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**Message : MSG0001**

**Sensitive:** No

**Details**

**Type:** Outbound Call  
**Date Obtained:** 30/07/2019 10:15 AM  
**From:** Zoya Parmar  
**To:** s 9(2)(a)  
**Subject:** First IA Call  
**Content:** Called s 9(2)(a) but there was no response. Will send him an email instead.

**Disclosure**

**Export Category:** Message

Released under the Official Information Act 1982

**Message : MSG0002****Sensitive:** No**Details**

**Type:** Email  
**Date Sent:** 30/07/2019 10:35 AM  
**Date Obtained:** 30/07/2019 10:35 AM  
**From:** Labour Standards Early Resolution  
**To:** s 9(2)(a)  
**Subject:** IA email sent to ee reply requested by 31st July 2019  
**Content:** Tuesday, 30th July 2019

Dear s 9(2)(a)

The purpose of this email is to inform you that your complaint relating to your employment with Embassy of the Republic of Korea has been referred to the Labour Standards Early Resolution Team within the Labour Inspectorate. Labour Standards Officers look into matters informally by providing education to either party and in doing so we do not represent either party.

From the notes on your file I understand that you have not been paid time and half for working on a public holiday nor were you provided with any alternative days. You have worked 6 Public Holidays in total.

In order for me to assess the matter, kindly provide me with:

- A copy of your employment agreement
- Your employment start date
- The terms and condition of your employment
- Any other documents/ information that might be relevant to the issues raised.

I would appreciate it if you can reply back to this email by Wednesday, 31st July 2019.

I look forward to hearing back from you.

Thank you

Kind regards

Zoya Parmar

LABOUR STANDARDS OFFICER

Labour Standards Early Resolution Team | Labour Inspectorate | Employment Services

Ministry of Business, Innovation & Employment

Hikina Whakatutuki - Lifting to Make Successful

HYPERLINK "<mailto:labourstandards@mbie.govt.nz>"labourstandards@mbie.govt.nz | Telephone: +64 (9) 928 2081 | Freephone: 0800 20 90 20

Email sig asset\_1882x481\_LI

For information on employee and employer rights and responsibilities go to HYPERLINK "<http://www.employment.govt.nz/>"www.employment.govt.nz

**Disclosure****Export Category:** Message

**Message : MSG0003**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 30/07/2019 3:49 PM  
**Date Obtained:** 1/08/2019 2:34 PM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** email from [redacted] stating that s 9(2)(a) [redacted] t provide me with the requested information.  
**Content:** Hello,

Thank you for your email. Like the message I left I am unable to get the information you require right now [redacted] s 9(2)(a) [redacted] I need longer to get back to you so please wait until I am able to get back with more information before taking any further steps.

Thank you.

s 9(2)(a)

On Tue, 30 Jul 2019 at 10:35 AM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz"> wrote:

Tuesday, 30th July 2019

Dear [redacted],

The purpose of this email is to inform you that your complaint relating to your employment with Embassy of the Republic of Korea has been referred to the Labour Standards Early Resolution Team within the Labour Inspectorate. Labour Standards Officers look into matters informally by providing education to either party and in doing so we do not represent either party.

From the notes on your file I understand that you have not been paid time and half for working on a public holiday nor were you provided with any alternative days. You have worked 6 Public Holidays in total.

In order for me to assess the matter, kindly provide me with:

- A copy of your employment agreement
- Your employment start date
- The terms and condition of your employment
- Any other documents/ information that might be relevant to the issues raised.

I would appreciate it if you can reply back to this email by Wednesday, 31st July 2019.

I look forward to hearing back from you.

Thank you

Kind regards

Zoya Parmar

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Disclosure

**Export Category:**

Message

Released under the Official Information Act 1982

**Message : MSG0004**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 31/07/2019 10:10 AM  
**Date Obtained:** 1/08/2019 2:36 PM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** email from the ee stating that his employment agreement specifically states NZ employment laws.  
**Content:** It says New Zealand laws specifically.

s 9(2)(a)

On Wed, 31 Jul 2019 at 10:06 AM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz> wrote:

Good Morning s 9(2)(a) and thank you for your reply, please can you tell me if your employment agreement stipulates New Zealand employment laws or Korean Employment Laws?

Thank you

Kind regards

From: s 9(2)(a)

Sent: Tuesday, 30 July 2019 3:50 p.m.

To: Labour Standards Early Resolution

Subject: Re: MBIE LS32467 Embassy of The Republic Of Korea- Employment Standards Matter [IN-CONFIDENCE:RELEASE EXTERNAL]

Hello,

Thank you for your email. Like the message I left I am unable to get the information you require right now s 9(2)(a)

s 9(2)(a) I need longer to get back to you so please wait until I am able to get back with more information before taking any further steps.

Thank you.

s 9(2)(a)

On Tue, 30 Jul 2019 at 10:35 AM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz> wrote:

Tuesday, 30th July 2019

Dear s 9(2)(a)

The purpose of this email is to inform you that your complaint relating to your employment with Embassy of the Republic of Korea has been referred to the Labour Standards Early Resolution Team within the Labour Inspectorate. Labour Standards Officers look into matters informally by providing education to either party and in doing so we do not represent either party.

From the notes on your file I understand that you have not been paid time and half for working on a public holiday nor were you provided with any alternative days. You have worked 6 Public Holidays in total.

In order for me to assess the matter, kindly provide me with:

- A copy of your employment agreement
- Your employment start date
- The terms and condition of your employment
- Any other documents/ information that might be relevant to the issues raised.

I would appreciate it if you can reply back to this email by Wednesday, 31st July 2019.

I look forward to hearing back from you.

Thank you

Kind regards

Zoya Parmar

LABOUR STANDARDS OFFICER

Labour Standards Early Resolution Team | Labour Inspectorate | Employment Services

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**Disclosure**

**Export Category:**

Message

Released under the Official Information Act 1982

**Message : MSG0005**

**Sensitive:** No

**Details**

**Type:** Email  
**Date Sent:** 15/08/2019 11:43 AM  
**Date Obtained:** 15/08/2019 11:53 AM  
**From:** Labour Standards Early Resolution  
**To:** s 9(2)(a) [redacted]  
**Subject:** email sent to ee requesting contact information for the er.  
**Content:** Dear s 9(2)(a) [redacted]  
Kindly provide me with a contact number and email for your employer so that I can get in touch with them. Also provide me with name of the contact person.  
Thank you  
Kind regards  
Zoya Parmar

**Disclosure**

**Export Category:** Message

Released under the Official Information Act 1982



**Message : MSG0006****Sensitive:** No**Details**

**Type:** Email  
**Date Sent:** 18/08/2019 8:39 PM  
**Date Obtained:** 19/08/2019 12:24 PM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** Email correspondance from ee with contact information for the er.  
**Content:** s 9(2)(a) is the person responsible for employment matters.

s 9(2)(a)

I have tried to call you but have not been able to reach you. Left message too but have not heard back.

I will forward other email to you for reference I'm this matter.

s 9(2)(a)

On Thu, 15 Aug 2019 at 11:43 AM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz"> wrote:

Dear s 9(2)(a)

Kindly provide me with a contact number and email for your employer so that I can get in touch with them. Also provide me with name of the contact person.

Thank you

Kind regards

Zoya Parmar

HYPERLINK "http://www.govt.nz/"www.govt.nz - your guide to finding and using New Zealand government services

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\_\_\_\_\_

**Disclosure****Export Category:** Message

**Message : MSG0007**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 18/08/2019 8:58 PM  
**Date Obtained:** 19/08/2019 12:32 PM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** email from ee with attached employment agreement and email correspondence between the ee and er  
**Content:** Attached is the current contract terms.

Please also see attached email. As you can see, our s 9(2)(a) had said to me that I don't deserve leave (days in leiu) for the days I worked, and I felt threatened and intimidated by him as a result.

s 9(2)(a)

I now wish to change my view, and would like the days in leiu as I believe I am entitled to them.

I had worked on public holidays, and my work on those days was approved by the relevant manager/diplomat at the Embassy.

s 9(2)(a)

Please call to discuss. If I don't answer, please call back 5 minutes later. I do not use voice mail.

Thank you.

s 9(2)(a)

s 9(2)(a)

On Sun, Aug 18, 2019 at 8:39 PM s 9(2)(a) wrote:

s 9(2)(a) is the person responsible for employment matters.

s 9(2)(a)

I have tried to call you but have not been able to reach you. Left message too but have not heard back.

I will forward other email to you for reference I'm this matter.

s 9(2)(a)

On Thu, 15 Aug 2019 at 11:43 AM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz"> wrote:

Dear s 9(2)(a)

Kindly provide me with a contact number and email for your employer so that I can get in touch with them. Also provide me with name of the contact person.

Thank you

Kind regards

Zoya Parmar

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**Disclosure**

Export Category: Message

**Message : MSG0008**

**Sensitive:** No

**Details**

**Type:** Outbound Call  
**Date Obtained:** 19/08/2019 12:39 PM  
**From:** Zoya  
**To:** s 9(2)(a)  
**Subject:** gsr first call  
**Content:** called but no reply.

**Disclosure**

**Export Category:** Message

Released under the Official Information Act 1982

**Message : MSG0009**

**Sensitive:** No

**Details**

**Type:** Outbound Call  
**Date Obtained:** 21/08/2019 12:01 PM  
**From:** Zoya  
**To:** s 9(2)(a)  
**Subject:** GSR second call  
**Content:** Called the er and he said that the embassy has now change and i need to contact  
s 9(2)(a)  
s 9(2)(a)  
cultural-nz@mofa.go.kr

**Disclosure**

**Export Category:** Message

Released under the Official Information Act 1982

**Message : MSG0010**

**Sensitive:** No

**Details**

**Type:** Inbound Call  
**Date Sent:** 22/08/2019 12:00 AM  
**Date Obtained:** 22/08/2019 4:15 PM  
**From:** s 9(2)(a)  
**To:** Zoya  
**Subject:** UPADTE CALL  
**Content:** s 9(2)(a) called and told me that he worked on public holidays and was not paid time and half for working on Christmas.  
1-2 jan  
and Easter Monday and Friday

**Disclosure**

**Export Category:** Message

Released under the Official Information Act 1982

**Message : MSG0011****Sensitive:** No**Details**

**Type:** Email  
**Date Sent:** 22/08/2019 4:51 PM  
**Date Obtained:** 22/08/2019 4:53 PM  
**From:** Labour Standards Early Resolution  
**To:** 'cultural-nz@mofa.go.kr'  
**Subject:** GSR email sent to er reply requested by 23 Aug 2019  
**Content:** Dear s 9(2)(a)

The purpose of this email is to draw your attention to a complaint received by the Ministry of Business Innovation and Employment. This complaint was lodged by s 9(2)(a) and has been referred to the Labour Standards Early Resolution team. Labour Standards Officers look into matters informally by providing education to either party and in doing so we do not represent either party.

s 9(2)(a) has alleged that he was not paid time and half nor was he provided with an alternative day for working on a public holidays which fell on his normal working day. When he tried to raise the issue with his superiors he was told that he was not entitled to being paid time and half and to receive an alternative day.

s 9(2)(a) has provided me with a copy of his employment agreement from which it is clear that the his agreement has incorporated New Zealand employment laws which means that he has the right to claim time and half payments and alternative days under the Holidays Act.

In addition to this s 9(2)(a) has also mentioned that there is no provision in his employment agreement for 10min breaks

In order for me to assess the matter further, kindly provide me with:

- An explanation why s 9(2)(a) was not paid time and half for working on the above mentioned public holidays
- An explanation why s 9(2)(a) was not provided with alternative days for working on the above mentioned public holidays
- Why is there no mention of 10min break time in s 9(2)(a) new and revised employment agreement
- Feel free to provide me with any other information that might relevant to the raise allegations.

I would appreciate it if you can reply back to this email by COB Friday 23rd August 2019.

I look forward to hearing back from you.

