

The following page contains a basic submission on the Employment Relations Amendment Bill No 2.

To use it complete the following steps.

- 1) Insert your name, contact address and phone number at the top of the page.*
- 2) Insert the date on which you are making the submission.*
- 3) In the lines provided – write your own comment. It is particularly good to give specific examples from your personal experience.*
- 4) You should also write that you want to make an oral submission on the Bill (i.e. speak in person) and – if you live outside Wellington – that you would like the Select Committee to come to your town to hear your oral submission.*
- 5) You should sign the submission stating where you are from – e.g. “union member, Company X” or “delegate, workplace Y, union Z”.*
- 6) Post the submission to the address given. (Note, postage is free to Parliament).*

*Clerk of the Committee
Transport and Industrial Relations Select Committee
Select Committee Office
Parliament Buildings
Wellington*

To the members of the Transport and Industrial Relations Selection Committee:

I am opposed to the Employment Relations Amendment Bill (No 2). This Bill seriously attacks the rights of all working New Zealanders and undermines trust and fairness in the workplace. I am writing to you to share my disgust at these proposed changes and ask that the Select Committee reject the Bill.

I am particularly opposed to:

1. Extending the 90 day no-rights period to all workers in a new job. Removing the protection against unfair dismissal is unfair and unnecessary.
2. Lowering the standard for what a reasonable employer would be expected to do when dismissing or disciplining staff. The change from the word 'would' to 'could' greatly expands the range of circumstances where a dismissal is deemed to be justified.
3. Allowing people to be dismissed with an unfair process that may not give them a proper opportunity to explain or defend themselves.
4. Creating barriers to stop employees from having contact with a union when they want to do so.
5. Allowing employers greater scope to interfere with and disrupt collective bargaining negotiations by bypassing elected union representatives.
6. Allowing mediation where an employee doesn't have a support person.
7. Taking the focus away from getting someone's job back when it is found they have been unfairly dismissed.

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Kind regards