

Kia ora koutou katoa,

Hospitality workers have been approved to negotiate their first industry-wide Fair Pay Agreement!

This means that Hospo workers will, for the first time, be able to collectively negotiate the minimum terms and conditions (including pay) for the entire sector!

Union and non-union workers alike will be covered by the agreement. It will belong to every hospitality employee in Aotearoa working in cafés, restaurants, bars, takeaways, accommodation, cinemas, casinos, and other hospitality venues.

The new agreement will have to specify:

- minimum wage rates (including overtime rates, penalty rates and when they apply)
- increases to those rates during the agreement (up to 5 years)
- standard hours for paid work
- training and development
- how much leave is available

The bargaining parties will also have to discuss health and safety requirements, flexible working arrangements and redundancy, but both sides can put forward proposals on other important issues as well – this is your opportunity to really improve your industry.

You are within the proposed coverage of this Fair Pay Agreement and that means you will have a say in what proposals are put forward and get to approve the final agreement. No decision will be made without your input, and the input of Hospo workers across the country.

The bargaining unions will provide ongoing opportunities for you to share your information, expertise and views about what needs to be improved. And the best way to make sure that what is agreed actually gets implemented at your workplace is to be in a union.

Your employer may provide some of your contact details to us in the next 4-6 weeks, but if you want to find out more now, then go online to [hospofpa.nz/letsgo](https://hospofpa.nz/letsgo) or on Facebook at [Hospo Fair Pay Agreement](#).

You can also contact Unite Union by emailing [workers@hospofpa.nz](mailto:workers@hospofpa.nz) or freephone **0800 2UNITE (0800 286 483)**.

Further information about this and other Fair Pay Agreements is also available at: <https://bit.ly/fpa-mbie>

Together, we can make the most of this opportunity to change your work for better.

Mā te wā

The Unite Union team