently contributed to TEU's submission on the Government's proposed Fast Track Bill, expressing our deep concerns about the proposed Bill on environmental, Te Tiriti, and democracy grounds.

In March 2024 we appointed our new advisory group and began to shape our workplan for the next two years, an early draft of which was discussed at a Network caucus during TEU Annual Conference in early May.

¹ See <https://www.wgtn.ac.nz/sustainability/our-campus/carbon-footprint/tertiary-education-scenarios-final-report-2024-compressed-pdf>

Obituary

Lesley Francey



Lesley Francey made a huge contribution to the TEU via our Manukau Institute of Technology (MIT) branch – first as a representative from the English as a Second Language school, then as Branch President. On a national level she served as a Vice President and then as Tumu Whakarae | National President from 2013-2014.

Former Te Pou Ahurei Takirua – Ahumahi | Assistant National Secretary – Industrial, Irena Brörens, describes Lesley as

“a long-standing TEU activist and member of ASTE and TEU who advocated strongly for members’ rights and in particular members on fixed-term agreements as well as for migrant workers and refugees.”

“Lesley was employed on a number of fixed-term agreements and became active in the union to take on this fight for herself and many other casual/fixed-term staff. She challenged the union to do more for these workers and this led to the secure work campaign that TEU continues to run, which has seen many members move to permanent positions.”

“She was a determined and committed member of the MIT negotiating team during collective agreement negotiations, and was a wise and sharp co-advocate who fronted strikes, marches, and rallies.”

A TEU member at MIT during Lesley’s branch presidency, Jeremy Greenbrook-Held says

“Lesley was a fantastic teacher, but also an outstanding advocate for workers as the Branch President, and later National President of the TEU. It was our mutual interest in left-wing politics, industrial relations, and workers’ rights that drew us together.”



Kaiwhakahaere | Organiser Jill Jones, a former staff member at MIT and a friend of Lesley's describes her as

“a truly remarkable individual whose strength, courage, and steadfast commitment to defending the rights of others has left an indelible mark on the people who had the privilege of working with her and the many members she assisted.”

“Lesley’s capacity for empathy and genuine care was well known. She would drop everything to support a member in trouble, offering a listening ear, a strong shoulder, and an irreverent and irrepressible sense of humour.”

“Lesley was fearless in defending others. She had a deep-rooted belief in justice and equality. She tackled injustice in the workplace with an unshakable resolve. But despite her fearlessness, Lesley was kind. She was always patient and non-judgemental with people who sought her assistance.”

“Whether through activism or advocacy she used her voice to stand up for members and to challenge the status quo. She was determined to make a difference, and she did. Lesley was and is an inspiration to me and many others. I know how much she was missed after she left MIT. I know that the people who worked with her will never, ever forget her.”

“Lesley was a force of nature and let nothing get in her way of working for the rights of all workers at MIT. This came to the fore when I was “right-sized” out of my role. Lesley was a constant support during the process, ensuring I got what I was entitled to and nothing was overlooked.”

AWHI ATU

AWHI MAI

WE TAKE

ACTIONS THAT

SEEK TO IMPROVE

THE LIVES OF

THE MOST

VULNERABLE

Daniel Benson-Guiu

Te Pou Ahurei Takirua – Ahumahi
Assistant National Secretary – Industrial



The last year has seen our sector continue to face many challenges in the industrial space.

The National Industrial Strategy has continued to guide all collective agreement negotiations, but not without some difficult conversations about our guardianship of core conditions in our collective agreements that we must safeguard on behalf of future generations of union members.

TEU negotiated 12 collective agreements during this past

year. Our strength comes from standing firm as a united membership across Aotearoa New Zealand.

Our national kaimahi collective employment agreement at Te Pūkenga was ratified by members in June last year. This consolidated 18 separate collective agreements into one, covering 2500 TEU members. This agreement is being renegotiated in May 2024 and we have claimed to extend the coverage to all TEU academic and allied and general members. The structure of this collective agreement has meant that TEU negotiations with Te Pūkenga are done nationally with a negotiating team endorsed by all members across the country rather than site-by-site negotiations.

As has been noted elsewhere in this report, the campaign to improve pay and conditions in the university sector will see six branches taking a co-ordinated approach to their negotiations this year to grow our collective power.