Thank you

Kind regards

Zoya Parmar

LABOUR STANDARDS OFFICER

Labour Standards Early Resolution Team | Labour Inspectorate | Employment Services

Ministry of Business, Innovation & Employment

Hikina Whakatutuki - Lifting to Make Successful

HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz | Telephone: +64 (9) 928 2081 | Freephone: 0800 20 90 20

PO Box 6924, Auckland, Level 12, 280 Queen Street, Auckland, New Zealand

Email sig asset\_1882x481\_LI

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**Disclosure****Export Category:** Message

**Message : MSG0012****Sensitive:** No**Details**

**Type:** Email  
**Date Sent:** 28/08/2019 4:59 PM  
**Date Obtained:** 30/08/2019 3:56 PM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** Email from the er in response to the ee allegations  
**Content:** Dear Zoya,

Thank you for your email. We explain our position as below.

We are aware of our obligation to pay time and half for working on public holidays and providing alternative days for working on public holidays. We are holding off the payment of time and half and alternative days on those dates mentioned by s 9(2)(a) due to the fact that s 9(2)(a) has been uncooperative and not yet provided evidence showing that he has worked on those public holidays. This is part of our required process. We are currently in the process of working on this matter and we will of course make the payments if we can conclude that he did work on those public holidays.

In relation to your question regarding the rest breaks, the two 10-minute rest breaks are actually included in the 60 minute break (between 12:00 – 13:00) which is 10 minutes longer than New Zealand requirement. Also, s 9(2)(a) salary includes the payment for his two 10-minute rest breaks. We will make this clear by updating our employment agreement.

s 9(2)(a)

Thank you.

Best Regards,

s 9(2)(a)

s 9(2)(a) Korean Embassy

Tel: 04-473-9073

<https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?>

read=s 9(2)(a) 1566968364029\_Thread-62417\_33349

**Disclosure****Export Category:** Message

**Message : MSG0013**

**Sensitive:** No

**Details**

**Type:** Email  
**Date Sent:** 30/08/2019 1:54 PM  
**Date Obtained:** 30/08/2019 3:57 PM  
**From:** Labour Standards Early Resolution  
**To:** s 9(2)(a)  
**Subject:** Email to the ee giving a brief outline of what the er has emailed me  
**Content:** Dear s 9(2)(a)

Thank you for your time over the phone yesterday.

As mentioned over the phone s 9(2)(a) has provided me with his response to the allegations raised by you, I will list these below in an orderly order.

1. In relation to your allegation about not being paid time and half for working on a public holiday as well as not being provided with a day in lieu s 9(2)(a) mentioned that they are holding the payment and the alternative day entitlement because you have not provided them with evidence that you did in fact work on those days. Mr s 9(2)(a) also mentioned that at present they are looking into this matter and through their research if they conclude that you did in fact work on those days then they are willing to pay you your entitlements.
2. In relation to your allegation regarding 2 ten minute rest breaks, s 9(2)(a) in his response mentioned that the breaks were a part of the 60min break which is typically between 12 and – 1pm and is supposedly 10 min longer than what is legally required. Further to this s 9(2)(a) also mentioned that your salary already includes the payment for the 2 ten minute breaks. He will be looking at making some amendments to the employment agreement to reflect this.
3. s 9(2)(a)

As per your request I have provided you with a brief email entailing the information provided to me by your employer. In this email I would also like to reiterate the point that Labour Standards Officers look into matters informally and we do this by providing education to either party we do not have the powers to investigate matter in a formal manner.

s 9(2)(a)

s 9(2)(a)  
s 9(2)(a)

I will contact you once I have an update for you on the matter.

Thank you  
Kind regards  
Zoya Parmar.

**From:** s 9(2)(a)  
**Sent:** Thursday, 29 August 2019 11:13 a.m.  
**To:** Labour Standards Early Resolution  
**Subject:** Re: MBIE LS 32467 Embassy of the republic of Korea [IN-CONFIDENCE:RELEASE EXTERNAL]

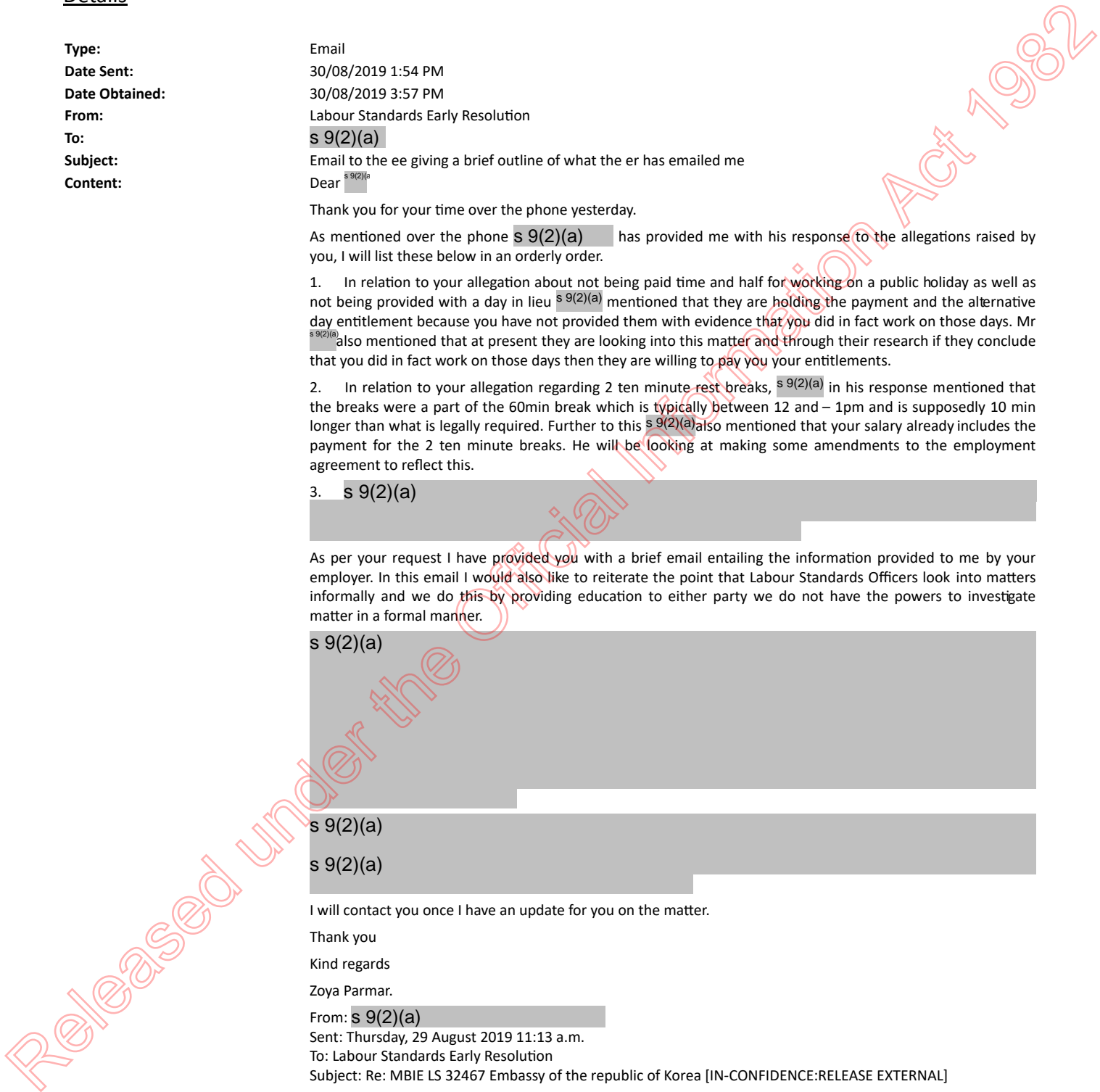
Hi Zoya,

Thanks for the call. Can you kindly send me a email summarising what you just explained. Because of the stress I am under it is often hard for me to remember things I discuss verbally at the moment.

Cheers

s 9(2)(a)

On Tue, 27 Aug 2019 at 12:50 PM, Labour Standards Early Resolution <HYPERLINK





"mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz> wrote:

Hello [REDACTED]

I have emailed [REDACTED] s 9(2)(a) awaiting a reply.

Thank you

Kind regards

Zoya Parmar.

From: [REDACTED] s 9(2)(a)

Sent: Tuesday, 27 August 2019 5:35 a.m.

To: Labour Standards Early Resolution

Subject: Re: MBIE LS 32467 Embassy of the republic of Korea [IN-CONFIDENCE:RELEASE EXTERNAL]

Further to our discussion last week I would like to complain that the embassy hasn't paid me for the month of August. There were supposed to pay me for one day per week of my leave entitlements but the haven't paid me anything.

Can you update me where you are at in your process and what is happening.

Thanks

[REDACTED] s 9(2)(a)

On Sun, 18 Aug 2019 at 8:58 PM, [REDACTED] s 9(2)(a)

wrote:

Attached is the current contract terms.

Please also see attached email. As you can see, our [REDACTED] s 9(2)(a) had said to me that I don't deserve leave (days in lieu) for the days I worked, and I felt threatened and intimidated by him as a result.

[REDACTED] s 9(2)(a)

I now wish to change my view, and would like the days in lieu as I believe I am entitled to them.

I had worked on public holidays, and my work on those days was approved by the relevant manager/diplomat at the Embassy.

[REDACTED] s 9(2)(a)

Please call to discuss. If I don't answer, please call back 5 minutes later. I do not use voice mail.

Thank you.

[REDACTED] s 9(2)(a)

On Sun, Aug 18, 2019 at 8:39 PM [REDACTED] s 9(2)(a)

wrote:

[REDACTED] s 9(2)(a) is the person responsible for employment matters.

[REDACTED] s 9(2)(a)

I have tried to call you but have not been able to reach you. Left message too but have not heard back.

I will forward other email to you for reference I'm this matter.

[REDACTED] s 9(2)(a)

On Thu, 15 Aug 2019 at 11:43 AM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz"> wrote:

Dear [REDACTED] s 9(2)(a)

Kindly provide me with a contact number and email for your employer so that I can get in touch with them. Also provide me with name of the contact person.

Thank you

Kind regards

Zoya Parmar

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—

Disclosure

**Export Category:** Message

Released under the Official Information Act 1982

**Message : MSG0014**

Sensitive: No

**Details**

Type: Email  
 Date Sent: 30/08/2019 3:53 PM  
 Date Obtained: 30/08/2019 3:57 PM  
 From: Labour Standards Early Resolution  
 To: s 9(2)(a)  
 Subject: email to the er providing GSR information.  
 Content: Dear s 9(2)(a)

Thank you for email.

I have considered the information you have provided and would like to raise the following issues:

1. In relation to being paid time and half and being provided with alternative days you mentioned that you are waiting on s 9(2)(a) to provide you with evidence. As per the Holidays Act s81 and Employment Relations Act s130 provides that it is the legal duty of an employer to keep accurate time and wage records for each and every employee. Which is why in this case asking s 9(2)(a) to provide you with evidence of the fact that he worked on public holidays would be unlawful. It is not for the employee to provide you with this information. Hence this office is of the view the s 9(2)(a) is owed to be paid time and half plus alternative days on lieu for working on public holidays.
2. With regards to the allegation of s 9(2)(a) claiming the lack of two ten minute breaks you mentioned that the employee's get a 60min break and the two ten minute breaks are included in that, I have reviewed the employment agreement (copy sent to me by s 9(2)(a)) and in the agreement clause 7c states that the employee is entitled to meal breaks of 60 minutes between 12 and 1pm and that this break will be unpaid. There is no mention of the two ten minute breaks being included in the 60min. Kindly note that s69ZD of the Employment Relations Act states that the employee needs to be provided with two 10 minute paid breaks and this needs to be reflected in the employment agreement as well as the time and wage record. Hence the position of this office is that the two ten min breaks be included in the employment agreement of all the employees and this be paid breaks.
3. s 9(2)(a)

I would appreciate if you can provide me with the requested information no later than COB Monday 2nd September 2019.

I look forward to hearing back from you.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)  
 Sent: Wednesday, 28 August 2019 4:59 p.m.  
 To: Labour Standards Early Resolution  
 Subject: Employment matter(Korean Embassy)

Dear Zoya,

Thank you for your email. We explain our position as below.

