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Dear Member,

NEW ZEALAND LABOUR NEWS

Defence Minister Uses 'Extraordinary' Power To Control NZDF Strike

In a startling order 7 November, New Zealand Defence Minister Judith Collins ordered armed forces to replace striking civilian Defence Force workers at military bases, saying the strike could cripple New Zealand's armed forces and put national security at risk.



(NZCTU)

In the orders, which were published by Parliament 11 November, Collins said the striking workers included air force, firefighting crews, and security staff at military bases across the country, including at NZDF headquarters.

Uniformed staff are not permitted to strike, but will provide security guard and airfield firefighting services while their non-uniformed colleagues seek a pay rise.

The **Public Service Association (PSA)**, which represents the workers, questioned the legality of Collins' orders and pointed out the orders were effectively a concession that front-line essential workers were being denied fair pay.

The civilian staff initiated the industrial action 6 November after collective bargaining failed to budge NZDF from its zero-increase pay raise position. PSA members were already working to rule and refusing overtime and callouts (unless life-preserving services as required). This may include a refusal to work in certain circumstances and an escalation of actions. Kauri Point (Auckland) members, who load and unload ships, joined them 20 November. The action ends on 31 January.

"NZDF is insulting the thousands of dedicated civilian workers who, like the men and women in uniform, are keeping our country safe from threats, but in the eyes of NZDF, are second-class citizens who don't deserve a pay rise," said Duane Leo, National Secretary for Public Service Association Te Pūkenga Here Tikanga Mahi.

"This stubborn refusal to increase the zero-pay rise offer shows how little NZDF respects and values its civilian workers who, like many, are doing it tough in a cost-of-living crisis. It leaves our members with no choice but to send another strong message that this position is unacceptable."

NZCTU Te Kauae Kaimahi President Richard Wagstaff also criticised the move, saying, "In a modern liberal democracy, any deployment of the armed forces in employment relations is a drastic step and should be avoided at all costs."

"To so easily bring out the military against their own people – the civilian defence force – is reckless and will do nothing to build organisational cohesion and commitment."

"It's alarming that the Minister opted to take this course of action ... This Government is at war with an imaginary enemy they call the 'back office,' when they should understand that any capable military force, like other industries, depends on the support of hard-working civilians who provide the foundation for operational success.

"The real enemy of the defence force and public services in general is not the back office, it's under investment, low morale, and poor leadership from this Government," said Wagstaff.

New Report Exposes Care Sector Crisis

E tū, the union for care and support workers, is releasing a new report into the state of the care and support industry in Aotearoa New Zealand.

The *Transforming Care* report lays out the many problems in the industry, including in residential aged care, home support, disability support, and mental health and addiction support.

E tū Assistant National Secretary Annie Newman said they have a real crisis in care sector, which needs urgent attention.

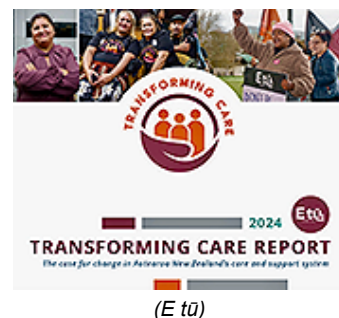
"Our report, and our wider Transforming Care campaign, has a focus on three core pillars – the value of care, the standard of care, and the funding of care."

The report tells the story of workers with their own voices, including a series of in-depth personal interviews with E tū members, the results of a survey of care and support workers, and support from various stakeholders across the community.

The report was compiled with the help of Dame Judy McGregor, who, as first Equal Employment Opportunities Commissioner, released the *2012 Caring Counts* report, a result of the inquiry into the equal employment opportunity issues in the aged care workforce. *Caring Counts* was a significant part of the evidence base that led to the historic equal pay settlement in 2017.

"Workers need to be properly valued, especially through their pay, for their essential work," said Newman. "They need decent conditions to work in, with decent training and the right number of staff to do the work safely. The funding model needs a total overhaul so the interests of carers, those they care for, and their communities are taken into account."

[Download the Report Here!](#)



(NZEI Te Riu Roa)

NZEI Te Riu Roa Calls To Restore Pasifika Early Literacy Project

New Zealand's largest education union, **NZEI Te Riu Roa**, has called on Education Minister Erica Stanford to restore funding to the Pasifika Early Literacy Project (PELP), which supports early language and biliteracy for Pasifika learners.

