

Tēnā koutou katoa

As you may already be aware, on Tuesday 6 May, the Government announced their intention to make significant changes to the pay equity process with the introduction of the Equal Pay Amendment Bill which has been passed under urgency, meaning it comes into effect immediately.

This Bill will end the 33 existing claims, including the claims for library assistance, library advice and library services, and clerical administration workers at all eight universities in Aotearoa New Zealand.

As someone whose work has been potentially covered by the existing claims, we wanted to write to you to let you know what is happening.

What does this mean?

We understand these claims are important to you. In the first instance, this legislation discontinues the current claims, which means we will not be progressing with the claims we have been working together on over the last two years. The legislation does allow claims to be lodged in the future; this will mean re-filing and starting again. The unions will work through this with members in coming months. If you have questions about this, please contact your union representative.

Where can I find more information?

There has been significant media about the changes. You can also read the [Minister Van Velden's statement and see associated documents on the Government website](#).

Moving forward

Finally, we want to acknowledge the goodwill and hard work that has gone into this process to date. Both employer and union parties worked with genuine consideration and good faith over the last two and half years, setting up processes, resolving issues along the way and sifting through incredible amounts of data in preparation for commencing interviews, which were to occur later this year. All participants have worked to create a fair and equitable pathway to pay equity.

We have over 5,500 people in the two claims spanning approximately 1400 different roles over the eight Universities. The union member reference group has met regularly to discuss the claims progress, and the unions have held workshops to provide context and information on the claim process. All of this has been conducted with a genuine desire to achieve better outcomes for workers in female dominated occupations.

We want to particularly acknowledge the employer representatives and those who have supported the data work, as well as the union advocates who have given significant time to the claims process and have done so with good intentions and commitment to seeing the work done.

While this week's announcement has changed the landscape for pay equity, both unions and the universities remain committed to working positively together.

Union Advocates	Employer Representatives
Megan Morris, TEU & National Claims Lead	Rochelle Gribble – UNZ Claims Lead
Jane Kostanich, TEU	Sarah Jayne Dipert, UOA
Bron Larkins, TEU	Stephen Davies, AUT
Irena Brorens, formerly TEU	Paul Gillespie, Massey
Sarah Proctor-Thompson, formerly TEU	Megan Te Kahu, UC
Nanette Cormack, PSA	Mark Daldorf, formerly VUW
Jen Wilson, PSA	
Shelley Weir, TIASA	
Hilary Ord, TIASA	
Gil Brocas, formerly TIASA	