We are aware of our obligation to pay time and half for working on public holidays and providing alternative days for working on public holidays. We are holding off the payment of time and half and alternative days on those dates mentioned by s 9(2)(a) due to the fact that s 9(2)(a) has been uncooperative and not yet provided evidence showing that he has worked on those public holidays. This is part of our required process. We are currently in the process of working on this matter and we will of course make the payments if we can conclude that he did work on those public holidays.

In relation to your question regarding the rest breaks, the two 10-minute rest breaks are actually included in the 60 minute break (between 12:00 – 13:00) which is 10 minutes longer than New Zealand requirement. Also, s 9(2)(a) salary includes the payment for his two 10-minute rest breaks. We will make this clear by updating our employment agreement.

s 9(2)(a)

Thank you.

Best Regards,

s 9(2)(a)

s 9(2)(a) Korean Embassy

Tel: 04-473-9073

<https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?>

read=s 9(2)(a) 1566968364029\_Thread-62417\_33349

Disclosure

Export Category:

Message

Released under the Official Information Act 1982

**Message : MSG0015**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 2/09/2019 6:19 PM  
**Date Obtained:** 4/09/2019 9:53 AM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** Email from er stating that he is busy at the moment and cannot reply in the provided time frame  
**Content:** Dear Zoya,

I am occupied with other issues.  
 I will reply back to you as soon as possible.

Thank you.

Best Regards,

s 9(2)(a)

s 9(2)(a) Korean Embassy

Tel: 04-473-9073

-----Original Message-----

From : Labour Standards Early Resolution <labourstandards@mbie.govt.nz>  
 To : s 9(2)(a)  
 Date : 2019-08-30 12:55:07  
 Subject : RE: Employment matter(Korean Embassy) [IN-CONFIDENCE:RELEASEEXTERNAL]

Dear s 9(2)(a)

Thank you for email.

I have considered the information you have provided and would like to raise the following issues:

1. In relation to being paid time and half and being provided with alternative days you mentioned that you are waiting on s 9(2)(a) to provide you with evidence. As per the Holidays Act s81 and Employment Relations Act s130 provides that it is the legal duty of an employer to keep accurate time and wage records for each and every employee. Which is why in this case asking s 9(2)(a) to provide you with evidence of the fact that he worked on public holidays would be unlawful. It is not for the employee to provide you with this information. Hence this office is of the view the s 9(2)(a) is owed to be paid time and half plus alternative days on lieu for working on public holidays.
2. With regards to the allegation of s 9(2)(a) claiming the lack of two ten minute breaks you mentioned that the employee's get a 60min break and the two ten minute breaks are included in that, I have reviewed the employment agreement (copy sent to me by s 9(2)(a)) and in the agreement clause 7c states that the employee is entitled to meal breaks of 60 minutes between 12 and 1pm and that this break will be unpaid. There is no mention of the two ten minute breaks being included in the 60min. Kindly note that s69ZD of the Employment Relations Act states that the employee needs to be provided with two 10 minute paid breaks and this needs to be reflected in the employment agreement as well as the time and wage record. Hence the position of this office is that the two ten min breaks be included in the employment agreement of all the employees and this be paid breaks.
3. s 9(2)(a)

I would appreciate if you can provide me with the requested information no later than COB Monday 2nd September 2019.

I look forward to hearing back from you.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)  
 Sent: Wednesday, 28 August 2019 4:59 p.m.  
 To: Labour Standards Early Resolution  
 Subject: Employment matter(Korean Embassy)

Dear Zoya,

Thank you for your email. We explain our position as below.

We are aware of our obligation to pay time and half for working on public holidays and providing alternative days for working on public holidays. We are holding off the payment of time and half and alternative days on those dates mentioned by § 9(2)(a) due to the fact that § 9(2)(a) has been uncooperative and not yet provided evidence showing that he has worked on those public holidays. This is part of our required process. We are currently in the process of working on this matter and we will of course make the payments if we can conclude that he did work on those public holidays.

In relation to your question regarding the rest breaks, the two 10-minute rest breaks are actually included in the 60 minute break (between 12:00 – 13:00) which is 10 minutes longer than New Zealand requirement. Also, § 9(2)(a) salary includes the payment for his two 10-minute rest breaks. We will make this clear by updating our employment agreement.

§ 9(2)(a)

Thank you.

Best Regards,

§ 9(2)(a)

§ 9(2)(a) Korean Embassy

Tel: 04-473-9073

<https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?>

read=§ 9(2)(a) 1566968364029\_Thread-62417\_33349

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<https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?>

read=§ 9(2)(a) 1567405178114\_Thread-6837\_14312

## Disclosure

Export Category:

Message

**Message : MSG0016**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 2/09/2019 4:48 PM  
**Date Obtained:** 4/09/2019 9:54 AM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** email from ee asking for an update on his complaint  
**Content:** After our discussion last week about the below points you agreed that you would go back to the embassy with subsequent questions about their minimum standards obligations.

Can you let me know the outcome of that?

Thanks

s 9(2)(a)

On Fri, 30 Aug 2019 at 1:54 PM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz"> wrote:

Dear s 9(2)(a)

Thank you for your time over the phone yesterday.

As mentioned over the phone s 9(2)(a) has provided me with his response to the allegations raised by you, I will list these below in an orderly order.

1. In relation to your allegation about not being paid time and half for working on a public holiday as well as not being provided with a day in lieu s 9(2)(a) mentioned that they are holding the payment and the alternative day entitlement because you have not provided them with evidence that you did in fact work on those days. s 9(2)(a) also mentioned that at present they are looking into this matter and through their research if they conclude that you did in fact work on those days then they are willing to pay you your entitlements.

2. In relation to your allegation regarding 2 ten minute rest breaks, s 9(2)(a) in his response mentioned that the breaks were a part of the 60min break which is typically between 12 and – 1pm and is supposedly 10 min longer than what is legally required. Further to this s 9(2)(a) also mentioned that your salary already includes the payment for the 2 ten minute breaks. He will be looking at making some amendments to the employment agreement to reflect this.

3. s 9(2)(a)

As per your request I have provided you with a brief email entailing the information provided to me by your employer. In this email I would also like to reiterate the point that Labour Standards Officers look into matters informally and we do this by providing education to either party we do not have the powers to investigate matter in a formal manner.

s 9(2)(a)

I will contact you once I have an update for you on the matter.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)

Sent: Thursday, 29 August 2019 11:13 a.m.

To: Labour Standards Early Resolution

Subject: Re: MBIE LS 32467 Embassy of the republic of Korea [IN-CONFIDENCE:RELEASE EXTERNAL]

Hi Zoya,

Thanks for the call. Can you kindly send me a email summarising what you just explained. Because of the stress I am under it is often hard for me to remember things I discuss verbally at the moment.

Cheers

s 9(2)(b)

On Tue, 27 Aug 2019 at 12:50 PM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz> wrote:

Hello s 9(2)(a)

I have emailed s 9(2)(a) awaiting a reply.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)

Sent: Tuesday, 27 August 2019 5:35 a.m.

To: Labour Standards Early Resolution

Subject: Re: MBIE LS 32467 Embassy of the republic of Korea [IN-CONFIDENCE:RELEASE EXTERNAL]

Further to our discussion last week I would like to complain that the embassy hasn't paid me for the month of August. There were supposed to pay me for one day per week of my leave entitlements but the haven't paid me anything.

Can you update me where you are at in your process and what is happening.

Thanks

s 9(2)(b)

On Sun, 18 Aug 2019 at 8:58 PM, s 9(2)(a) > wrote:

Attached is the current contract terms.

Please also see attached email. As you can see, our s 9(2)(a) had said to me that I don't deserve leave (days in leiu) for the days I worked, and I felt threatened and intimidated by him as a result.

s 9(2)(a)

I now wish to change my view, and would like the days in leiu as I believe I am entitled to them.

I had worked on public holidays, and my work on those days was approved by the relevant manager/diplomat at the Embassy.

s 9(2)(a)

Please call to discuss. If I don't answer, please call back 5 minutes later. I do not use voice mail.

Thank you.

s 9(2)(b)

s 9(2)(a)

On Sun, Aug 18, 2019 at 8:39 PM s 9(2)(a) wrote:

s 9(2)(a) is the person responsible for employment matters.

s 9(2)(a)

I have tried to call you but have not been able to reach you. Left message too but have not heard back.

I will forward other email to you for reference I'm this matter.

s 9(2)(b)

On Thu, 15 Aug 2019 at 11:43 AM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz> wrote:

Dear s 9(2)(a)

Kindly provide me with a contact number and email for your employer so that I can get in touch with them. Also provide me with name of the contact person.

Thank you

Kind regards

Zoya Parmar

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## Disclosure

**Export Category:**

Message

**Message : MSG0017**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 4/09/2019 9:41 AM  
**Date Obtained:** 4/09/2019 9:54 AM  
**From:** Labour Standards Early Resolution  
**To:** s 9(2)(a)  
**Subject:** email sent to ee with update.  
**Content:** Dear s 9(2)(a)

As per our discussion I have sent an email to your employer explaining their obligations.

I have head back from s 9(2)(a) and he stated in his email that he is quite busy at the moment and will reply back a bit later, he has not provided me with an eta.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)  
 Sent: Monday, 2 September 2019 4:48 p.m.  
 To: Labour Standards Early Resolution  
 Subject: Re: MBIE LS 32467 Embassy of the republic of Korea [IN-CONFIDENCE:RELEASE EXTERNAL]

After our discussion last week about the below points you agreed that you would go back to the embassy with subsequent questions about their minimum standards obligations.

Can you let me know the outcome of that?

Thanks

s 9(2)(a)

On Fri, 30 Aug 2019 at 1:54 PM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz> wrote:

Dear s 9(2)(a)

Thank you for your time over the phone yesterday.

As mentioned over the phone s 9(2)(a) has provided me with his response to the allegations raised by you, I will list these below in an orderly order.

1. In relation to your allegation about not being paid time and half for working on a public holiday as well as not being provided with a day in lieu s 9(2)(a) mentioned that they are holding the payment and the alternative day entitlement because you have not provided them with evidence that you did in fact work on those days. s 9(2)(a) also mentioned that at present they are looking into this matter and through their research if they conclude that you did in fact work on those days then they are willing to pay you your entitlements.
2. In relation to your allegation regarding 2 ten minute rest breaks, s 9(2)(a) in his response mentioned that the breaks were a part of the 60min break which is typically between 12 and – 1pm and is supposedly 10 min longer than what is legally required. Further to this s 9(2)(a) also mentioned that your salary already includes the payment for the 2 ten minute breaks. He will be looking at making some amendments to the employment agreement to reflect this.
3. s 9(2)(a)

As per your request I have provided you with a brief email entailing the information provided to me by your employer. In this email I would also like to reiterate the point that Labour Standards Officers look into matters informally and we do this by providing education to either party we do not have the powers to investigate matter in a formal manner.

s 9(2)(a)

s 9(2)(a)

I will contact you once I have an update for you on the matter.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)

Sent: Thursday, 29 August 2019 11:13 a.m.

To: Labour Standards Early Resolution

Subject: Re: MBIE LS 32467 Embassy of the republic of Korea [IN-CONFIDENCE:RELEASE EXTERNAL]

Hi Zoya,

Thanks for the call. Can you kindly send me a email summarising what you just explained. Because of the stress I am under it is often hard for me to remember things I discuss verbally at the moment.

Cheers

s 9(2)(a)

On Tue, 27 Aug 2019 at 12:50 PM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz"> wrote:

Hello s 9(2)(a)

I have emailed s 9(2)(a) awaiting a reply.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)

Sent: Tuesday, 27 August 2019 5:35 a.m.

To: Labour Standards Early Resolution

Subject: Re: MBIE LS 32467 Embassy of the republic of Korea [IN-CONFIDENCE:RELEASE EXTERNAL]

Further to our discussion last week I would like to complain that the embassy hasn't paid me for the month of August. There were supposed to pay me for one day per week of my leave entitlements but the haven't paid me anything.

Can you update me where you are at in your process and what is happening.

Thanks

s 9(2)(a)

On Sun, 18 Aug 2019 at 8:58 PM, s 9(2)(a) wrote:

Attached is the current contract terms.

Please also see attached email. As you can see, our s 9(2)(a) had said to me that I don't deserve leave (days in leiu) for the days I worked, and I felt threatened and intimidated by him as a result.

s 9(2)(a)

I now wish to change my view, and would like the days in leiu as I believe I am entitled to them.