In a letter to the Minister, the union highlighted the project's critical role in championing bilingualism and addressing barriers to inclusion and engagement of Pasifika whānau and tamariki.

Incoming NZEI Te Riu Roa General Membership Representative Tute Mila said,

"the Pasifika Early Literacy Project has been crucial in helping Pasifika learners thrive in their education and maintain their cultural identities. They feel valued and seen in their educational journey."

"Any biliteracy programme needs to be evidence-driven, and the Ministry's own evaluation found the project had a positive impact for educators, creating a positive learning environment for linguistically diverse children. The project also aligns with the Government's emphasis on oral language in the curriculum.

"For many Pasifika communities and families, the project helped mitigate the trauma of earlier generations who were not allowed to speak their languages in the classroom. The abrupt funding cuts to the project are indicative of systemic racism, where children's rights to have their languages, cultures, and identities validated in education are being undermined.

"There is an appalling parallel here with the historic treatment of Te Reo Māori, and the Minister's decision to cut funding sends a clear message that education is an English-only domain," said Mila.

"Minister Stanford needs to ensure that Pasifika learners have the support they need to maintain their Pacific languages and cultural identities in centres and classrooms. In a statement, the Ministry said it continues to provide support and resources for learning through other programmes.

"If the Government is genuinely committed to a Pacific strategy, then keeping investment in successful programmes such as PELP is crucial."

International Eyes On Interislander Ferries Fight

The **International Transport Workers' Federation (ITF)** Ferry Taskforce is backing the call for the new Interislander ferries to be publicly owned and rail-enabled.

The ITF is recognised as the world's leading transport authority federation, representing 16.5 million transport workers internationally.

ITF Ferry Taskforce Chair Ronny Øksnes, who was in New Zealand to attend the **Maritime Union of New Zealand** national conference in Wellington, said any decision to privatise the service or take rail from the Cook Strait would endanger Aotearoa's economic and climate future.

"We have seen the impact of privatisation of this kind of lifeline service elsewhere in the world and it has inevitably come at great cost to freight customers and to the public ...

"Just as significant is the threat that this would pose to rail in Aotearoa New Zealand. Rail produces 70% fewer emissions than road freight and losing that would make it harder to meet international climate obligations.

"There's also the added cost and risk to any export company that uses rail as part of its domestic supply chain, as the total carbon content of imported goods is becoming more and more important to international consumers," said Øksnes. "The rest of the world is taking carbon out of their supply chains, so putting more in would be a backward step for Aotearoa New Zealand's exporters."

ITF Maritime Policy Adviser Sadie Saunders said, "We understand the New Zealand government is concerned about cost. However, transport infrastructure is a long-term investment that ensures good jobs and efficient supply chains. These are projects that should be measured across decades and in the context of the whole economy ... This is why we are supporting our Aotearoa New Zealand affiliate members' calls for new ferries to be publicly owned and rail-enabled."

Tell Finance Minister Nicola Willis the only option we will accept are publicly owned ferries that are rail-



(MUNZ)

enabled. They are our ferries. This is our future. [Sign the Petition Here!](#)



(PSA)

Govt Axes Specialist Māori Body Advising Pharmac Without Consulting Māori

The Government is again turning its back on improving health outcomes for Māori with Pharmac's decision to axe the three-year-old Māori advisory group -- Te Rōpū.

Pharmac only established Te Rōpū in 2021 after a damning independent review of the agency and health outcomes for Māori, Pacific and people with disabilities. The decision was announced by the new Pharmac Chair and former National Deputy PM Paula Bennett.

"This is another sad indictment of the priority the National-led Government places on improving the health of Māori," said Fleur Fitzsimons, Assistant Secretary for Te Pūkenga Here Tikanga Mahi **Public Service Association**.

The eight members of Te Rōpū included doctors, pharmacists, researchers, and directors.

"These are medical specialists providing timely and expert advice ... and Pharmac didn't even bother to consult Te Rōpū," said Fitzsimons. "Again, the Government has taken a decision based on ideology which fundamentally impacts Māori without consulting Māori.

"This also comes on top of the Government directing Pharmac not to consider te Tiriti in its funding decisions.

