



MEMBER

NEWSLETTER

Here is an update on all things union happening at SkyCity, please be in touch we'd love to hear from you!

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YOUR RIGHT TO TALK TO A UNION DELEGATE/ORGANISER

You may have seen the Unite table in 24/7, this set up is so you can speak with a delegate about anything going on for you at work or ask questions while you are on your break. It is important to know that you also have a right to talk to your union reps on work time (as long as this does not unreasonably obstruct business operations.) If you are working and an organiser or a delegate visits your department, you are entitled to speak with them for an appropriate amount of time. This is your right and please contact us if your right is breached.

DEPARTMENT MEETINGS WITH MANAGEMENT

Currently we have quarterly meetings with HR management for organisers & delegates to raise work issues on behalf of members. At our last quarterly forum we talked about setting up departmental meetings going forward to deal with department issues locally. This will help fast track getting issues resolved. These meetings will be with HR, the department manager, a union organiser and delegates.

If you have any issues within your department, please let your delegate know so they can initiate a meeting with management to resolve them.

OVERTIME ON SERVICE RATES

We have written to the company to raise the following issue on behalf of members:

"Dear Sky City,

We refer to the issue regarding whether T1.5 should be applied to the service rate. In most recent communications you expressed that T1.5 rate does not apply to the service rate, just to the base rate.

The union disputes this interpretation.

The CEA overtime clause 12.2 states overtime will be paid at time and a half. It doesn't state specificities around time and a half on base rate. It simply states time and a half will apply.

Nothing in the wording implies overtime rates would not apply to the service rate.

Further to this, a precedent has been set. Sky City applied the clause correctly in Hamilton, where for years (and up until recently) T1.5 was applied to the service rate. At the last round of collective bargaining, when the service rate was negotiated into the merged Sky City CEA, the agreement to introduce the service rate was on the basis of the Sky City Hamilton clause and its application. We negotiated the service rate at Auckland on the basis of how it applied and worked in Hamilton.

To be clear, the union expects Sky City to abide by the Collective Agreement clause 12.2 at both Sky City Hamilton and Sky City Auckland. We also expect that where the clause has not been adhered to, appropriate backpay will occur to individuals who are owed this."

The company have written back to say this is received and they are looking into it. We will keep you posted with the response.

LUMP SUM PAYMENT FOR LONG SERVICE

As most of you will know there remains an unresolved dispute at Sky City around the long service lump payment.

In summary:

Historically there used to be a lump sum payment given to employees for long service (at 5,10,15 years etc). In December 2025 this transitioned to an hourly service payment (negotiated by the union at last year's bargaining). In the transition from the old entitlement to the new entitlement it was discovered the lump sum payment has historically been paid at the start of the service year, not at the conclusion of the service year.

Employees and the union always assumed it was paid on completion of the service year.

While the company have produced some evidence they believe supports their position that it was always paid at the start of the service year; some employees have evidence to prove it was historically paid at the conclusion of the service year. This has caused the as yet unresolved dispute. We have not let this issue go. We continue to seek a resolution of this issue with Sky City. We should have an update shortly.

COLLECTIVE AGREEMENT BARGAINING COMING UP!

The current collective agreement between SEA-Unite/E Tū and SkyCity is due for re-negotiation in June.

We will hold claims meetings in late May/early June for members, this is where everyone will have their say on what's most important to them to resolve at bargaining. It's important to start thinking about what matters most to you and your fellow colleagues.

We will keep members updated throughout the process, however we can't do this without your correct email address - make sure to send us an email at support@unite.org.nz to update your contact details.

The months leading up to bargaining will have a focus on growing the union, we are stronger at the bargaining table the more of us there are! Currently over 700 SkyCity workers are a part of SEA-Unite and growing every day!

As a member of SEA Unite, you are able to sign up to become a recruiter. With this, for every member you sign up, you receive a \$20 bonus as a thank you for your efforts and contribution to the union. To be eligible for the recruitment bonus, you must have filled in the recruiter form online and the new member must put your full name down in the recruiter section (staff can sign up either online or with the sign up slips).

Once the new member's form is processed, you should receive a \$20 deposit into the bank account that you provided in the online form within one working week. Your efforts as a recruiter is highly appreciated and extremely important leading up to the Collective Agreement bargaining!



**SCAN HERE TO
BECOME A
RECRUITER**

**IF YOU HAVE ANY FURTHER QUESTIONS OR
CONCERNS YOU CAN SPEAK TO YOUR DELEGATE
OR CONTACT US ON:
0800 286 483 OR
SUPPORT@UNITE.ORG.NZ**