

## **Remits Passed at the Unite Union AGM 2026**

### *Remit 1: Sam Burnside-Woods*

#### **Celebrating and Supporting Union Members through Artistic Expression**

This AGM believes that Unite should make a commitment to engaging and supporting our members in a way that allows them to develop outside their primary working life and contributes positively to the union, through their artistic endeavours.

Art in this case is not limited to visual media such as painting and drawing but includes all creative works. Additionally, the production and sale of union merchandising would create additional revenue and allow support from non-members.

This AGM notes that recently the Unite Executive has directed the organisation to reduce the use of AI in developing material for use in Unite publications and communication. This reflects an existing preference for the use of human-made artistic works.

This AGM therefore resolves that the union will:

1. Create, publish and distribute a free publication made up of union members artistic works, with attribution made to individuals to promote said work.
2. Collate all contributed works to utilise in the future in other union material or cultural endeavours (with attribution).
3. For works utilised in the production of union merchandising, artists will be appropriately compensated financially.

### *Remit 2: Simon Edmunds (as amended by agreement)*

#### **Stronger Bargaining, Campaigning and Industrial Action**

This AGM notes that many recent collective employment agreements have resulted in real wage cuts for our members. We note that context is important here: Minimum wage rises have been well below inflation for three years, and over 40% of workers in NZ received no wage rise at all last year.

This AGM believes that while the union cannot wholly direct industrial and political decision-makers, it can use the way it organises, campaigns and uses industrial action to improve bargaining outcomes.

Union power comes from three sources - power in numbers through collective bargaining, the ability to take strike action and public support - which Unite has used successfully in historic campaigns for the living wage, to Supersize My Pay and to defeat Zero Hours contracts.

This AGM therefore resolves that the union, led by the Unite Executive over the next year, will:

1. Maintain a focus on recruitment and developing strong delegates so that we can exert power in our workplaces.

2. Develop workplace and public campaigns that leverage employers' brands to win public support.
3. Build the union's ability to use mainstream media effectively, including developing strong public messaging and confident union spokespeople who can effectively communicate workers' experiences and demands. Build relationships with local journalists.
4. Make greater use of effective public campaigns and industrial action where possible to win better bargaining and legislative outcomes by focussing where we are strong.

#### *Constitutional Remit 3: Gerard Hehir*

Add 15.4 "Any Officeholder or member of the Executive who breaches their duties as an office holder (as defined in the Incorporated Societies Act 2022) or breaches an applicable code of conduct, may at a meeting of the Executive convened for the purpose, be removed from office or position by a two third majority vote of the Executive."

#### *Constitutional Remit 4: Gerard Hehir*

### **Unite Union Disputes Resolution and Complaints Process**

#### Appendix A

#### Unite Union Disputes Resolution and Complaints Process

##### Receive the Complaint

Add: "Assess the complaint, and whether it requires progressing or lacks merit.

The National Secretary and Co-Presidents (except those with a conflict of interest in regard to the complaint) may jointly decide not to proceed further with a complaint if—

- (a) the complaint is trivial; or
- (b) the complaint does not appear to disclose or involve any allegation of the following kind:
  - (i) that a member or an officer has engaged in material misconduct:
  - (ii) that a member, an officer, or the society has materially breached, or is likely to materially breach, a duty under the society's constitution or bylaws or this Act:
  - (iii) that a member's rights or interests or members' rights or interests generally have been materially damaged:
- (c) the complaint appears to be without foundation or there is no apparent evidence to support it; or
- (d) the person who makes the complaint has an insignificant interest in the matter; or
- (e) the conduct, incident, event, or issue giving rise to the complaint has already been investigated and dealt with under the constitution; or

(f) there has been an undue delay in making the complaint.

If a decision is made not to proceed the National Secretary/Co-President will inform the complainant in writing of the reason for that decision.”

### *Unite Executive Resolutions*

#### **2026 Fee Review**

Resolution:

That implementation of a fee re-structure as per the 2025 AGM resolution be deferred for consideration until the 2027 Unite AGM.

#### **Union Councils for 2026-2027r.**

Resolution:

That as per the constitution, the following Workers Councils be established and have representation on the Unite Executive, subject to them meeting the ongoing requirements set out in the constitution:

- McDonalds
- SkyCity
- Restaurant Brands Ltd (KFC, Carl's Jr, Taco Bell and Pizza Hutt)
- Tahua Brands (Burger King, Starbucks and Popeyes)