I had worked on public holidays, and my work on those days was approved by the relevant manager/diplomat at the Embassy.

s 9(2)(a)

Please call to discuss. If I don't answer, please call back 5 minutes later. I do not use voice mail.

Thank you.

s 9(2)(a)

s 9(2)(a)

On Sun, Aug 18, 2019 at 8:39 PM s 9(2)(a) wrote:

s 9(2)(a) is the person responsible for employment matters.

s 9(2)(a)

I have tried to call you but have not been able to reach you. Left message too but have not heard back.

I will forward other email to you for reference I'm this matter.

s 9(2)(a)

Released under the Official Information Act 1982

On Thu, 15 Aug 2019 at 11:43 AM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz> wrote:

Dear [REDACTED]

Kindly provide me with a contact number and email for your employer so that I can get in touch with them. Also provide me with name of the contact person.

Thank you

Kind regards

Zoya Parmar

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## Disclosure

Export Category:

Message

**Message : MSG0018****Sensitive:** No**Details**

**Type:** Outbound Call  
**Date Obtained:** 13/09/2019 11:51 AM  
**From:** Zoya  
**To:** s 9(2)(a)  
**Subject:** Update call - EE  
**Content:** Called the ee to provide him with an update on his complaint. Advised that the er is not denying that they owe him the payment for the public holiday, but the main issue is the fact that the internal process as not been followed which is, along with the time sheet which the employer has already submitted they require him to submit a supplement document. This process the er has claims needs to be followed prior to them paying him for the public holiday worked.

The ee responded that he did submit the document in question and both the er and ee signed the document, but the er told the ee that they had misplaced the document and needed him to resubmit the document.

I mentioned to the ee that the legal requirement is for the er to keep records of time and wage and also holiday and leave. I have done my part in educating the er i however cannot audit internal process. The er has mentioned that they do keep records, but there are certain internal business processes which needs to be followed prior to them paying for the public holiday worked.

**Investigator Comments:** Advised that the ee pursue this matter via the ERA if he wishes to challenge the internal process of the business.

**Disclosure****Export Category:** Message

**Message : MSG0019**

**Sensitive:** No

Details

**Type:** Email  
**Date Sent:** 11/09/2019 12:34 PM  
**Date Obtained:** 13/09/2019 12:08 PM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** email from ee showing that the er is asking for permission to access ee's email records.  
**Content:** It is a letter requesting that I allow them to view my email logs. Again, I don't see why this is necessary as I cc s 9(2)(a) to relevant emails sent and at times also checked my phone and personal email accounts

On Wed, 11 Sep 2019 at 12:16 PM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz> wrote:

Dear s 9(2)(a)

This is to confirm that I have received your email.  
 I am not sure what document you are being asked to sign?  
 Thank you  
 Kind regards  
 Zoya Parmar.

From: s 9(2)(a)  
 Sent: Tuesday, 10 September 2019 7:16 p.m.  
 To: Labour Standards Early Resolution  
 Subject: MBIE LS 32467 Embassy of the republic of Korea

This is for the attention of Zoya Palmer for reference regarding further requests I have received in regard to the matters she is assisting with.

Can you please let me know this has been received.

Thanks,

s 9(2)(a)

----- Forwarded message -----

From: s 9(2)(a)  
 Date: Tue, 10 Sep 2019 at 6:56 PM  
 Subject: Re: Reply to request from s 9(2)(a) re Leave 25, 26 dec, 1, 2, Jan, etc  
 To: Korean Emb. Culture s 9(2)(a)  
 Cc: s 9(2)(a) " <HYPERLINK s 9(2)(a) >  
 HYPERLINK s 9(2)(a) <HYPERLINK s 9(2)(a) >

Thank you for your email.

Can you please explain what the purpose of this is, and why you require it when I have already had all my leave approved by the relevant diplomat including s 9(2)(a)

I just want to know why you need me to sign such a letter when everything has been approved already in regard to my overtime work? In this context I see no reason why such a letter is needed.

Thank you

s 9(2)(a)

On Tue, 10 Sep 2019 at 5:32 PM, Korean Emb. Culture <s 9(2)(a) >

Dear s 9(2)(a)

I am very disappointed about what you said. So far, you did not answer my email of 6th September 2019, while just saying "I can't find that email and there was no attachment."

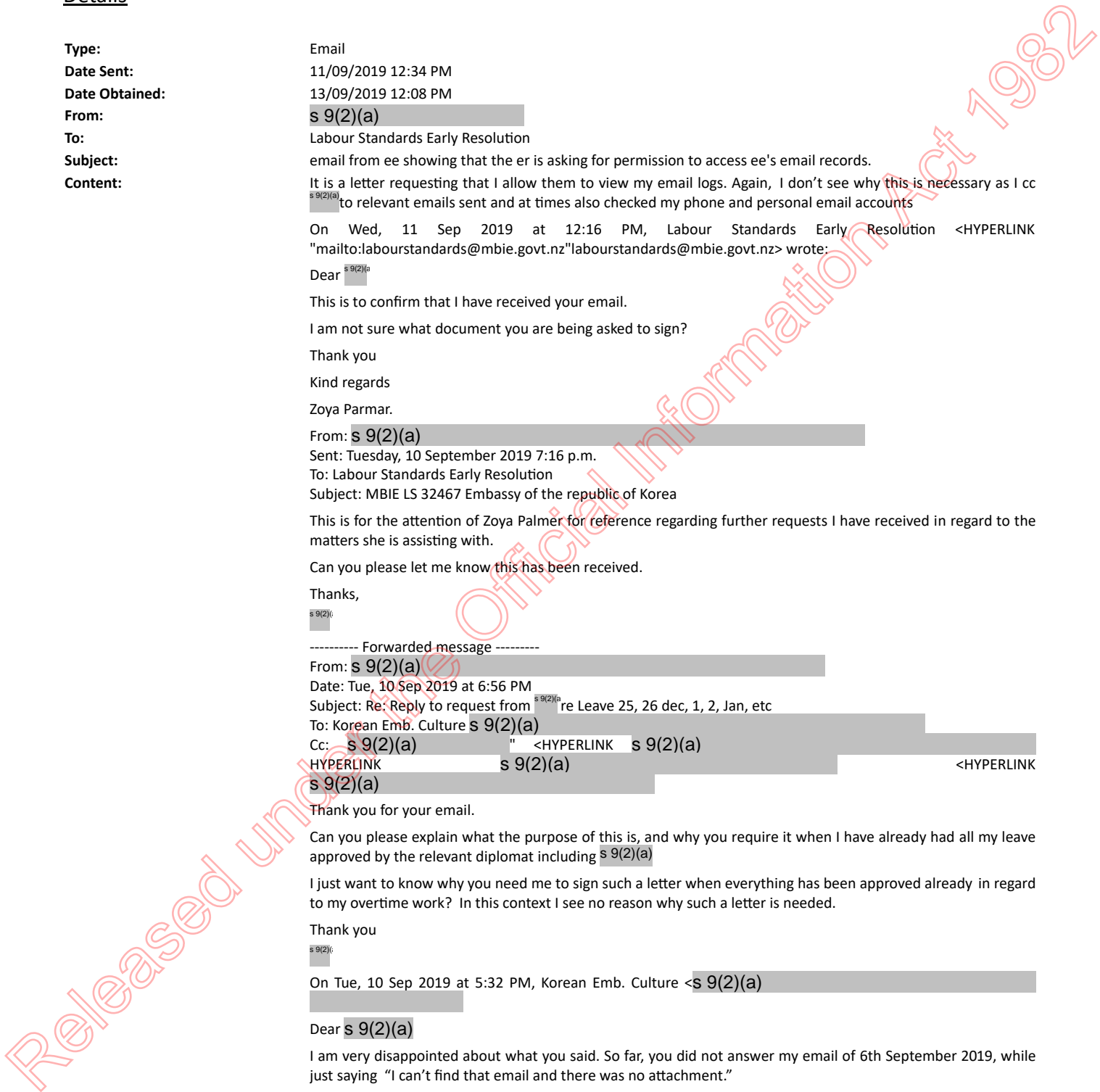
You did take the paper(letter of consent) and folded it half in front of me, saying you will consider and reply to us.

I have been patiently waiting for your response. But now you are asking me to send the paper again.

I don't understand your intention: disregard of our request completely or intentional delaying tactic?

Nevertheless, I herewith attached the paper(letter of consent) again and request you to answer by tomorrow.

Brest Regards



s 9(2)(a)

-----Original Message-----

From : s 9(2)(a)

To : Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr>;

Date : 2019-09-09 17:47:03

Subject : Reply to request from s 9(2)(a) re Leave 25, 26 dec, 1, 2, Jan, etc

Hello,

I received your email regarding request for something signed. But I can't fine that email right now although I recall you needed me to reply until today and that there was no attachment.

If you would like to kindly email me the document again I will be able to consider your request and reply.

Thanks

s 9(2)(a)

----- Forwarded message -----

From : s 9(2)(a)

Date: Sun, 14 Jul 2019 at 8:40 PM

Subject: Re: FW: Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

To : <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>

If you have any questions, you should ask the relevant diplomat for such information as the information that was required for them to approve my overtime was given to each of them at the time they approved it. Nevertheless, you should refer to my previous email on 7/7 July.

Going forward, please only reply, or send emails to this address.

Thanks,

s 9(2)(a)

-----Original Message-----

보낸사람 : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>

s 9(2)(a)

보낸일자 : 2019-07-11

메일제목 : Re: Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

s 9(2)(a)

Your reply doesn't seem clear enough.

I want to double check your task for overtime work in order to decide your payment and alternative leaves.

My question is simple; is that correct you checked office email to follow up NZDF on 12.25, 12.26, 1.1, 1.2 and helped veterans on 4.19, 4.22. upon the instruction of s 9(2)(a) and s 9(2)(a)?

Regards

s 9(2)(a)

-----Original Message-----

From : s 9(2)(a)

To : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>;

Cc : HYPERLINK s 9(2)(a)

Date : 2019-07-07 16:55:48

Subject : Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Hello,

Sorry, we were busy at the end of the week preparing for the k culture festival. I am catching up on my work today.

I suggest you refer to the written signed records for confirmation as to whether i worked, or didn't. When I was asked to complete the overtime form, I would have explained the work I did at the time in sufficient detail for the person authorising it to be satisfied that the work they were signing off - they were doing so in accordance with procedure.

I can't recall exactly right now, so all I really know is that if someone signed it off then they would have been satisfied that I had done the work accordingly and I would have produced sufficient evidence of that accordingly.

As we discussed last week, I don't think the word voluntary is appropriate. I know with s 9(2)(a), he insisted i did the work for him while he was on holiday. I guess I could have refused, and been faced with disciplinary action, so I really had not choice, but never the less, I did choose to follow his orders.

For the work regarding s 9(2)(a), I believe that her and I have discussed this and come to an agreed understanding about the situation.

As I think I explained to you, as s 9(2)(a) has said that I do not deserve this, please leave it be without prejudice, because I have more important things to focus on at the moment.

Cheers,

s 9(2)(g)

-----Original Message-----

보낸사람 : 공관전용(경제) 메일 &lt;HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr&gt;

s 9(2)(a)

보낸일자 : 2019-07-03

메일제목 : Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Dear s 9(2)(g)

I'm serious about this case and hope your cooperation for me in dealing with it.

I was told you mentioned you had checked MOFA email upon councilor s 9(2)(a) direction on 12.25, 12.26, 1.1 and 1.2.

And regarding issues with secretary s 9(2)(a), you worked on 4.19 at the direction of s 9(2)(a) but worked voluntarily on 4.22.

If there are anything above that are inconsistent with facts please let me know.

Regards

s 9(2)(a)

s 9(2)(a)

Embassy of the Republic of Korea

O: 04-473-9073

-----Original Message-----

From : s 9(2)(a)

To : 공관전용(경제) 메일 &lt;HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr&gt;;

Cc : s 9(2)(a)

Date : 2019-07-02 11:10:43

Subject : Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Every day I come to work and do my work voluntarily. I do my work, as requested, to the best of my ability every time.

