

The Young Worker's Council of New Zealand is made up of representatives from every union in NZ and aims to discuss and tackle issues that are affecting young workers in NZ today. The next meeting is coming up in September and a representative from the union that represents YOUR industry will be able to tell the Council what affects young workers today. We want to find out what you think about some current issues and whether you are experiencing any others yourself.

Here are some issues that are affecting young workers today:

Freeloaders:

This term represents people who are not signed on the collective agreement (ie. Not part of the union), yet still get the benefits of the collective agreement that is negotiated by the union. This is crap because union members make sacrifices and perform industrial action in order to win better conditions. A pay increase that is won by the threats and industrial action of the union members, goes to the staff who turned up for work when they were striking. These staff are riding on the hard work of union members and making our jobs harder because they won't join the union. The Council of Trade Unions (CTU) is asking the Labour Government to make laws so that it isn't as easy for freeloaders to get our benefits.

Youth rates:

Youth rates mean that someone who is 16 or 17 years old will get paid less for doing the same job that someone 18 is doing. For example, Bob and Joanne are both 16 years old and work at Burger King. They know another guy called Fred, who is 18 years old. All three started at Burger King at the same time, and so they should be paid the same rate, wouldn't you think? Fred works the counters just like Joanne and Bob, but because he is older than them, he gets paid more.

Health & Safety:

Laws have been passed so that bosses have to make sure that the work you do and where you do it is safe. This means that at work, you need to be able to see what you are doing (good lighting), you need to know what the risks are of what you are doing (adequate training), and you need to know what to do in case of a fire or if you get hurt at work.

Training:

Did you know that by law, you are allowed to attend training courses about the union, and that you get paid for these as well? The Youth Union Movement (YUM) recently had a camp in Auckland at Muriwai Beach, and about 20 people under 25 years old attended from around NZ. They worked in supermarkets, call centres, factories, newspaper offices, and scientific laboratories, and they **all** got the weekend off work, and a plane trip **free** to Auckland if they didn't live there.

Your opinions and views are really important to us, because we want to communicate to the Youth Council all the issues that are affecting young workers in NZ. The issues above are just some of the ones that we know about already, but we want to find out about others. How do management treat you? Are you a valued employee or are you written off because of your age?

Most importantly, do bosses respect you? Please use the space below to tell us how the issues affect you, what management or the union are doing about it, and how it affects other people you work with.

Yes No

Freeloaders:

Do people who are not in the union get the same benefits as you?
If yes, do you want to see something done about it?

Youth Rates:

Are you on youth rates?
Do you think it's fair to be paid less than someone else who does the same job?

Health & Safety:

Do you have an Accident Register at work?
Do you know who is the Fire Warden for your shift or floor?
Do 'near misses' or injuries or accidents at work get reported?
If yes, is anything done to change things so they don't repeat?

Training:

Have you had enough training to do your job safely?
Have you been trained to identify hazards at work?
Do you know what you are entitled to under the law?
Do you get refresher training or ongoing training?
Did you know that you can apply for paid time off work to go to union training?
Would you go on a training course to find out more about your rights at work?

Please list 3 issues that are affecting you or others at work the worst:

Do you feel respected at work?

If you want to find out more about unions and the Youth Union Movement (YUM), call 0800 MY UNION or check out the website: <http://www.union.org.nz/yum/> You can also check out news about the minimum wage at <http://www.tearaway.co.nz> and searching for 'YUM'.

Ask the person who gave you this survey to tell you what happens at the Young Worker's Council, or talk to your union delegate. Thanks for taking the time to fill this in!