



TE TAKAWAENGA



NEW ZEALAND COUNCIL OF TRADE UNIONS

*Te Kauae Kaimahi*

This Takawaenga (relationship accord) is between Te Rūnanga o Ngā Kaimahi Māori o Aotearoa (“Te Rūnanga”) and of the New Zealand Council of Trade Unions Te Kauae Kaimahi (“CTU NAC”).

**1. Purpose of Te Takawaenga is to:**

- a. maintain a mutually beneficial relationship<sup>1</sup> based on respect and trust between Te Rūnanga and CTU NAC underpinned by Te Tiriti o Waitangi;
- e. commit to acting in mana enhancing ways towards each other;
- i. recognise our commonalities and differences in developing and advancing Māori unionist and kaimahi Māori;
- o. utilise te reo Māori me ōna tikanga in all aspects of our mahi with each other; and
- u. affirm the important role of the CTU Kaumātua and acknowledge the role of whānau, hapū, and iwi as being an essential part of Māori unionist and kaimahi Māori.

**2. Te Rūnanga shall:**

- a. work with the CTU NAC in developing a sustainable Māori employment and wellbeing strategy (including but not limited to education, health, housing, environment, health and safety and ACC);
- e. develop and implement a biennial work programme (e.g. kaimahi Māori H&S guide);
- i. produce a quarterly (Vice-President Māori) and biennial report to CTU NAC;
- o. provide a speaking spot for CTU officials to present at quarterly and biennial hui of Te Rūnanga; and
- u. induct new and returning NAC affiliate Māori representatives into the protocols and practices of Te Rūnanga.

**3. The CTU NAC affiliates shall:**

- a. recognise the vital place that whānau, hapū, and iwi hold within a Tiriti relationship;
- e. participate in regular (at least annually) Tiriti education;
- i. ensure the Tiriti relationship is the first item of business on the NAC and biennial conference agendas i.e. Vice-President Māori and Co-convenors reports are prioritised;
- o. ensure the biennial budget for Te Rūnanga and its activities is appropriate; and
- u. identify and resource Māori representatives of their unions to attend quarterly and biennial hui of Te Rūnanga.

**4. The representatives of Te Rūnanga and CTU NAC will:**

- a. collaborate when kaupapa of common interest and importance arise;
- e. ensure that there is open kōrero and ongoing opportunities for Te Rūnanga and CTU NAC to hui, kōrero, and mahi;
- i. meet after the quarterly CTU NAC meeting, comprising of Te Rūnanga (Vice-President Māori, Co-convenors, and 2 Rūnanga reps) and CTU (President, Vice-President, Secretary, and 2 NAC reps);
- o. uphold the “Purpose” of Te Takawaenga (Part 1a to 1u above); and
- u. review Te Takawaenga at the biennial hui and the biennial conference (e.g. 2017, 2019, etc) in relation to the CTU Constitution

**5. Signed 25 October 2017 by:**

Grant Williams    Laures Park    Syd Keepa  
*Te Rūnanga o Ngā Kaimahi Māori o Aotearoa*

Rachel Mackintosh    Richard Wagstaff    Sam Huggard  
*NZCTU Te Kauae Kaimahi*

<sup>1</sup> Long existing relationship was formalised on 23-24 August 2006 when Te Rūnanga and CTU signed the inaugural Te Ture Whakawhanaungatanga Relationship Agreement which is replaced by Te Takawaenga.