As I am sure you know, I made a formal complaint to s 9(2)(a) about s 9(2)(a) forcing me to do work during the christmas and new year holiday period as at the time, I didn't believe it was appropriate or necessary to do what was asked. Nevertheless, I followed the instruction of s 9(2)(a) I suggest you look back at those records regarding the complaining which s 9(2)(a) took care of.

As I have said below, please forget that I even asked the question about days in leiu as I have more important work to do this week.

s 9(2)(g)

-----Original Message-----

보낸사람 : 공관전용(경제) 메일 &lt;HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr&gt;

s 9(2)(a)

보낸일자 : 2019-07-02

메일제목 : Re: Leave 25, 26 dec, 1, 2, Jan, etc

Dear s 9(2)(g)

You can raise questions on your rights when you need to. I'll look into it without any prejudice.

I'm reviewing your case with help of lawyers whether you're entitled to have alternative leave or not.

As you know me well, I'm doing my work by the book.

Let me ask you just one thing, did you do overtime work on 12.25, 12.26, 1.1, 1.2, 4.19, 4.22 voluntarily or at the direction of s 9(2)(a) and s 9(2)(a) respectively?

If there's any date you worked voluntarily, please let me know.

Sincerely yours

s 9(2)(a)

s 9(2)(a)

Embassy of the Republic of Korea

O: 04-473-9073

-----Original Message-----

From : s 9(2)(a)

To : 공관전용(경제) 메일 &lt;HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr&gt;;

Cc : HYPERLINK s 9(2)(a)

Date : 2019-07-02 07:05:37

Subject : Leave 25, 26 dec, 1, 2, Jan, etc

Hello,



s 9(2)(a) has this morning asked me questions about the work I did for him in December and January. He concluded our discussion by sharing his view by saying I do not deserve days in leiu for this time.

As he is the s 9(2)(a), and holds a position that must be respected. I am more interested in putting my energy and focus on immediate work s 9(2)(a), I don't wish to let any questions about leave entitlements to get in our way of delivering a successful and major project this week. Without any prejudice, sorry for my misjudgment in asking for this, and lets move forward focus on that and please forget that I even raised the question about days in leiu. This also applies to the work done over easter for s 9(2)(a)

Thanks,

s 9(2)(a)

s 9(2)(a)  
s 9(2)(a)

Embassy of the Republic of Korea, Wellington

04 473 9073 s 9(2)(a) | s 9(2)(a)

https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?read=s 9(2)(a)

https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562033123940\_Thread-10444\_22295

s 9(2)(a)  
s 9(2)(a)

Embassy of the Republic of Korea, Wellington

04 473 9073 s 9(2)(a) | s 9(2)(a)

https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?read=s 9(2)(a) 1562033436631\_Thread-100018\_0

https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562120799317\_Thread-14361\_29701

s 9(2)(a)  
s 9(2)(a)

Embassy of the Republic of Korea, Wellington

04 473 9073 s 9(2)(a)

https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?read=s 9(2)(a) 1562486147490\_Thread-1236\_0

https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562799054451\_Thread-12516\_24630

s 9(2)(a)  
s 9(2)(a)

Embassy of the Republic of Korea, Wellington

04 473 9073 s 9(2)(a)

https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?read=s 9(2)(a) 1563092924280\_Thread-3007\_0

https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz\_1568093295864

https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1568093564339\_Thread-10108\_21468

HYPERLINK "http://www.govt.nz/"www.govt.nz - your guide to finding and using New Zealand government services

Any opinions expressed in this message are not necessarily those of the Ministry of Business, Innovation and Employment. This message and any files transmitted with it are confidential and solely for the use of the intended recipient. If you are not the intended recipient or the person responsible for delivery to the intended recipient, be advised that you have received this message in error and that any use is strictly prohibited. Please contact the sender and delete the message and any attachment from your computer.

Disclosure

Export Category:

Message

**Message : MSG0020**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 10/09/2019 7:15 PM  
**Date Obtained:** 13/09/2019 12:11 PM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** email from ee with attached correspondence between the ee and er dated between 2nd July to 10th September 2019  
**Content:** This is for the attention of Zoya Palmer for reference regarding further requests I have received in regard to the matters she is assisting with.

Can you please let me know this has been received.

Thanks,  
 s 9(2)(a)

----- Forwarded message -----

**From:** s 9(2)(a)  
**Date:** Tue, 10 Sep 2019 at 6:56 PM  
**Subject:** Re: Reply to request from s 9(2)(a) re Leave 25, 26 dec, 1, 2, Jan, etc  
**To:** Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr>  
**Cc:** "공관전용(경제) 메일" <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>, HYPERLINK s 9(2)(a)

Thank you for your email.

Can you please explain what the purpose of this is, and why you require it when I have already had all my leave approved by the relevant diplomat including s 9(2)(a)

I just want to know why you need me to sign such a letter when everything has been approved already in regard to my overtime work? In this context I see no reason why such a letter is needed.

Thank you  
 s 9(2)(a)

On Tue, 10 Sep 2019 at 5:32 PM, Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr> wrote:

Dear s 9(2)(a)

I am very disappointed about what you said. So far, you did not answer my email of 6th September 2019, while just saying "I can't find that email and there was no attachment."

You did take the paper(letter of consent) and folded it half in front of me, saying you will consider and reply to us.

I have been patiently waiting for your response. But now you are asking me to send the paper again.

I don't understand your intention: disregard of our request completely or intentional delaying tactic?

Nevertheless, I herewith attached the paper(letter of consent) again and request you to answer by tomorrow.

Brest Regards

s 9(2)(a)

-----Original Message-----

**From :** s 9(2)(a)  
**To :** Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr>;  
**Date :** 2019-09-09 17:47:03  
**Subject :** Reply to request from s 9(2)(a) re Leave 25, 26 dec, 1, 2, Jan, etc

Hello,

I received your email regarding request for something signed. But I can't find that email right now although I recall you needed me to reply until today and that there was no attachment.

If you would like to kindly email me the document again I will be able to consider your request and reply.

Thanks  
 s 9(2)(a)

----- Forwarded message -----

**From:** s 9(2)(a)

Date: Sun, 14 Jul 2019 at 8:40 PM  
 Subject: Re: FW: Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc  
 To: <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>

If you have any questions, you should ask the relevant diplomat for such information as the information that was required for them to approve my overtime was given to each of them at the time they approved it. Nevertheless, you should refer to my previous email on 7/7 July. Going forward, please only reply, or send emails to this address.  
 Thanks,

§ 9(2)(a)

-----Original Message-----

보낸사람 : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>  
 받는사람 : § 9(2)(a);  
 보낸일자 : 2019-07-11  
 메일제목 : Re: Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

§ 9(2)(a)

Your reply doesn't seem clear enough.

I want to double check your task for overtime work in order to decide your payment and alternative leaves.

My question is simple; is that correct you checked office email to follow up NZDF on 12.25, 12.26, 1.1, 1.2 and helped veterans on 4.19, 4.22. upon the instruction of § 9(2)(a) and § 9(2)(a)

Regards

§ 9(2)(a)

-----Original Message-----

From : § 9(2)(a)  
 To : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>;  
 Cc : § 9(2)(a)

Date : 2019-07-07 16:55:48

Subject : Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Hello,

Sorry, we were busy at the end of the week preparing for the k culture festival. I am catching up on my work today.

I suggest you refer to the written signed records for confirmation as to whether i worked, or didn't. When I was asked to complete the overtime form, I would have explained the work I did at the time in sufficient detail for the person authorising it to be satisfied that the work they were signing off - they were doing so in accordance with procedure.

I can't recall exactly right now, so all I really know is that if someone signed it off then they would have been satisfied that I had done the work accordingly and I would have produced sufficient evidence of that accordingly.

As we discussed last week, I don't think the word voluntary is appropriate. I know with § 9(2)(a), he insisted i did the work for him while he was on holiday. I guess I could have refused, and been faced with disciplinary action, so I really had not choice, but never the less, I did choose to follow his orders.

For the work regarding § 9(2)(a), I believe that her and I have discussed this and come to an agreed understanding about the situation.

As I think I explained to you, as § 9(2)(a) has said that I do not deserve this, please leave it be without prejudice, because I have more important things to focus on at the moment.

Cheers,

§ 9(2)(a)

-----Original Message-----

보낸사람 : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>  
 § 9(2)(a)  
 보낸일자 : 2019-07-03  
 메일제목 : Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Dear § 9(2)(a)

I'm serious about this case and hope your cooperation for me in dealing with it.

I was told you mentioned you had checked MOFA email upon councilor § 9(2)(a) direction on 12.25, 12.26, 1.1 and 1.2.

And regarding issues with secretary § 9(2)(a) you worked on 4.19 at the direction of § 9(2)(a) but worked voluntarily on 4.22.

If there are anything above that are inconsistent with facts please let me know.

Regards

§ 9(2)(a)

§ 9(2)(a)

Embassy of the Republic of Korea

O: 04-473-9073

-----Original Message-----

From : § 9(2)(a)

To : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>;

Cc : HYPERLINK § 9(2)(a)

Date : 2019-07-02 11:10:43

Subject : Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Every day I come to work and do my work voluntarily. I do my work, as requested, to the best of my ability every time.

As I am sure you know, I made a formal complaint to § 9(2)(a) about § 9(2)(a) forcing me to do work during the christmas and new year holiday period as at the time, I didn't believe it was appropriate or necessary to do what was asked. Nevertheless, I followed the instruction of § 9(2)(a) I suggest you look back at those records regarding the complaining which § 9(2)(a) took care of.

As I have said below, please forget that I even asked the question about days in leiu as I have more important work to do this week.

§ 9(2)(a)

-----Original Message-----

보낸사람 : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>

§ 9(2)(a)

보낸일자 : 2019-07-02

메일제목 : Re: Leave 25, 26 dec, 1, 2, Jan, etc

Dear § 9(2)(a)

You can raise questions on your rights when you need to. I'll look into it without any prejudice.

I'm reviewing your case with help of lawyers whether you're entitled to have alternative leave or not.

As you know me well, I'm doing my work by the book.

Let me ask you just one thing, did you do overtime work on 12.25, 12.26, 1.1, 1.2, 4.19, 4.22 voluntarily or at the direction of § 9(2)(a) and § 9(2)(a) respectively?

If there's any date you worked voluntarily, please let me know.

Sincerely yours

§ 9(2)(a)

§ 9(2)(a)

Embassy of the Republic of Korea

O: 04-473-9073

-----Original Message-----

From : § 9(2)(a)

To : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>;

Cc : § 9(2)(a)

Date : 2019-07-02 07:05:37

Subject : Leave 25, 26 dec, 1, 2, Jan, etc

Hello,

§ 9(2)(a) has this morning asked me questions about the work I did for him in December and January.

He concluded our discussion by sharing his view by saying I do not deserve days in leiu for this time.

As he is the § 9(2)(a), and holds a position that must be respected. I am more interested in putting my energy and focus on immediate work § 9(2)(a), I don't wish to let any questions about leave entitlements to get in our way of delivering a successful and major project this week. Without any prejudice, sorry for my misjudgment in asking for this, and lets move forward focus on that and please forget that I even raised the question about days in leiu. This also applies to the work done over easter for § 9(2)(a).

