

Fairness. Respect.

Work is a big part of our lives. We take pride in doing a good job and are prepared to go the extra mile. In return, we expect to be treated with fairness and respect.

So it's a shock to find our government thinks New Zealand workers are a bunch of shirkers. That's what their planned changes to employment law are about.

Employers can demand a medical certificate for even one day's sick leave.

Doctors have said this is unworkable. It would also pressure people to spread their germs at work or to ignore a sick child's need to be cared for at home.

Any employee can be sacked within 90 days without reason or redress.

Changing your job will put your employment security at risk. It will be an uphill struggle to get another job with a dismissal on your record, however unfair. And imagine the effect on a young person's confidence at the start of their working life.

It will be even tougher for anyone to take a case against unfair dismissal.

Dismissal is serious and means the loss of livelihood which is why we need fair processes. The government's proposal to weaken fair process flies in the face of good workplace practice.

It will be harder for members to seek help from a union organiser.

Employer consent will be required. Most employers value a good relationship with the union. But this change would provide a shield for bad employers.

Four weeks' holiday leave is at risk.

The fourth week's annual leave can be cashed up. Some will be under pressure to do this. It will be a first step to reducing the minimum four weeks' holiday entitlement.

Employers will be able to bypass your union and go directly to members during bargaining.

This tips the balance further towards the employer and will invite subtle intimidation during a tense time.

Oppose these changes

If we don't stand together now and oppose this erosion of employment rights, we could see the introduction of even more punitive changes, just as happened in the 1990s. We still haven't recovered from the drastic cuts to pay and living standards which caused us to fall so far behind Australia.

Join with people across New Zealand to oppose these changes.

For respect. For your family. For a fairer New Zealand.

Things you can do.

- Sign up as a supporter of the Fairness At Work campaign.
- Organise a **Fairness Friday** at work. Tell us when it is and we will send you stickers and activities.
- Join the **Fairness At Work** campaign on Facebook
- Take part in union **Fairness At Work** meetings and events.
- Get in the media – write a letter to your local paper. Go on talkback radio.
- Talk to your local MP and explain why the law changes are a bad idea.
- Write to John Key and tell him what you think of the proposed changes.
- Make a submission to parliament on why you oppose these changes to employment law.

The PSA website has everything you need to help you make your voice heard. Go there now.

psa/campaigns/fairnessatwork.aspx

Contact us.

Go to the PSA website –
psa/campaigns/fairnessatwork.aspx

Freephone 0508 367 772

Email enquiries@psa.org.nz