"The decision continues the Government's health agenda to deprioritise Māori health following the abolition of Te Aka Whai Ora despite evidence from public health experts that it was needed.

"Across the public service, we are seeing the Government overriding its legal obligations under te Tiriti and washing its hands of the partnership between the Crown and Māori that previous governments embraced.

"All government agencies have been directed to ensure public services must be delivered by need and not race. Specialist Māori advisors have been axed across Ministries and agencies.

"The Pharmac decision just continues this destructive agenda of the Government at a time when Māori remain disadvantaged across so many leading indicators. It's wrong."

FIRST Union Offers Members A "Kiwi" KiwiSaver Option

FIRST Union has announced an exclusive opportunity for all its members, staff, and families to enhance their financial well-being through a partnership with NZ Funds and Super-Advice NZ.

"By choosing the NZ Funds KiwiSaver Scheme, you support a local provider, pay low fees, and contribute to our union."

Read all the details and sign up at www.firstunion.org.nz/kiwisaver



(FIRST Union)

INTERNATIONAL LABOUR NEWS

Lawyers, NGOs Pivotal To Providing Remedy Services For Migrant Workers Bangkok. As reported by the International Labour Organization (ILO)

The need for greater awareness amongst migrant workers of the remedy-related services available to them and the important role that lawyers and NGOs play in this regard was highlighted at a workshop held

in Bangkok on 28-29 October 2024.



(Nguyen Viet Thanh/ILO)

The event took place as part of **International Labour Organisation's** (ILO) efforts to improve access to remedy for migrant workers from South-East Asia to Japan. It brought together lawyers and NGO staff from Cambodia, Indonesia, the Philippines, Viet Nam, and Japan along with representatives of ILO, the International Organization for Migration (IOM), and the Japan International Cooperation Agency (JICA).

The participants discussed key challenges in facilitating access to remedy for migrant workers particularly relating to cross-border issues. They also shared information on existing remedy mechanisms and the importance of boosting awareness of these services in countries of origin.

During the event, the representative of JICA also highlighted JP-MIRAI Assist, a helpdesk service available in 22 languages that migrant workers working in Japan can utilize when they have questions and concerns related to their rights at work and life.

William Gois, Regional Coordinator of Migrant Forum in Asia (MFA), the international NGO and lead organizer of the workshop, commented, "As a country attracting migrant workers and dealing with demographic issues, it is vital that Japan lead in labour migration governance in the South-East Asia region following the ILO's labour standards. MFA hopes the joint work plan will pave a significant way forward for better access to remedy for migrant workers"

ILO Director-General Hails G20 Support For Social Justice, the Eradication Of Poverty, And Reduction Of Inequality

Rio De Janeiro. As reported by the International Labour Organization (ILO)

At the heart of the G20 Social Summit, a compelling dialogue unfolded about the transformative changes shaping the world of work. The **International Labour Organization** (ILO) took a leading role in the discussion, participating in a panel titled "No Work, No Future: Decent Work and Union Organization to Address Transformations in the World of Work," organized by the **Brazilian Unified Workers' Central** (Central Única dos Trabalhadores - CUT).

This critical debate brought together thought leaders and advocates, including ILO Deputy Director-General Celeste Drake and CUT's Secretary of International Relations, Antônio Lisboa, who explored the challenges and opportunities presented by rapid technological advancements, the fight for youth employment, and the global push for decent work for all.

Three Pillars for Navigating Transformations in Work. During her address, Celeste Drake emphasized three pivotal transitions essential to reshaping the global labour landscape:

Building Strong Labour Market Institutions. Drake underscored the necessity of empowering labour market structures to guarantee that workers receive a fair share of the value they generate. She pointed to tools such as minimum wages, robust labour inspections, and safeguarding workers' rights to freedom of association and collective bargaining as critical mechanisms.



(ILO)

Harnessing Technology Through Tripartism and Social Dialogue. The integration of AI, robotics, and other innovations into the workplace holds great promise, but only if implemented equitably. "Tripartism and social dialogue are essential to ensure these technologies elevate workers while benefiting companies," Drake stated, highlighting the need for collaboration between governments, workers, and employers to maximize mutual benefits.

Achieving a Just Transition to a Sustainable Future. Drake called attention to the urgency of a fair energy transition, one that fosters environmentally sustainable enterprises while ensuring equitable benefits for workers. Social dialogue is instrumental in navigating this transition to guarantee inclusivity and sustainability.

