

**IN THE EMPLOYMENT RELATIONS AUTHORITY
AUCKLAND**

**I TE RATONGA AHUMANA TAIMAHI
TĀMAKI MAKAURAU ROHE**

[2026] NZERA
Recommendation 3
3440084

BETWEEN	AIR NEW ZEALAND LIMITED Applicant
AND	E TŪ INCORPORATED LIMITED First Respondent
	FLIGHT ATTENDANTS' ASSOCIATION OF NEW ZEALAND Second Respondent

Member of Authority: Marija Urlich

Representatives: Andrew Caisley, counsel for the Applicant
Emily Griffin, counsel for the First Respondent
Angus Drumm, counsel for the Second Respondent

Investigation Meeting: On the papers

Determination: 16 April 2026

RECOMMENDATION OF THE AUTHORITY

[1] During this facilitated bargaining the Authority issued a recommendation on 7 April 2026 (the 7 April 2026 recommendation) which directed that it is not made public subject to comment of the parties and further order of the Authority.¹

[2] The parties have provided comment. They all seek the 7 April 2026 recommendation is made public.

¹ *Air New Zealand v E tu Inc Ltd & FAANZ* [2026] NZERA Recommendation 2 at [23].

[3] I am satisfied making the 7 April 2026 recommendation public will assist the parties in concluding collective agreements and so order.

[4] This recommendation is also public.

Marija Urlich
Member of the Employment Relations Authority