

Notification of Approval to Initiate Bargaining for Fair Pay Agreement

Tēnā koe,

Re: FPA01-001-2022 Hospitality Industry

1. You are receiving this email because the employer association represents employers who are likely to be covered by Unite Union's application FPA01-001-2022 to initiate bargaining for the proposed Fair Pay Agreement: Hospitality Industry ("FPA").

2. This email is to notify you that the union has received approval from the Chief Executive of MBIE to initiate bargaining for the proposed FPA. Please refer this notice to any of your members who may be covered employers under the FPA so they are aware of their obligations under the Fair Pay Agreements Act 2022.

3. Included in this email:

3.1 a weblink to [the notice](https://www.mbie.govt.nz/dmsdocument/26662-fpa01-001-2022-public-notice-of-approval-hospitality-industry-pdf) issued by the Chief Executive of MBIE to approve the application to initiate bargaining for the proposed FPA (<https://www.mbie.govt.nz/dmsdocument/26662-fpa01-001-2022-public-notice-of-approval-hospitality-industry-pdf>): and

3.2 attached as a PDF file and [web-links](https://hospofpa.nz/wp-content/uploads/2023/06/Hospo_FPA_employee_Unite_letterV2-.pdf) to a statement for any covered employer to provide to each covered employee (https://hospofpa.nz/wp-content/uploads/2023/06/Hospo_FPA_employee_Unite_letterV2-.pdf); and

3.3 attached as a PDF file and [web-links](https://www.employment.govt.nz/assets/Uploads/tools-and-resources/forms/fair-pay-agreements-employee-contact-details.pdf) to the form approved and issued by the chief executive under s 284 which requires covered employers to provide employee contact details (or for the employee to opt out). This explains a covered employer's obligations to provide contact details for each covered employee to the initiating union (<https://www.employment.govt.nz/assets/Uploads/tools-and-resources/forms/fair-pay-agreements-employee-contact-details.pdf>)

4. As per s42 of the Fair Pay Agreements Act 2022, covered employers are required to send Unite Union the contact details of covered employees in electronic format as soon as practicable, but between 20 and 30 working days after providing the employee statement to covered employees. Contact details can be sent to employers@hospofpa.nz.

6. Covered employers are also required to notify other unions if it employs their members. These unions are likely to be E tū (membership@etu.nz) or Raise the Bar Hospo Union (advocacy@raisethebar.net.nz).

7. Further information on the FPA process and obligations of covered employers is available at <https://hospofpa.nz/employers/>. MBIE has also produced a detailed explanation of FPA's that can be [downloaded here](#). An explanation of the types of hospitality employers and occupations covered is available at https://hospofpa.nz/fpa_coverage/. Coverage is fully defined in the [Chief Executive's notice](#).

Kia mōhio mai ngā Kaituku Mahi:

He pānuitanga tēnei e whai ana i ngā pārongo hira e hāngai ana ki ngā here hou a-ture nei i raro i te Pire Whakaaetanga Utu Tōkeke 2022.

Ki te kore koe e mārama ana ki tēnei pānuitanga me tāu me mahi atu nei, tēnā kimihia he kupu āwhina i te Manatū

Pakihi, Auahatanga me te Mahi (MBIE) 0800 424 946.

Mēnā rā e mariu kē ana koe kia kōrero i reo kē atu i tērā o te reo Pākehā, e taea ana e koe te waea atu ki te waea urupounamu o MBIE me te tono kaiwhakamāori kōrero. Ka whakamahi rātou i ngā kaiwhakamāori kōrero e tautoko ai me te waetanga mai.

雇主须知:

本通知包含了有关于您在《2022年公平薪酬协议法》下新的法律义务的重要信息。

如果您不理解本通知以及您需要做的事情，请向商业、创新和就业部（MBIE）寻求进一步的建议，电话：0800 424 946。

如果您希望使用英语以外的语言交谈，您可以拨打MBIE的咨询热线，要求提供翻译。他们可以使用口译员来协助通话。

Faaaliga mo Kamupani Faigaluega:

O lenei faaaliga e aofia ai faamatalaga tāua e tusa ai o lau matafaioi faaletulafono fou i lalo o le Fair Pay Agreements Act 2022.

Pe afai e te lē malamalama i lenei faaaliga ma le mea e ao ona e faia, faamolemole saili nisi fautuaga mai le Ministry of Business, Innovation and Employment (MBIE) 0800 424 946 .

Pe afai e te fia faaaogāina se isi gagana e ese mai le faa-Peretania, e mafai ona e vili le laina o le MBIE mo soo se fesili ma talosaga mo se faamatala upu. O le a latou faaaogāina faamatala upu e fesoasoani i lau telefoni.

Paalala sa mga Employer

Kasama sa paalalang ito ang mahalagang impormasyon tungkol sa iyong mga bagong ligal na obligasyon sa ilalim ng Fair Pay Agreements Act 2022.

Kung hindi mo nauunawaan ang abisong ito at kung ano ang kailangan mong gawin, mangyaring humingi ng payo sa Ministry of Business, Innovation and Employment (MBIE) 0800 424 946 .

Kung mas gusto mong magsalita sa ibang wika maliban sa Ingles, maaari kang tumawag sa linya ng pangkalahatang pagtatanong ng MBIE at humingi ng interpreter. Gagamit sila ng mga interpreter para tumulong sa tawag.

नियोक्ताओं के लिए नोट

इस नोटिस में फेयर पे एग्रीमेंट्स एक्ट 2022 के तहत आपके नए कानूनी दायित्वों के बारे में महत्वपूर्ण जानकारी शामिल है।

यदि आप इस नोटिस को नहीं समझते हैं और आपको क्या करना है, तो कृपया व्यापार, नवाचार और रोजगार मंत्रालय (एमबीआईई) 0800 424 946 से आगे की सलाह लें।

यदि आप अंग्रेजी के अलावा किसी अन्य भाषा में बात करना चाहते हैं, तो आप एमबीआईई की सामान्य पूछताछ लाइन पर कॉल कर सकते हैं

और एक दुभाषिया मांग सकते हैं। वे कॉल में सहायता के लिए दुभाषियों का उपयोग करेंगे।

Feel free to contact us by reply email if you have any queries about the FPA notification process.

Yours faithfully,



John Crocker
National Secretary
Unite Union