During the last year, we have also continued to work with our members and university employers to make progress on our two gender pay equity claims for library assistants and clerical administration staff in the university sector. The Union Partnership Agreement between ourselves, PSA, and TIASA has been signed off, with a similar arrangement nearly completed to sign off with the employer group.

As part of the claims process, Pay Equity workshops were run in March/April, and members have been thrilled at the great number of people turning up. Through engaging in these workshops, affected staff/members were asked to consider what actual work tasks they undertake, what other ways they add value to their workspaces, and the skills and knowledge they bring to their role. General feedback provided noted how eye opening these workshops were and how deeply undervalued members felt.



Over the past year, we have continued to work to provide representation to 420 members related to formal individual cases ranging from challenging the legality of fixed-term appointments (with successfully having 34 positions being converted to permanent employment), personal grievances related to dismissals for serious misconduct, conflict of interest and non-disclosure, student and staff complaints and assisting members with workload disputes, bullying and sexual harassment, privacy issues, health and safety issues, and long-term illness.

We have been involved in over 35 mediations and represented a number of members in the Employment Relations Authority.

We have also advocated for our members through numerous reviews and restructurings. The largest reviews have occurred in the university sector at Massey, Victoria, and Otago seeing up to 350 positions lost with many of our members taking voluntary redundancy.

In addition to the expertise of our industrial team, we have continued to retain Oakley Moran for our legal services, and they have represented members at mediation, the Employment Relations Authority, and the Employment Court when required.

All of this day-to-day work is about awahi atu, awahi mai.

Megan Morris

Te Pou Mātauranga me Te Pou Ahumahi
Education & Industrial Campaigns Officer




Over the last 12 months, we have continued to focus on building engagement, participation, and activism at all levels of our membership. Regardless of whether you sit on a National Committee, Council, Branch Committee, one of our Networks, or are working on pay equity as part of the reference group, we are committed to ensuring all members who are keen and wanting to take an active role in TEU have an opportunity to attend delegate training.

We currently have two courses approved for EREL (Employment Relations Education Leave): Level 1 Effective Delegates; and Level 2 Building an Organised Workplace.

Both courses enable members to take paid day(s) off work to attend the course.

Over the course of 2023, we had 64 participants over seven courses, and in our first training window of 2024 (February and March) we've run five courses with a total of 60 delegates attending either our Level 1 or our new Level 2 course. We also have a significant number of courses already booked in for the remainder of 2024. We are hoping to have at least 150 go through either our Level 1 or Level 2 courses by the end of this year.

 ***We are committed to ensuring all members who are keen and wanting to take an active role in TEU have an opportunity to attend delegate training.***

In addition to our EREL approved courses we have a full suite of representative induction programmes for members of our national committees, and negotiation team training for those who are elected/endorsed as bargaining team members for collective agreement negotiations.

We have run very successful pay equity workshops at every university in support of our two national pay equity claims and later this year will be running our first intensive camp for activists and those who are keen to extend their knowledge of unions, activism, the role that capitalism and economics play in our society, and how to encourage greater engagement back in their own workplaces.

In short, slowly but surely we are collectively lifting the knowledge base of our members and what it means to belong to an actively organising union.

Honorary Life Membership

Irena Brörens

TEU awarded honorary life membership to former Te Pou Ahurei Takirua – Ahumahi | Assistant National Secretary – Industrial, Irena Brörens at our 2024 Annual Conference.

The Council of the TEU conferred the award for “service to the TEU membership and the union movement as a whole” and did so “with great pleasure.”

Irena worked for the TEU, via our predecessor union ASTE (the Association of Staff in Tertiary Education) for thirty years – starting in 1994, when she was the only organiser north of the capital.

Irena’s ‘patch’ stretched from NorthTec all the way down to EIT in the Hawkes Bay including all polytechnics and colleges of education in between.

Former National President of ASTE Lloyd Woods says “Irena always maintained a very steady hand. You wouldn’t find employers who disliked her, but they would tell you she’s tough. She’s consistent but not bloody minded. I would say her greatest strength is her personality. She always stands up to be counted. She listens but isn’t shy to challenge; will acknowledge good ideas, but is not scared to say no.”

ASTE soon realised it needed to increase its staffing to cope with the increased bargaining load of the time. Five new organisers were employed, and someone was needed to coordinate negotiations nationally – a National Industrial Officer.

Lloyd says “Irena was put in charge of bargaining. She developed parameters, set rules, and developed industrial



strategy and for the first time we had national ‘core conditions’ in negotiations. Nobody was allowed to deal away or reduce core conditions.”