Placing Work at the Core of Global Progress. Antônio Lisboa echoed these sentiments, pointing out that a fair energy transition and effective global governance hinge on valuing dignified, decent work. "When I speak of the value of work, it's about dignified, decent work, where individuals, through their contributions, build the world we want. Today, work is being devalued," Lisboa stressed.

The panel reiterated the importance of union organisation in addressing inequalities and fostering a world where work is not just a means of survival but a platform for societal development and empowerment.

A Path Forward. As transformations continue to shape the world of work, the G20 Social Summit stands as a beacon of collaborative effort, inspiring solutions that ensure no one is left behind. The ILO and its partners reaffirm their commitment to championing decent work, fostering inclusivity, and advancing sustainability on a global scale.



Ratification ceremony of Convention No. 81, 5 November 2024: Mr. Benedicto Ernesto R. Bitonio, Jr., Undersecretary of the Department of Labour and Employment of the Philippines, and Gilbert F. Hougbo, Director-General of the ILO.

Lawmaker Tells DOLE: Improve Labor Inspection System

Philippines. As reported by Inquirer.net

House Labour and Employment Committee Chair Fidel Nograles on Sunday urged the Department of Labour and Employment (DOLE) to strengthen the country's labor inspection system to ensure safer working conditions and better protection of workers' rights.

This statement came after the ratification of the Labour Inspection Convention No. 81 of the **International Labour Organization (ILO)** early November.

In a statement, Nograles emphasized that the convention sets global standards for a comprehensive labour inspection framework. Hence, the

Rizal Representative challenged the government to increase efforts in improving labour inspection services through a comprehensive compliance strategy.

"We also need to make our labour inspectors more capable of doing their crucial job through constant training and by providing necessary equipment," the lawmaker added. Nograles further underscored that having highly skilled personnel is essential, given the crucial role labour inspection plays in fostering a safer and better working environment across the country.

"Our labour inspectors are not only enforcers but also advisers providing guidance and technical expertise to organizations so that they may root out malpractices and other abusive conditions," Nograles said. In addition to enforcing labor laws, Nograles believes that an effective labor inspection system also acts as a partner to businesses, helping them identify and improve workplace practices.

Earlier in November, a Philippine delegation presented the ratification instrument of labour Inspection Convention No. 81 to ILO Director-General Gilbert Hougbo at the ILO Headquarters in Geneva "We must work so that the Labor Inspection Convention No. 81 is not a mere piece of paper, but one that the government can actually enforce for the welfare of Filipinos," Nograles concluded.

Nurses and Health-Care Professionals Erect Hospital Understaffing Graveyard, Call for Registered Nurse-to-Patient Staffing Ratios

Toronto. As reported by Cision

Members of the **Ontario Nurses' Association (ONA)** staged a hospital understaffing graveyard today outside the Ontario Hospital Association (OHA). Members held a funeral to call attention to the loss of

nurse and healthcare professional positions and hours and to put pressure on hospital CEOs to reverse their deliberate and detrimental decreases in staffing levels.

They are calling on hospital CEOs to implement registered nurse (RN)-to-patient staffing ratios so that public hospitals can recruit and retain nurses and healthcare professionals to provide the care patients need.

"The understaffing crisis is intentional. Hospital CEOs and the Ford Conservatives are working together to funnel our public money to private clinics that benefit their interests, while public care suffers," says Erin Ariss, Registered Nurse and Provincial President of ONA. "Without RN staffing ratios, public hospitals will continue to lose staff to the private sector, making this crisis worse and timely care near impossible."



ONA Provincial President, Erin Ariss, addresses the crowd (CNW GRöpü/Ontario Nurses' Association) (ONA)

"Hospital CEOs have caused service cuts, bed closures, and the worst nurse-to-patient ratio in the country by understaffing our public hospitals. Nurses and healthcare professionals report that providing patients with basic care is becoming more and more challenging due to understaffing. Instead of properly staffing public hospitals, Ford's Conservatives are expanding private clinics which will continue to draw staff away and worsen the understaffing crisis.

"We remember a time when public hospital staffing was better, when nurses and health-care professionals had time to provide the care patients need and deserve," explains Ariss. "We know a different future is possible for public hospital care and that starts with staffing ratios. Safe staffing saves lives."

