

# Fairness at work - worth fighting for

## National is proposing changes to employment law that will affect every worker in New Zealand.

### A 90 DAY TRIAL - WHAT'S THE FUSS?

National is promoting the extension of the 90 Day trial law to every worker in the country. So what's wrong with this?

If it was just allowing for trial periods it would be ok. The law as it stands now allows for trial periods. National's proposal has nothing at all to do with allowing trial periods.

### SO WHAT IS IT ABOUT?

It is about the right of all workers to be treated fairly being taken away. (And in New Zealand about 400, 000 workers start a new job every year so a lot of Kiwi workers will potentially be affected.

National is proposing that any worker in the first 90 days of employment has no legal rights to challenge an unfair dismissal by an employer.\*

*\*(Unless you can prove discrimination on the grounds of gender, race, religion, etc. This is both uncommon and notoriously hard to prove)*

### BUT AREN'T MOST EMPLOYERS FAIR SO THIS CHANGE WON'T HAVE MUCH EFFECT?

It is true that most employers are reasonable and law abiding, as are most Kiwis. However not every employer is always fair and reasonable. **And the law should be there to protect any worker from an employer acting unfairly.**

No-one would consider it a reasonable argument to decriminalise violent crime because most people aren't violent criminals. Or remove the right of citizens to have the right of legal redress when assaulted. The right of a worker to seek legal redress if their livelihood is threatened by their employer acting unfairly must also be protected.

### WHAT IS THE NATIONAL GOVERNMENT REALLY DOING?

The National Government is in effect arguing that unfair treatment of workers is ok and workers current protections should be removed.

## Every employer will be fair to every worker all the time? Yeah right!

### WHAT CAN WE DO ABOUT IT?

As Kiwis we pride ourselves in believing everyone deserves a 'Fair Go'. If you believe this you must oppose the National Government's 90 Day Bill proposal. Many Kiwis showed opposition to the Government's plan to mine Schedule 4 land. As a result the Government backed off. We need to repeat the performance so the rights of Kiwi workers to a fair go are not removed!

Join us at the rallies on Saturday 21 & Sunday 22 August to Stand Up For Your Work Rights (see over page).



**"Five minutes before the end of my shift, they took me out back and gave me a letter saying I was dismissed. They didn't say that I was doing anything wrong at the time and so I thought I was totally fine."** - Florence Cohen, DominionPost, 17.7.10

[Florence was sacked under the 90 Day Fire at Will law.](#)

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**SFWU MEMBER SUPPORT**

**0800 UNION1 (0800 864 661)**

# STAND UP FOR YOUR WORK RIGHTS

**RALLY SAT 21 AUG - 1PM**

**AKL**  
BRITOMART

**WEL**  
CIVIC SQ

**CHCH**  
CATHEDRAL SQ

**RALLY SUN 22 AUG, 11AM**  
**DUNEDIN** - MEET DENTAL SCHOOL,  
GT KING ST, TO MARCH TO OCTAGON

**FAIRNESS.ORG.NZ**