Thanks,

§ 9(2)(a)

§ 9(2)(a)

Embassy of the Republic of Korea, Wellington

04 473 9073 § 9(2)(a) | § 9(2)(a)

<https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?>

read=§ 9(2)(a) 1562018735926\_Thread-99778\_0

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562033123940\\_Thread-10444\\_22295](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562033123940_Thread-10444_22295)

s 9(2)(a)

s 9(2)(a)

Embassy of the Republic of Korea, Wellington

04 473 9073 s 9(2)(a) | s 9(2)(a)

[https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?read=s 9\(2\)\(a\) 1562033436631\\_Thread-100018\\_0](https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?read=s 9(2)(a) 1562033436631_Thread-100018_0)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562120799317\\_Thread-14361\\_29701](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562120799317_Thread-14361_29701)

s 9(2)(a)

s 9(2)(a)

Embassy of the Republic of Korea, Wellington

04 473 9073 s 9(2)(a)

[https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?read=s 9\(2\)\(a\) 1562486147490\\_Thread-1236\\_0](https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?read=s 9(2)(a) 1562486147490_Thread-1236_0)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562799054451\\_Thread-12516\\_24630](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562799054451_Thread-12516_24630)

s 9(2)(a)

Embassy of the Republic of Korea, Wellington

04 473 9073 s 9(2)(a)

[https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?read=s 9\(2\)\(a\) 1563092924280\\_Thread-3007\\_0](https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?read=s 9(2)(a) 1563092924280_Thread-3007_0)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz\\_1568093295864](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz_1568093295864)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1568093564339\\_Thread-10108\\_21468](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1568093564339_Thread-10108_21468)

**Disclosure**

**Export Category:**

Message

Released under the Official Information Act 1982

**Message : MSG0021**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 11/09/2019 12:16 PM  
**Date Obtained:** 13/09/2019 12:15 PM  
**From:** Labour Standards Early Resolution  
**To:** s 9(2)(a)  
**Subject:** Email from Zoya to ee requesting for clarification on what document is being referred to in the email correspondence between the ee and er.  
**Content:** Dear s 9(2)(a)

This is to confirm that I have received your email.

I am not sure what document you are being asked to sign?

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)  
 Sent: Tuesday, 10 September 2019 7:16 p.m.  
 To: Labour Standards Early Resolution  
 Subject: MBIE LS 32467 Embassy of the republic of Korea

This is for the attention of Zoya Palmer for reference regarding further requests I have received in regard to the matters she is assisting with.

Can you please let me know this has been received.

Thanks,

s 9(2)(a)

----- Forwarded message -----

From: s 9(2)(a)  
 Date: Tue, 10 Sep 2019 at 6:56 PM  
 Subject: Re: Reply to request from s 9(2)(a) re Leave 25, 26 dec, 1, 2, Jan, etc  
 To: Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr>  
 Cc: "공관전용(경제) 메일" <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>, s 9(2)(a)

Thank you for your email.

Can you please explain what the purpose of this is, and why you require it when I have already had all my leave approved by the relevant diplomat including s 9(2)(a).

I just want to know why you need me to sign such a letter when everything has been approved already in regard to my overtime work? In this context I see no reason why such a letter is needed.

Thank you

s 9(2)(a)

On Tue, 10 Sep 2019 at 5:32 PM, Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr> wrote:

Dear s 9(2)(a)

I am very disappointed about what you said. So far, you did not answer my email of 6th September 2019, while just saying "I can't find that email and there was no attachment."

You did take the paper(letter of consent) and folded it half in front of me, saying you will consider and reply to us.

I have been patiently waiting for your response. But now you are asking me to send the paper again.

I don't understand your intention: disregard of our request completely or intentional delaying tactic?

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Brest Regards

s 9(2)(a)

-----Original Message-----

From : s 9(2)(a)  
 To : Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr>;  
 Date : 2019-09-09 17:47:03  
 Subject : Reply to request from s 9(2)(a) re Leave 25, 26 dec, 1, 2, Jan, etc

Hello,

I received your email regarding request for something signed. But I can't find that email right now although I recall you needed me to reply until today and that there was no attachment.

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Thanks

s 9(2)(a)

----- Forwarded message -----

From: s 9(2)(a)  
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 Subject: Re: FW: Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc  
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보낸사람 : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>  
 s 9(2)(a);  
 보낸일자 : 2019-07-11  
 메일제목 : Re: Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

s 9(2)(a)

Your reply doesn't seem clear enough.

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My question is simple; is that correct you checked office email to follow up NZDF on 12.25, 12.26, 1.1, 1.2 and helped veterans on 4.19, 4.22. upon the instruction of s 9(2)(a) and s 9(2)(a)?

Regards

s 9(2)(a)

-----Original Message-----

From : s 9(2)(a)  
 To : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>;  
 Cc : s 9(2)(a)  
 Date : 2019-07-07 16:55:48  
 Subject : Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

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Cheers,

s 9(2)(a)

-----Original Message-----

보낸사람 : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>

§ 9(2)(a)

보낸일자 : 2019-07-03

메일제목 : Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Dear § 9(2)(a)

I'm serious about this case and hope your cooperation for me in dealing with it.

I was told you mentioned you had checked MOFA email upon councilor § 9(2)(a) direction on 12.25, 12.26, 1.1 and 1.2.

And regarding issues with secretary § 9(2)(a), you worked on 4.19 at the direction of § 9(2)(a) but worked voluntarily on 4.22.

If there are anything above that are inconsistent with facts please let me know.

Regards

§ 9(2)(a)

§ 9(2)(a)

Embassy of the Republic of Korea

O: 04-473-9073

-----Original Message-----

From : § 9(2)(a)

To : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>

Cc : § 9(2)(a)

Date : 2019-07-02 11:10:43

Subject : Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Every day I come to work and do my work voluntarily. I do my work, as requested, to the best of my ability every time.

As I am sure you know, I made a formal complaint to § 9(2)(a) about § 9(2)(a) forcing me to do work during the christmas and new year holiday period as at the time, I didn't believe it was appropriate or necessary to do what was asked. Nevertheless, I followed the instruction of § 9(2)(a) I suggest you look back at those records regarding the complaining which § 9(2)(a) took care of.

As I have said below, please forget that I even asked the question about days in leiu as I have more important work to do this week.

§ 9(2)(a)

-----Original Message-----

보낸사람 : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>

§ 9(2)(a)

보낸일자 : 2019-07-02

메일제목 : Re: Leave 25, 26 dec, 1, 2, Jan, etc

Dear § 9(2)(a)

You can raise questions on your rights when you need to. I'll look into it without any prejudice.

I'm reviewing your case with help of lawyers whether you're entitled to have alternative leave or not.

As you know me well, I'm doing my work by the book.

Let me ask you just one thing, did you do overtime work on 12.25, 12.26, 1.1, 1.2, 4.19, 4.22 voluntarily or at the direction of § 9(2)(a) and § 9(2)(a) respectively?

If there's any date you worked voluntarily, please let me know.

Sincerely yours

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To : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>

Cc : § 9(2)(a)

Date : 2019-07-02 07:05:37

Subject : Leave 25, 26 dec, 1, 2, Jan, etc

Hello,

§ 9(2)(a) has this morning asked me questions about the work I did for him in December and January.

He concluded our discussion by sharing his view by saying I do not deserve days in leiu for this time.





**Message : MSG0022**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 11/09/2019 12:36 PM  
**Date Obtained:** 13/09/2019 12:17 PM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** Email from the ee to Zoya confirming what evidence the er is requesting for in the previous emails.  
**Content:** Sorry, email continues...

To check if I had received any contact personally.

But furthermore, this evidence has already been provided which is why the overtime was approved. Hence, they signed and approved the leave as shown in the forms provided. But are now denying my leave and adequate payment.

s 9(2)(a)

On Wed, 11 Sep 2019 at 12:34 PM, s 9(2)(a) wrote:

It is a letter requesting that I allow them to view my email logs. Again, I don't see why this is necessary as I cc s 9(2)(a) to relevant emails sent and at times also checked my phone and personal email accounts

On Wed, 11 Sep 2019 at 12:16 PM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz"> wrote:

Dear s 9(2)(a),

This is to confirm that I have received your email.

I am not sure what document you are being asked to sign?

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)

Sent: Tuesday, 10 September 2019 7:16 p.m.

To: Labour Standards Early Resolution

Subject: MBIE LS 32467 Embassy of the republic of Korea

This is for the attention of Zoya Palmer for reference regarding further requests I have received in regard to the matters she is assisting with.

Can you please let me know this has been received.

Thanks,

s 9(2)(a)

----- Forwarded message -----

From: s 9(2)(a)

Date: Tue, 10 Sep 2019 at 6:56 PM

Subject: Re: Reply to request from s 9(2)(a) re Leave 25, 26 dec, 1, 2, Jan, etc

To: Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr">

Cc: "공관전용(경제) 메일" <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr">, s 9(2)(a)

Thank you for your email.

Can you please explain what the purpose of this is, and why you require it when I have already had all my leave approved by the relevant diplomat including s 9(2)(a).

I just want to know why you need me to sign such a letter when everything has been approved already in regard to my overtime work? In this context I see no reason why such a letter is needed.

Thank you

s 9(2)(a)

On Tue, 10 Sep 2019 at 5:32 PM, Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr"> wrote:

Dear s 9(2)(a)

I am very disappointed about what you said. So far, you did not answer my email of 6th September 2019, while just saying "I can't find that email and there was no attachment."

You did take the paper(letter of consent) and folded it half in front of me, saying you will consider and reply to us.

I have been patiently waiting for your response. But now you are asking me to send the paper again.

I don't understand your intention: disregard of our request completely or intentional delaying tactic?

Nevertheless, I herewith attached the paper(letter of consent) again and request you to answer by tomorrow.

Brest Regards

§ 9(2)(a)

-----Original Message-----

From : § 9(2)(a)

To : Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr>;

Date : 2019-09-09 17:47:03

Subject : Reply to request from § 9(2)(a) re Leave 25, 26 dec, 1, 2, Jan, etc

Hello,

I received your email regarding request for something signed. But I can't find that email right now although I recall you needed me to reply until today and that there was no attachment.

If you would like to kindly email me the document again I will be able to consider your request and reply.

Thanks

§ 9(2)(a)

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From : § 9(2)(a)

Date: Sun, 14 Jul 2019 at 8:40 PM

Subject: Re: FW: Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

To: <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>

If you have any questions, you should ask the relevant diplomat for such information as the information that was required for them to approve my overtime was given to each of them at the time they approved it. Nevertheless, you should refer to my previous email on 7/7 July.

Going forward, please only reply, or send emails to this address.

Thanks,

§ 9(2)(a)

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§ 9(2)(a)

보낸일자 : 2019-07-11

메일제목 : Re: Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

§ 9(2)(a)

Your reply doesn't seem clear enough.

I want to double check your task for overtime work in order to decide your payment and alternative leaves.

My question is simple; is that correct you checked office email to follow up NZDF on 12.25, 12.26, 1.1, 1.2 and helped veterans on 4.19, 4.22. upon the instruction of § 9(2)(a) and § 9(2)(a)?

Regards

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Cc : § 9(2)(a)

Date : 2019-07-07 16:55:48

Subject : Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

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I suggest you refer to the written signed records for confirmation as to whether i worked, or didn't. When I was asked to complete the overtime form, I would have explained the work I did at the time in sufficient detail for the person authorising it to be satisfied that the work they were signing off - they were doing so in accordance with procedure.

I can't recall exactly right now, so all I really know is that if someone signed it off then they would have been satisfied that I had done the work accordingly and I would have produced sufficient evidence of that accordingly.

As we discussed last week, I don't think the word voluntary is appropriate. I know with § 9(2)(a), he insisted i did the work for him while he was on holiday. I guess I could have refused, and been faced with disciplinary action, so I really had not choice, but never the less, I did choose to follow his orders.

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As I think I explained to you, as § 9(2)(a) has said that I do not deserve this, please leave it be without prejudice, because I have more important things to focus on at the moment.

Cheers,

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§ 9(2)(a)

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메일제목 : Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Dear § 9(2)(a)

I'm serious about this case and hope your cooperation for me in dealing with it.

I was told you mentioned you had checked MOFA email upon councilor § 9(2)(a) direction on 12.25, 12.26, 1.1 and 1.2.

And regarding issues with secretary § 9(2)(a) you worked on 4.19 at the direction of § 9(2)(a) but worked voluntarily on 4.22.

If there are anything above that are inconsitent with facts please let me know.

Regards

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Embassy of the Republic of Korea

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As I have said below, please forget that I even asked the question about days in leiu as I have more important work to do this week.

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As you know me well, I'm doing my work by the book.

Let me ask you just one thing, did you do overtime work on 12.25, 12.26, 1.1, 1.2, 4.19, 4.22 voluntarily or at the direction of § 9(2)(a) and § 9(2)(a) respectively?

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Subject : Leave 25, 26 dec, 1, 2, Jan, etc

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s 9(2)(a) has this morning asked me questions about the work I did for him in December and January.

He concluded our discussion by sharing his view by saying I do not deserve days in leiu for this time.