When ASTE amalgamated with the Association of University Staff to form the Tertiary Education Union, Irena kept her senior role, which was deemed similar to the Deputy Secretary of AUS.

Sharn says “the merger was tricky but Irena was instrumental. We were able to take the best parts of ASTE and bring them into the TEU, which have greatly contributed to making it the significant union it is.”

“I really value Irena’s unionism, which influences every



The merger was tricky but Irena was instrumental. We were able to take the best parts of ASTE and bring them into the TEU, which have greatly contributed to making it the significant union it is.”



single thing she does. Between 2000 and 2010 unionism was almost written out of history by the whittling away of conditions and we had a way of working in ASTE that was grounded in guiding values that Irena and I shared. She has a staunchness and a passion for protecting workers’ rights and her leadership in that regard made ASTE and TEU better unions.”

Irena says her favourite moment from the TEU era has been “settling a collective agreement with a 7% pay increase at MIT after a strike. This was also when we started to get union only deals.” She also singles out the Te Pūkenga collective agreement settled last year and her 20 years organising AUT as career highlights.

She says “my biggest job satisfaction comes from negotiations and successful legal challenges. I take satisfaction from process, strategy, getting members engaged, checking in with people and getting more people involved.”

“The biggest challenges have been getting all the branches to work together across the unis and polys, defending attacks on conditions and any time when the employers collectivise themselves against us.”

“But as long as you take people along the way, whatever the outcome, it’s union building.”

TĀTOU

TĀTOU E

WE REACH OUR

GOALS THROUGH

COLLECTIVE

STRENGTH AND

SHARED SENSE

OF PURPOSE

Major campaigns in the coming year and beyond

MANA TIRITI: EMBED CO-GOVERNANCE IN THE TEU BOTH NATIONALLY AND LOCALLY

Ko te pae tawhiti whāia kia tata, Ko te pae tata whakamaua kia tīna.

“Seek out the distant horizons so they become close and cherish the near horizons that you attain.”

Te Hautū Kahurangi has taken up the wero to “advance a shared kaupapa and a collective tikanga to ensure strong

relationships between Māori and Tangata Tiriti members [as well as ensure] tikanga/culture and the articles of Te Tiriti o Waitangi shall be implemented in the policies and practices of the Union.”

As the Union continues its co-governance journey, we become more familiar with the landscape around us and the changing climate that impacts our experience.

Our pae tawhiti, the distant horizon in our co-governance journey, are our long-term goals that are met with sunrises and sunsets.

This supports a sense of truth around the fact that this journey will take time; days will pass, months, years and seasons will come and go, but where we as a Union want to head, is still towards that same horizon in the distance. We will get there.

Our pae tata or the near horizons speak to the short-term experiences in our journey. Whether positive or challenging,



VOTE FOR TERTIARY EDUCATION

PARTY	SIGNED TEU'S ELECTION PLEDGE	POLICY	OVERALL RATING
Green		Supports free, well-funded public tertiary education with a strong staff voice.	
Labour		Has significantly increased funding in the past year, albeit not targeted enough to stop job cuts, initiated a funding review. Took competition out of vocational education.	
Te Pāti Māori		Is generally supportive of strong public tertiary education, would strengthen wānanga.	
New Zealand First		Have not released any tertiary education policies at time of writing.	
National		Would bring competition back to vocational education, would rely on international students to prop up the funding model.	
ACT		Supports further privatisation of some parts of the tertiary education sector.	

TEU | TERTIARY EDUCATION UNION
TE HAUTŪ KAHURANGI

Authorised by Sandra Clancy, 20th Whiu Street, Wellington

CELEBRATE DIVERSITY

The International Day Against Homophobia, Transphobia & Biphobia is about fostering solidarity with the rainbow community, and raising awareness of the inequities and challenges many LGBTQIA+ people face every day.

IDAHOBIT
MAY 17



STOP THE CUTS!

No skilled workforce without tertiary education staff

TEU | TERTIARY EDUCATION UNION
TE HAUTŪ KAHURANGI teu.ac.nz

they help us appreciate our respective contributions as Te Tiriti partners.

Deepening our understanding of what a 'mokopuna decision' means and looks like offers us the opportunity to interrogate our processes around meaningful engagement, intentional relationship building and what our future members will inherit because of our efforts.