ONA is the union representing 68,000 registered nurses and healthcare professionals as well as 18,000 nursing students, providing care in hospitals, long-term care facilities, public health, the community, clinics, and industry.



(CUPW)

Thousands Of Postal Workers In Canada Strike Over Wages

Toronto. As reported by the BBC

More than 50,000 postal workers across Canada entered the fifth day of a labour strike over pay and working conditions, disrupting mail delivery ahead of the busy holiday season.

The **Canadian Union of Postal Workers** (CUPW) that represents employees at Canada Post - the country's main postal operator - has said that negotiations remain "far apart" and are ongoing.

Workers are asking for a wage increase and want the ability to work weekends with overtime pay instead of having Canada Post rely on outside contractors.

The operator, which has faced significant financial losses in recent years, has warned that the labour disruption "would affect millions of Canadians and businesses who rely on the postal service".

The work stoppage, which began on Friday, has halted mail and parcel services across the country, including the delivery of bank cards and statements, general mail, new passports, and online shopping orders - all at a time when people across Canada are preparing and buying gifts for the holidays.

The Canadian government has since appointed a special mediator to help both sides reach an agreement.

The Canadian Union of Postal Workers (CUPW) and Canada Post entered a new round of mediated negotiations on Monday, but both sides have said they remain far away from reaching a deal.

The union wants a 24 per cent pay increase over the next four years - higher than the 11.5 per cent increase proposed by employer Canada Post. They are also negotiating issues around benefits, sick leave, job conditions, and security.

"Our demands are reasonable: fair wages, safe working conditions, the right to retire with dignity, and the expansion of services at the public post office," the union has said.

Canada Post has warned that its services will be disrupted even if an agreement with its workers is reached, writing in a statement last week that "a national strike of any length will impact service to Canadians well after the strike activity ends".

It added that it has already felt an impact, with customers switching to private competitors or stopping use of its services altogether as the strike is ongoing.

The last time Canadian postal workers walked off the job was in October 2018. Back then, rotating strikes lasted more than a month before the federal government mandated that employees go back to work through legislation.

That job action cost Canada Post around C\$135m.

The latest strike comes as the Crown corporation deals with big financial losses of C\$3bn since 2016, primarily because people are sending fewer letters than before. Rivals like Amazon, FedEx, and UPS have also taken a chunk of Canada Post's business.



(CUPW)

In its 2023 annual report, the operator said its financial situation is "unsustainable," and had projected that it will run out of cash unless it borrows C\$1bn and refinances its existing debt.

"Canada Post is at a critical juncture in its history," the report stated, adding that with mounting financial pressures, the publicly owned mail operator is "under significant threat."

Labour Council for Latin American Advancement (LCLAA-AFLCIO) Statement after the November 5, 2024 U.S. elections

United States. As reported by LCLAA

As we reflect on the incredible participation of the Latino community in this recent election, and the victory of former president Donald Trump, LCLAA reaffirms our unwavering commitment to continue fighting to protect workers, migrants, and the entire Latino community. The challenges ahead remind us that our work is far from over, and we must remain vigilant in defending the hard-won rights that our communities depend on.



(LCLLA)

While the outcome of this election did not lead to the historic election of the first woman president, it is important to recognize that Democracy has prevailed. The unprecedented number of Americans who carried out their civic responsibility and voted is a testament to the strength of our democratic system. As a community, we come together to support a smooth and peaceful transition of power, standing united in our commitment to ensure our communities thrive.

LCLAA remains ever vigilant and in light of the recent developments, unequivocally opposes the implementation of Project 2025 and any efforts that threaten our unions, workers' rights, women, people of color, and the future of our country. Project 2025 represents a direct attack on immigrants, workers, and marginalized communities, seeking to undo the advancements we've fought for—fair wages, better working conditions, and the protection of civil rights. We stand ready to resist any attempts to roll back these achievements and will continue to fight and advocate for policies that protect and empower our communities.

We urge our members, allies, and the broader Latino community to stay informed and vigilant. Together, we will ensure that our communities remain strong and that the progress we've achieved is not only defended but expanded. We will continue to stand strong and united and will oppose any measures that seek to divide us. We hope that you join us in our commitment to building a future that empowers us all.

[Learn about AIL's union policy](#)

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