As he is the s 9(2)(a), and holds a position that must be respected. I am more interested in putting my energy and focus on immediate work s 9(2)(a) I don't wish to let any questions about leave entitlements to get in our way of delivering a successful and major project this week. Without any prejudice, sorry for my misjudgment in asking for this, and lets move forward focus on that and please forget that I even raised the question about days in leiu. This also applies to the work done over easter for s 9(2)(a).

Thanks,

s 9(2)(a)

s 9(2)(a)

Embassy of the Republic of Korea, Wellington

04 473 9073 s 9(2)(a) | s 9(2)(a)

<https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?>

s 9(2)(a)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562033123940\\_Thread-10444\\_22295](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562033123940_Thread-10444_22295)

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HYPERLINK "http://www.govt.nz/"www.govt.nz - your guide to finding and using New Zealand government services

Any opinions expressed in this message are not necessarily those of the Ministry of Business, Innovation and Employment. This message and any files transmitted with it are confidential and solely for the use of the intended recipient. If you are not the intended recipient or the person responsible for delivery to the intended recipient, be advised that you have received this message in error and that any use is strictly prohibited. Please contact the sender and delete the message and any attachment from your computer.

Disclosure

**Export Category:**

Message

Released under the Official Information Act 1982

**Message : MSG0023**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 13/09/2019 12:44 PM  
**Date Obtained:** 13/09/2019 12:57 PM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** Email from the ee requesting that i release the information i have on file to him within 2 working days under the OIA.  
**Content:** Hello Zoya.

As discussed in our phone call I would like to request copies of all information you hold in relation to the matters I raised in regard to the Korean embassy.

I require this information within 2 working days. The urgency is that I need this information to resolve an issue where the employer is withholding my leave entitlement, which I require as I am currently incapacitated from work.

Please send by email to me.

If necessary to expedite your response please send me just the email correspondence with the embassy that you hold.

s 9(2)(a)

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Embassy of the Republic of Korea, Wellington

04 473 9073 s 9(2)(a) | s 9(2)(a)

<https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?>

s 9(2)(a)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562033123940\\_Thread-10444\\_22295](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562033123940_Thread-10444_22295)

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[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562120799317\\_Thread-14361\\_29701](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562120799317_Thread-14361_29701)

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s 9(2)(a)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz\\_1568093295864](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz_1568093295864)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1568093564339\\_Thread-10108\\_21468](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1568093564339_Thread-10108_21468)

Disclosure

Export Category:

Message

Released under the Official Information Act 1982

**Message : MSG0025**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 5/09/2019 1:44 PM  
**Date Obtained:** 5/09/2019 12:00 AM  
**From:** Labour Standards Early Resolution  
**To:** 'Korean Emb. Culture'  
**Subject:** Email sent to Er on 5th Sep 2019 providing more information on what the legal obligations are. Setting out obligations outlined in s130(1D) and s130(1C).  
**Content:** Dear s 9(2)(a)

Thank you for your detailed email.

Whilst I accept the fact that if the employee is doing the same hours each day the mention of these hours in the employment agreement is enough, however s130(1D) states that despite s130(1C) an employer must record any additional hours worked by the employee.

In addition to this I have attached a time sheet submitted to me by s 9(2)(a) which outlines the days and hours he has worked on the alleged public holiday days.

s 9(2)(a) has also mentioned to me that this time sheet was submitted to the employer and both the parties had signed off on it.

I am keen to resolve this issue, hence I would now ask you provide me with your final position on the matter. If this matter continues to remain unresolved that might lead to me advising s 9(2)(a) to perhaps pursue this matter via formal channels in order to get a resolution.

I would appreciate it if you reply back to this email no later than COB 6th September 2019.

Thank you

Kind regards

Zoya Parmar

LABOUR STANDARDS OFFICER

Labour Standards Early Resolution Team | Labour Inspectorate | Employment Services

Ministry of Business, Innovation & Employment

Hikina Whakatutuki - Lifting to Make Successful

HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz | Telephone: +64 (9) 928 2081 | Freephone: 0800 20 90 20

Email sig asset\_1882x481\_LI

For information on employee and employer rights and responsibilities go to HYPERLINK "http://www.employment.govt.nz/"www.employment.govt.nz

From: Korean Emb. Culture [mailto:cultural-nz@mofa.go.kr]

Sent: Wednesday, 4 September 2019 4:58 p.m.

To: Labour Standards Early Resolution

Subject: RE: RE: RE: Employment matter(KoreanEmbassy)[IN-CONFIDENCE:RELEASEEXTERNAL]

Dear Zoya,

Thank you for your response.

You said in your email that it is unlawful to ask s 9(2)(a) to provide us with evidence of the fact that he worked on public holidays because the Holidays Act s81 and Employment Relations Act s130 provides that it is the legal duty of an employer to keep accurate time and wage records. We wish to firstly point out that s 9(2)(a) is a salaried employee. Sections 130(1)(c) and 81(2)(3A) state that it is unnecessary for an employer to track every hour of a salaried employee's work day. Secondly, we do keep records relating to the minimum entitlement provisions, including public holidays. When an employee works at our office on public holidays, we do not ask for the employee to provide evidence of their hours worked on those public holidays. With regards to work times in question s 9(2)(a) claimed that he worked at home to check whether new email would come for 15 minutes on 25th, 26th Dec 2018, 1st, 2nd Jan 2019 respectively. And s 9(2)(a) added that he found no email received, and so did nothing. As I said, according to our required process, we need to have something to verify that our employee has really worked. But in these instances, we can hardly do the verification without the help of the employee. We think it is reasonable for us to ask s 9(2)(a) to cooperate in this process. Moreover, this is a very simple move, just agreeing to the verification. Although we have repeatedly asked s 9(2)(a) about this matter on 2nd, 3rd, 11th Jul 2019, he has always avoided answers to our question. Last Friday, we gave s 9(2)(a) a paper(letter of consent) which can verify log in records of office mail while repeating our request. And

s 9(2)(a) brought it with him, but has not replied us yet. We don't understand why s 9(2)(a) has so persistently refused to do such a simple move. I'd like to ask for your help by encouraging him to cooperate to solve this small procedural problem. Your cooperation will be highly appreciated. I will tell you clearly we are ready to pay once required process is completed.

With regards to the two ten minute rest breaks, we will update the employment agreement as I said. We'll take note of your advice.

In relation to your question about the sick leave owed, s 9(2)(a) was entitled to 4 days and 6.5 hours of sick leave as of 3 July 2019. s 9(2)(a) was paid a lump sum payment in July 2019 which included payment for working days, paid sick leave and paid annual leave for July to September 2019.

Thank you.

Best Regards,

s 9(2)(a)

s 9(2)(a) Korean Embassy

Tel: 04-473-9073

-----Original Message-----

From : Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz">  
To : HYPERLINK s 9(2)(a)

Date : 2019-08-30 12:55:07

Subject : RE: Employment matter(Korean Embassy) [IN-CONFIDENCE:RELEASEEXTERNAL]

Dear s 9(2)(a)

Thank you for email.

I have considered the information you have provided and would like to raise the following issues:

1. In relation to being paid time and half and being provided with alternative days you mentioned that you are waiting on s 9(2)(a) to provide you with evidence. As per the Holidays Act s81 and Employment Relations Act s130 provides that it is the legal duty of an employer to keep accurate time and wage records for each and every employee. Which is why in this case asking s 9(2)(a) to provide you with evidence of the fact that he worked on public holidays would be unlawful. It is not for the employee to provide you with this information. Hence this office is of the view the s 9(2)(a) is owed to be paid time and half plus alternative days on lieu for working on public holidays.
2. With regards to the allegation of s 9(2)(a) claiming the lack of two ten minute breaks you mentioned that the employee's get a 60min break and the two ten minute breaks are included in that, I have reviewed the employment agreement (copy sent to me by s 9(2)(a)) and in the agreement clause 7c states that the employee is entitled to meal breaks of 60 minutes between 12 and 1pm and that this break will be unpaid. There is no mention of the two ten minute breaks being included in the 60min. Kindly note that s69ZD of the Employment Relations Act states that the employee needs to be provided with two 10 minute paid breaks and this needs to be reflected in the employment agreement as well as the time and wage record. Hence the position of this office is that the two ten min breaks be included in the employment agreement of all the employees and this be paid breaks.
3. s 9(2)(a)  
s 9(2)(a)

I would appreciate if you can provide me with the requested information no later than COB Monday 2nd September 2019.

I look forward to hearing back from you.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)

Sent: Wednesday, 28 August 2019 4:59 p.m.

To: Labour Standards Early Resolution

Subject: Employment matter(Korean Embassy)

Dear Zoya,

Thank you for your email. We explain our position as below.

We are aware of our obligation to pay time and half for working on public holidays and providing alternative days for working on public holidays. We are holding off the payment of time and half and alternative days on those dates mentioned by s 9(2)(a) due to the fact that s 9(2)(a) has been uncooperative and not yet provided evidence showing that he has worked on those public holidays. This is part of our required process. We are currently in the process of working on this matter and we will of course make the payments if we can conclude that he did work on those public holidays.

In relation to your question regarding the rest breaks, the two 10-minute rest breaks are actually included in the 60 minute break (between 12:00 – 13:00) which is 10 minutes longer than New Zealand requirement. Also, <sup>s 9(2)(a)</sup> salary includes the payment for his two 10-minute rest breaks. We will make this clear by updating our employment agreement.

s 9(2)(a)

Thank you.

Best Regards,

s 9(2)(a)

s 9(2)(a) Korean Embassy

Tel: 04-473-9073

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=s 9(2)(a) 566968364029_Thread-62417_33349)

read=s 9(2)(a) 566968364029\_Thread-62417\_33349

HYPERLINK "<https://apc01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.govt.nz%2F&data=02%7C01%7CTony.Sung%40shieffangland.co.nz%7C9bc6831cf084496b48fd08d72ff2a550%7Ca37481340ae6429d8a2b334708e5f64e%7C1%7C0%7C637030591597067046&sdata=dUda%2FQjMo9nRDeY08wqfSPdp%2FdDyak%2BIWVvIa4q7L2k%3D&reserved=0>"www.govt.nz - your guide to finding and using New Zealand government services

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[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=s 9(2)(a) 1567462346173_Thread-9054_18406)

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[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1567573087572\\_Thread-14631\\_34510](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1567573087572_Thread-14631_34510)

## Disclosure

Export Category:

Message

**Message : MSG0024**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 13/09/2019 12:55 PM  
**Date Obtained:** 13/09/2019 1:02 PM  
**From:** Labour Standards Early Resolution  
**To:** s 9(2)(a)  
**Subject:** email from Zoya to ee advising that when requesting information under OIA he needs to follow a process and that i will not be able to make information available to him within 2 working days.  
**Content:** Dear s 9(2)(a)

Thank you for your time over the phone today.

As mentioned to you over the phone, a request for Official Information needs to follow a certain process and I have provided you with a link below which explains what this process is. Unfortunately I will not be able to provide you with the information within 2 working days. Kindly refer to the link provided below for more information.

<https://www.mbie.govt.nz/about/open-government-and-official-information/make-a-request-for-official-information/>

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)  
 Sent: Friday, 13 September 2019 12:45 p.m.  
 To: Labour Standards Early Resolution  
 Subject: Re: MBIE LS 32467 Embassy of the republic of Korea

Hello Zoya.

As discussed in our phone call I would like to request copies of all information you hold in relation to the matters I raised in regard to the Korean embassy.

I require this information within 2 working days. The urgency is that I need this information to resolve an issue where the employer is withholding my leave entitlement, which I require as I am currently incapacitated from work.

Please send by email to me.

If necessary to expedite your response please send me just the email correspondence with the embassy that you hold.

s 9(2)(a)  
 On Tue, 10 Sep 2019 at 7:15 PM, s 9(2)(a) wrote:

This is for the attention of Zoya Palmer for reference regarding further requests I have received in regard to the matters she is assisting with.

Can you please let me know this has been received.

Thanks,

s 9(2)(a)

----- Forwarded message -----

From: s 9(2)(a)  
 Date: Tue, 10 Sep 2019 at 6:56 PM  
 Subject: Re: Reply to request from s 9(2)(a) re Leave 25, 26 dec, 1, 2, Jan, etc  
 To: Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr>  
 Cc: "공관전용(경제) 메일" <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>, s 9(2)(a)

Thank you for your email.