So how the Union looks to embed co-governance will take time and everyone's contributions and efforts. The journey will not be easy, but it will be worth it.

We don't have to look far to know how we will undertake the journey either, it's in the union's waiata: **Tū kotahi...tātou, tātou e.**

MANA MAHI: DEFEND AND IMPROVE THE RIGHTS OF WORKERS TO DECENT WORK

Defending and improving our members' terms and conditions of employment, along with ensuring all workers in Aotearoa have good working conditions and the means to improve them, will always be at the heart of what we do as a union.

As we look to the future, we will continue to act nationally to achieve these goals. Change comes from power, and power comes from collective action – the bigger the better.

This year we are negotiating to renew 90% of our collective agreements. As we do this mahi, we continue to encourage and grow member participation, activism and a sense that whether we are working at a wānanga, a university, at Te Pūkenga or at a PTE, we are all working together as the staff of the tertiary education sector to ensure our voice is so loud and clear that we cannot be overlooked.



For our university sector, six branches have major collective agreements that are all being negotiated at the same time in the second half of 2024 –Massey University, Victoria University, Lincoln University, The University of Canterbury, University of Auckland, and The University of Otago will spearhead a national campaign that will ensure all members in the university sector are actively involved.

In the face of the government’s 100-day plan commitment to “begin disestablishing Te Pūkenga”, we remain committed to doing everything within our power to ensure our members in this part of the sector have good, stable and secure jobs. A big part of that is ensuring that whatever the future holds, we must retain and strengthen our national kaimahi collective employment agreement.

And in terms of our engagement, participation and solidarity within the wider union movement, we know that it’s much harder to achieve good outcomes for our members when we have a government that does not listen to or engage with

us, and one that is hostile to workers.

It is therefore essential that we work and campaign alongside other unions to push for stronger employment legislation that promotes freedom of association and collective action – which also means a change of government.

In short, we are and will continue to be a strong, unified, active, campaigning union.

MANA TAURITE: FAIRNESS AND JUSTICE IN TERTIARY EDUCATION INSTITUTIONS

TEU has been and remains committed to doing everything we can to end all forms of discrimination in our sector and throughout wider society.

The centre piece of our equity work is the pay equity claims for the undervalued library and administrative staff at the

universities. We have agreed with the employers to use the Te Kawa Mataaho | Public Service Commission gender neutral job evaluation tool, Te Orowaru, for the interviews with attendant factor scoring and assessment of roles in their general areas of responsibility.

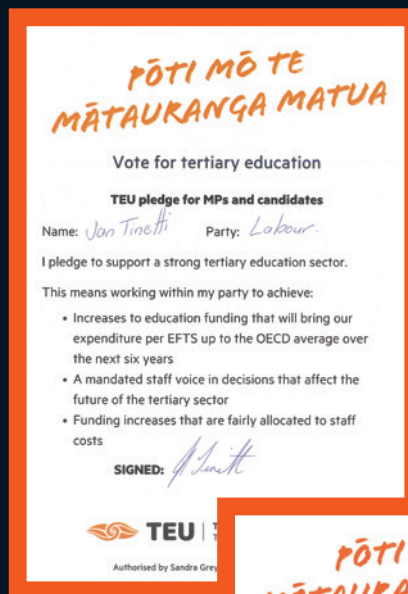
We continue to push to get the interviews started and completed, knowing that the longer it takes will increase the risk of the current government taking steps to change the Equal Pay Act and other legislation that supports gender equity.

Our significant mahi in this space is working with our members and the wider union network to progress all pay equity claims including the government funding reviews and outcomes. We continue to use our lobbying power and the powerful stories from our pay equity members, that lifting wages supports the whole community.

As well as the work for pay equity, we will continue to use occasions like International Women's Day, Suffrage Day, Pink Shirt Day and IDAHOBIT, to raise awareness and take actions that seek to improve the lives of those subjected to discrimination.

Of particular note last year, at University of Auckland, an International Women's Day breakfast was held where the university provided their report into the gender pay gap in their workplace. Various speakers spoke of the microaggressions felt by women, particular women of colour. Events like this also provide safe spaces for people to discuss how the recent cuts to jobs and funding in the tertiary education sector has affected the morale and spirit of the most vulnerable.

The National Women's Committee (NWC) has committed to providing opportunities and ways of hearing from all wāhine across TEU. The Women's Network is open to anyone who identifies as wāhine. This network has provided invaluable





ideas, mahi, and directional support to the NWC and the National Women's Officer for the implementation of the Gender Equity Strategy.

