



Benefits of being in a Union

Who are CANZ?

CANZ are New Zealand's only Prison specific Union and we represent both uniform and non-uniform staff within Prisons (Corrections Officers, Instructors, Case Managers and Administration staff). As a Union we offer you the support and protection that only a Union can offer. We are a Union run by and for Corrections staff, all of us have 'walked the floor' and are passionate about helping our fellow workers.

CANZ has the extensive knowledge and experience of the issues you deal with and the conditions you work in. This knowledge and experience is not something that can be taught, you need to have lived it and CANZ representatives have and are.

Our goal is to advocate for our members rights, ensure their safety and wellbeing and be available for any employment issues that may arise.

What is the Collective Employment Agreement (CEA)?

The single most important asset that our members have at work is the Collective Employment Agreement (CEA). This is the document that determines what we are paid, how long we are at work and if we get extra pay when you do extra work.

This Asset is far more important than Policy or legislation and the reason for this is simple - Policy can be changed by Management without any consultation, agreement or notice and without any recourse by the employee. Policy is made by Management and can be changed by them at any time. There is no certainty in Policy - Policy offers a worker no protection.

Why would I join CANZ, and what has CANZ achieved over the years?

- CANZ is always advocating on your behalf with the Department to get the senior leadership to recognise and act on the increased levels of violence you face every day and provide you the safe working environment you deserve.
- CANZ succeeded in getting Case Management to introduce a Workload Tool, which limits the hours a Case Manager works in a month to 121 hours.
- The introduction of Pepper spray.
- The introduction of Site Emergency Response Teams.
- The introduction of SRBA
- Special fund - \$1 of your membership goes towards the special fund, this fund supports Industrial campaigns, Legal battles, and the Death / Terminal illness benefit.
- We have a Death / Terminal illness benefit (\$5000), which means that as long as you are a paid-up member at the time of your death, or because of a terminal illness you are taking medical retirement, this would be payable to your designated next of Kin.
- Group buying benefits through the CANZ app and CSC buying group.
- Our fees are only \$17 per fortnight and have not increased for the last 16 years.
- Bargaining – CANZ members stood **strong** and were able to secure a better outcome in bargaining which meant more money in your pocket.

What you lose being on an IEA

- You have no voice in bargaining, you get less than union members. The V and A payment being made in July 2023 is reduced by \$400
- You do not get the lump sum payments that go to union members only, in the last bargaining that was \$1000, this basically covers you union fees for 2 years.
- You do not get the wellbeing payments for visits to a medical professional.
- You have your wage offer delayed till after the conclusion of bargaining with the unions.
- You do not get back pay to the same date as union members.
- You do not have representation rights should you need them in the event of an employment investigation.
- You do not have union support if giving evidence to the ombudsman or Inspector.

There are two unions with a CEA in prisons CANZ and the PSA, we would like you to consider joining CANZ but if not then consider joining the PSA it is important going into this round of bargaining there are as many union members between the two unions as possible.

If you would like to discuss joining CANZ please feel free to get in touch with your local representative.

**REDUCING REOFFENDING STARTS IN PRISON – STOP THE ASSAULTS ON STAFF
CANZ – YOUR UNION IN PRISONS**



CORRECTIONS ASSOCIATION OF NEW ZEALAND INCORPORATED
MEMBERSHIP, APPLICATION AND AUTHORISATION FORM

SURNAME	
FIRST NAME(S)	
EMPLOYEE NUMBER (if known)	
WORK EMAIL (if known)	
JOB TITLE	
DATE JOINED PRISON SERVICE	
PRISON EMPLOYED AT	
DATE OF BIRTH (day/month/year)	
HOME ADDRESS	
MOBILE PHONE	
PERSONAL EMAIL	

Your Authority and Declaration:

- I apply to become a member of the Corrections Association of New Zealand Incorporated (CANZ).
- Pursuant to the Wages Protection Act 1983 I authorise my employer to deduct from my fortnightly salary the CANZ subscription fee on each and every pay day immediately following the date of this signed form. The current CANZ subscription fee is **seventeen dollars (\$17.00)**. I authorise the subscription fee to be remitted to CANZ on my behalf. I also agree to accept any variations to my deductions that are made from time to time as a consequence of alterations to the subscription fee made in accordance with the rules of CANZ.
- I irrevocably authorise and appoint CANZ, and any person or organisation to which CANZ may delegate this authority, to be my sole and exclusive agent and representative and to act for me in any matter in relation to my employment or intended employment. This includes, but is not limited to, pay, holidays, leave, personal grievances, disputes, employment relationship problems, litigation, compliance and the negotiation, agreement, settlement, execution and enforcement of any individual or collective employment agreement, or part thereof.
- I authorise CANZ to act as my representative in the exercise of any right or power conferred under the Employment Relations Act 2000, Holidays Act 2003, Privacy Act 2020 and/or any other employment related legislation. I specifically authorise CANZ to be my representative pursuant to sections 18 and 236 of the Employment Relations Act 2000.
- I agree to comply with any ratification procedure relating to the terms and conditions of my employment to which CANZ may agree pursuant to section 51 of the Employment Relations Act 2000.
- I authorise CANZ to obtain, collect, store and/or share any personal information about me held by my employer to which I have the lawful right of access pursuant to the Privacy Act 2020.
- I will be bound without qualification by any and all terms and conditions of any individual or collective employment agreement which covers or concerns my employment that is negotiated and agreed by CANZ on my behalf.
- I will be bound by the rules of CANZ and decisions made in accordance with the rules.
- By signing this authority and declaration I revoke any previous authority given by me. This authority and appointment will continue to have effect while I remain a member of CANZ and while I am paying the subscription fee.
- I understand that if I wish to terminate my membership of CANZ I will give CANZ at least 14 days' notice in writing of the termination, I will pay all subscription fees owing to the expiry of the notice and continue to be bound by the rules of CANZ and decisions made in accordance with the rules.

Signature _____ Date _____

For Office use only

Payroll	
Database	
Diary/Card	
CANZ App	
Welcome email	
Website	