



Tēnā koutou

The Living Wage Movement and legal workers in Aotearoa New Zealand

At present there are only three law firms in Aotearoa that are Living Wage accredited by non-profit organisation The Living Wage Movement (www.livingwage.org.nz). This means that legal workers and contractors (such as cleaners or caterers) working for almost all legal employers are not guaranteed a wage that allows them to live decently. As a profession, we can do better. That is why the Aotearoa Legal Workers' Union (**ALWU**) and the signatories to this letter are asking all legal employers in Aotearoa to become Living Wage accredited.

ALWU's involvement in the Living Wage Movement is about protecting the most vulnerable in the legal profession. The support the Living Wage provides for families is vital. This is especially so now, with the economic crisis arising out of COVID-19 meaning many legal workers' households have one or more member being made redundant or facing a reduction in salary. More than ever, paying the Living Wage provides greater stability to employees and indicates that employers take supporting their workforce seriously.

The Living Wage Movement is made up of faith groups, community organisations, and unions – supported by Living Wage Employers. Living Wage Employers include Westpac, ASB, ANZ, Wellington City Council, and the Parliamentary Service.

The Living Wage Movement is not limited to the legal profession, but it is one we believe we should champion. New Zealanders' wages, including those of legal workers, have stagnated, but they are working harder and longer than ever before. Growing poverty and inequality undermine the pursuit of justice that the legal profession is founded on. Legal employers must show leadership by taking care of their workforce and setting an example for employers in their region and the nation as a whole.

Too often, the legal profession is reactive to social change, rather than proactive. We are asking the employers in our profession to move forward and out in front of other employers. A law firm that pays its junior lawyers, cleaning staff and support staff the Living Wage is contributing to ensuring the legal profession as a whole is more inclusive and protective of its vulnerable members. That is a profession that we can all be proud of.

To start the accreditation process, please contact accreditation@livingwage.org.nz. If you have any questions, or need any support with the process, please reach out. He waka eke noa.

Ngā mihi nui

A handwritten signature in blue ink, appearing to be "Morgan Evans".

Morgan Evans

**2019 ALWU
Co-President**

A handwritten signature in blue ink, appearing to be "Bridget Sinclair".

Bridget Sinclair

**2020 ALWU
Co-President**

A handwritten signature in blue ink, appearing to be "Marlon Drake".

Marlon Drake

**Living Wage Movement
Wellington Community
Organiser**

Other signatories (see other page).

Allanah Colley, Wellington.
Anna Brenstrum, Wellington.
Ben Walshe, Christchurch.
Bethany Paterson, Wellington.
Bridget McLay, Auckland.
Diana Youssif, Christchurch.
Dino Bohinc, Wellington.
Duncan Allan, Wellington.
Eloise Callister-Baker, Auckland.
Freddie Dillon, Wellington.
Gina Lockyer, Wellington.
Grace Boos, London.
Graeme Scobie, Dunedin.
Greg Presland, Presland and Co Ltd, Auckland.
Hana Khan, Wellington.
Hannah Yang, Wellington.
Harrison Cunningham, Wellington.
Hayley Coles, Auckland.
Honor Kerry, Wellington.
Indiana Shewen, Auckland.
Monique Kelly of Revology, Wanaka.
Jaini Patel, Wellington.
Jennifer Dawson, Wellington.
Jesil Cajés, Wellington.
Jo Randerson, Wellington.
Laura Carter, Auckland.

Lola Gorrell Anstiss, Tauranga.
Louise Grey, Wellington.
Machrus Siregar, Wellington.
Matt McKillop, Wellington.
Dr Maxine Campbell, Hamilton.
Melissa Harward, Wellington.
Mike Sansom, Wellington.
Natalie Weyer, Christchurch.
Nathan Regal, Wellington.
Olliver Maassen, Wellington.
Owen Wilkinson, Wellington.
Paul Goldsmith, Auckland.
Rebecca McMenamin, Wellington.
Rebecca Mills, Auckland.
Sarah Tuck, Wellington.
Sarah Kuper, Wellington.
Thomas LaHood, Wellington.
Tim Bradley, Wellington.
Trevor Hurley, Christchurch.
Wendy Kemp, Wellington.
Vanessa Lawrie, Auckland.
Zoë Lawton, Auckland.
Zoe Barry, Wellington.



Aotearoa Legal Workers' Union

CoLiberate

Rānui
Action
Project

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YWRC
Young Workers Resource Centre

WaQuY

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THE
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ROOM



MethodistCityAction
Te Whare (Weteriana) Taunga Mahi the heart of Hamilton


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NEW ZEALAND COUNCIL OF TRADE UNIONS
Te Kauae Kaimahi


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AUCTIONS

Aotearoa Legal Workers' Union