Several women's events have been held encouraging and celebrating wāhine. The first NWC Certificates acknowledging the mahi and emotional work undertaken by amazing women of TEU were presented at a special meeting in Dunedin by Dr Sian Halcrow, VP te Tiriti NWC.

Further events are planned for 2024 to continue to strengthen and grow our power.

The regressive policies of current government have

strengthened TEU's goal to continue to engage with the political process to push this important work forward.

Te Kahukura | Rainbow network is also very active and growing. The network recently campaigned for and won formal representation on TEU Council and National Committees where they will continue to advocate for ways the union can be a safer place for queer workers.

This is particularly important under the current government, where we are already seeing increase in discrimination for our queer whanau. The increase of visibility in TEU not only brings new ways of thinking, but also different ways of looking at problems to the decision-making table.



MANA TAIAO: ENSURE WE ARE TAKING ACTIONS TO BALANCE THE NEEDS OF PEOPLE AND PLANET

Our Mana Taiao mahi is about ensuring we balance the needs of people and the planet.

The project has two primary goals. The first is to conduct a sustainability audit of TEU's internal operations; the second is to begin work on integrating climate justice clauses into our National Industrial Strategy.

Throughout 2024, we are focused on understanding TEU's carbon footprint. The first phase of this project involved engaging with a number of organisations that conduct or assist the carrying out of carbon assessments.

As we move forward, we will be gathering data pertaining

to, among other things, our electricity, fuel, and water consumption, as well as the emissions produced by our domestic flights and rental car usage.

This data will be the basis for a report which will go to Council before the end of the year. The next phase of the project will focus on developing an emission reduction plan based on the results of the carbon footprint assessment.

Although the second goal of our Mana Taiao project – integrating climate justice clauses into our National Industrial Strategy – isn't scheduled to take place until 2025, the Industrial and Professional Committee is planning to begin preliminary discussions on this work later this year.



MANA MĀTAURANGA: DEFEND AND EXPAND THE PROVISION OF PUBLIC TERTIARY EDUCATION

“An investment in tertiary education pays back to the Government more than it costs, many, many times over.” - Chris Hipkins, 13 April 2016 (Hansard)

TEU continues to be a leading voice, advocating for our sector.

We cannot achieve our goals if the institutions we work for are underfunded, neglected by central government, or used as a political football. Nor can the people of Aotearoa reap the transformational benefits of a well-run tertiary education system.

Our priorities are to ensure that strong, effective, public vocational education is available for people who need it

to train for a job wherever they happen to live; to ensure that all institutions are properly funded so they can invest in staff and students’ teaching, learning, and research; and to ensure that wānanga are strengthened and enabled to thrive and change lives across all the communities they serve.

We do this by engagement and lobbying of members of parliament, mayors and councillors – particularly in areas that are at risk of losing provision when money and ‘financial viability’ erroneously win out over need and potential.

We must also engage constructively with both the Science System Advisory Group and University Advisory Group to ensure people are at the heart of their recommendations, not business interests.

And as always we will continue to publicly campaign for strong, properly funded, public tertiary education.

TEU also continues to be the voice of academic freedom. That is, according to the Education Act, “the freedom of academic staff and students, within the law, to question and test received wisdom, to put forward new ideas and to state controversial or unpopular opinions.”

We will always speak out when academics are silenced, and we will continue to oppose those who would redefine academic freedom as a shield against the consequences of bigotry.

Academic freedom exists in law to protect the vulnerable from negative consequences of speaking truth to power. It is not a weapon for the powerful to attack the vulnerable.

We will host an academic freedom conference, in conjunction with Academic Freedom Aotearoa, later in 2024. Keep an eye out for details.

TOGETHER
WE HAVE ACHIEVED
SO MUCH



TEU | TE HAUTŪ
KAHURANGI
TERTIARY EDUCATION UNION

Join [teu.ac.nz](https://www.teu.ac.nz)

Tū Kotahi

*Tū kotahi, tū kaha,
Tātou, tātou e,
Ngā piki, ngā heke,
Tū kotahi e,
Awhi atu, awhi mai,
Tātou, tātou e.*

TEU Waiata

*Stand as one, stand strong,
Everyone together,
In joy and in sorrow,
Let's stand together,
Assistance given, support
recieved,
Everyone together.*



PROUD TO BE



TEU