Can you please explain what the purpose of this is, and why you require it when I have already had all my leave approved by the relevant diplomat including s 9(2)(a)

I just want to know why you need me to sign such a letter when everything has been approved already in regard to my overtime work? In this context I see no reason why such a letter is needed.

Thank you

§ 9(2)(c)

On Tue, 10 Sep 2019 at 5:32 PM, Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr> wrote:

Dear § 9(2)(a)

I am very disappointed about what you said. So far, you did not answer my email of 6th September 2019, while just saying "I can't find that email and there was no attachment."

You did take the paper(letter of consent) and folded it half in front of me, saying you will consider and reply to us.

I have been patiently waiting for your response. But now you are asking me to send the paper again.

I don't understand your intention: disregard of our request completely or intentional delaying tactic?

Nevertheless, I herewith attached the paper(letter of consent) again and request you to answer by tomorrow.

Brest Regards

§ 9(2)(a)

-----Original Message-----

From : § 9(2)(a)

To : Korean Emb. Culture <HYPERLINK "mailto:cultural-nz@mofa.go.kr" cultural-nz@mofa.go.kr>;

Date : 2019-09-09 17:47:03

Subject : Reply to request from § 9(2)(c) re Leave 25, 26 dec, 1, 2, Jan, etc

Hello,

I received your email regarding request for something signed. But I can't find that email right now although I recall you needed me to reply until today and that there was no attachment.

If you would like to kindly email me the document again I will be able to consider your request and reply.

Thanks

§ 9(2)(c)

----- Forwarded message -----

From : § 9(2)(a)

Date: Sun, 14 Jul 2019 at 8:40 PM

Subject: Re: FW: Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

To : <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>

If you have any questions, you should ask the relevant diplomat for such information as the information that was required for them to approve my overtime was given to each of them at the time they approved it. Nevertheless, you should refer to my previous email on 7/7 July.

Going forward, please only reply, or send emails to this address.

Thanks,

§ 9(2)(c)

-----Original Message-----

보낸사람 : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>

§ 9(2)(a)

보낸일자 : 2019-07-11

메일제목 : Re: Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

§ 9(2)(c)

Your reply doesn't seem clear enough.

I want to double check your task for overtime work in order to decide your payment and alternative leaves.

My question is simple; is that correct you checked office email to follow up NZDF on 12.25, 12.26, 1.1, 1.2 and helped veterans on 4.19, 4.22. upon the instruction of § 9(2)(a) and § 9(2)(a)?

Regards

§ 9(2)(a)

-----Original Message-----

From : § 9(2)(a)

To : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr" economic-nz@mofa.go.kr>;

Cc : § 9(2)(a)

Date : 2019-07-07 16:55:48

Subject : Re: Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Hello,

Sorry, we were busy at the end of the week preparing for the k culture festival. I am catching up on my work today.

I suggest you refer to the written signed records for confirmation as to whether i worked, or didn't. When I was asked to complete the overtime form, I would have explained the work I did at the time in sufficient detail for the person authorising it to be satisfied that the work they were signing off - they were doing so in accordance with procedure.

I can't recall exactly right now, so all I really know is that if someone signed it off then they would have been satisfied that I had done the work accordingly and I would have produced sufficient evidence of that accordingly.

As we discussed last week, I don't think the word voluntary is appropriate. I know with § 9(2)(a), he insisted i did the work for him while he was on holiday. I guess I could have refused, and been faced with disciplinary action, so I really had not choice, but never the less, I did choose to follow his orders.

For the work regarding § 9(2)(a), I believe that her and I have discussed this and come to an agreed understanding about the situation.

As I think I explained to you, as § 9(2)(a) has said that I do not deserve this, please leave it be without prejudice, because I have more important things to focus on at the moment.

Cheers,

§ 9(2)(a)

-----Original Message-----

보낸사람 : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>

§ 9(2)(a)

보낸일자 : 2019-07-03

메일제목 : Re: Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Dear § 9(2)(a)

I'm serious about this case and hope your cooperation for me in dealing with it.

I was told you mentioned you had checked MOFA email upon councilor § 9(2)(a) direction on 12.25, 12.26, 1.1 and 1.2.

And regarding issues with secretary § 9(2)(a), you worked on 4.19 at the direction of § 9(2)(a) but worked voluntarily on 4.22.

If there are anything above that are inconsistent with facts please let me know.

Regards

§ 9(2)(a)

§ 9(2)(a)

Embassy of the Republic of Korea

O: 04-473-9073

-----Original Message-----

From : § 9(2)(a)

To : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>;

Cc : § 9(2)(a)

Date : 2019-07-02 11:10:43

Subject : Re: Re: Leave 25, 26 dec, 1, 2, Jan, etc

Every day I come to work and do my work voluntarily. I do my work, as requested, to the best of my ability every time.

As I am sure you know, I made a formal complaint to § 9(2)(a) about § 9(2)(a) forcing me to do work during the christmas and new year holiday period as at the time, I didn't believe it was appropriate or necessary to do what was asked. Nevertheless, I followed the instruction of § 9(2)(a). I suggest you look back at those records regarding the complaining which § 9(2)(a) took care of.

As I have said below, please forget that I even asked the question about days in leiu as I have more important work to do this week.

§ 9(2)(a)

-----Original Message-----

보낸사람 : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>

§ 9(2)(a)

보낸일자 : 2019-07-02

메일제목 : Re: Leave 25, 26 dec, 1, 2, Jan, etc

Dear § 9(2)(a)

You can raise questions on your rights when you need to. I'll look into it without any prejudice.

I'm reviewing your case with help of lawyers whether you're entitled to have alternative leave or not.

As you know me well, I'm doing my work by the book.

Let me ask you just one thing, did you do overtime work on 12.25, 12.26, 1.1, 1.2, 4.19, 4.22 voluntarily or at the direction of § 9(2)(a) and § 9(2)(a) respectively?

If there's any date you worked voluntarily, please let me know.



Sincerely yours

s 9(2)(a)

s 9(2)(a)

Embassy of the Republic of Korea

O: 04-473-9073

-----Original Message-----

From : s 9(2)(a)

To : 공관전용(경제) 메일 <HYPERLINK "mailto:economic-nz@mofa.go.kr"economic-nz@mofa.go.kr>;

Cc : s 9(2)(a)

Date : 2019-07-02 07:05:37

Subject : Leave 25, 26 dec, 1, 2, Jan, etc

Hello,

s 9(2)(a) has this morning asked me questions about the work I did for him in December and January.

He concluded our discussion by sharing his view by saying I do not deserve days in leiu for this time.

As he is the s 9(2)(a), and holds a position that must be respected, I am more interested in putting my energy and focus on immediate work s 9(2)(a), I don't wish to let any questions about leave entitlements to get in our way of delivering a successful and major project this week. Without any prejudice, sorry for my misjudgment in asking for this, and lets move forward focus on that and please forget that I even raised the question about days in leiu. This also applies to the work done over easter for s 9(2)(a)

Thanks,

s 9(2)(a)

s 9(2)(a)

Embassy of the Republic of Korea, Wellington

04 473 9073 s 9(2)(a) | s 9(2)(a)

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s 9(2)(a)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562033123940\\_Thread-10444\\_22295](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562033123940_Thread-10444_22295)

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<https://mail.mofa.or.kr/jxmail/ko/jsp/mail/readCheck.jsp?>

s 9(2)(a)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562120799317\\_Thread-14361\\_29701](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562120799317_Thread-14361_29701)

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04 473 9073 s 9(2)(a)

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[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562799054451\\_Thread-12516\\_24630](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=economic-nz@mofa.go.kr.1562799054451_Thread-12516_24630)

s 9(2)(a)

s 9(2)(a)

Embassy of the Republic of Korea, Wellington

04 473 9073 s 9(2)(a)

[Redacted]

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**Export Category:**

Message

Released under the Official Information Act 1982

**Message : MSG0026**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 11/09/2019 4:46 PM  
**Date Obtained:** 11/09/2019 12:00 AM  
**From:** Korean Emb. Culture <cultural-nz@mofa.go.kr>  
**To:** Labour Standards Early Resolution  
**Subject:** Email from er outlining their position re s 130(1D) of the Holidays Act. Er also mentioned in this email that they feel that i am taking the ee's side. Er also mentioned that they are willing to pay ee for the public holidays worked however they have certain internal processes which they need the ee to fulfill prior to paying out the public holidays.  
**Content:** Dear Zoya

Thank you for your email of 5 September 2019.

You said in your very first email that the Labour Standards Officers look into matters informally by providing education to either party and in doing so you do not represent either party. However, we cannot but feel that you are a little bit toward s 9(2)(a) especially in the interpretation of s130(1D).

Anyway, we are keeping record of additional hours worked by the employee. This is an unusual case where the employee works at home. s 9(2)(a) time sheet you have attached to your last email is not enough. In this case, our established process which has been long applied to all employees needs an additional paper to verify the fact. Please consider and respect our internal requirement and help s 9(2)(a) cooperate in this matter. Last monday he asked me to send the letter of consent again.

As we have stated in our email, we have never denied our obligation to pay time and half and provide alternative holidays. We are in the last stage of verifying whether s 9(2)(a) really worked on all those public holidays as he claimed. Once this process is complete, we are ready to make the payment to s 9(2)(a)

Thank you.

Best Regards,

s 9(2)(a)

s 9(2)(a) Korean Embassy

Tel: 04-473-9073

-----Original Message-----

From : Labour Standards Early Resolution <labourstandards@mbie.govt.nz>

To : Korean Emb. Culture <cultural-nz@mofa.go.kr>;

Date : 2019-09-05 10:45:58

Subject : RE: RE: RE: Employmentmatter(KoreanEmbassy)[[IN-CONFIDENCE:RELEASEEXTERNAL] [IN-CONFIDENCE:RELEASEEXTERNAL]

Dear s 9(2)(a)

Thank you for your detailed email.

Whilst I accept the fact that if the employee is doing the same hours each day the mention of these hours in the employment agreement is enough, however s130(1D) states that despite s130(1C) an employer must record any additional hours worked by the employee.

In addition to this I have attached a time sheet submitted to me by s 9(2)(a) which outlines the days and hours he has worked on the alleged public holiday days.

s 9(2)(a) has also mentioned to me that this time sheet was submitted to the employer and both the parties had signed off on it.

I am keen to resolve this issue, hence I would now ask you provide me with your final position on the matter. If this matter continues to remain unresolved that might lead to me advising s 9(2)(a) to perhaps pursue this matter via formal channels in order to get a resolution.

I would appreciate it if you reply back to this email no later than COB 6th September 2019.

Thank you

Kind regards

Zoya Parmar

LABOUR STANDARDS OFFICER

Labour Standards Early Resolution Team | Labour Inspectorate | Employment Services

Ministry of Business, Innovation & Employment

Hikina Whakatutuki - Lifting to Make Successful

HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz | Telephone: +64 (9) 928 2081 | Freephone: 0800 20 90 20

HYPERLINK "https://mail.mofa.go.kr/image/imgmime/mofa.go.kr/c/cultural-nz/5f0a1db48d4b4e88a735.jpg"Email sig asset\_1882x481\_LI

For information on employee and employer rights and responsibilities go to HYPERLINK "http://www.employment.govt.nz/"www.employment.govt.nz

From: Korean Emb. Culture [mailto:cultural-nz@mofa.go.kr]

Sent: Wednesday, 4 September 2019 4:58 p.m.

To: Labour Standards Early Resolution

Subject: RE: RE: RE: Employment matter(KoreanEmbassy)[IN-CONFIDENCE:RELEASEEXTERNAL]

Dear Zoya,

Thank you for your response.

You said in your email that it is unlawful to ask s 9(2)(a) to provide us with evidence of the fact that he worked on public holidays because the Holidays Act s81 and Employment Relations Act s130 provides that it is the legal duty of an employer to keep accurate time and wage records. We wish to firstly point out that s 9(2)(a) is a salaried employee. Sections 130(1)(c) and 81(2)(3A) state that it is unnecessary for an employer to track every hour of a salaried employee's work day. Secondly, we do keep records relating to the minimum entitlement provisions, including public holidays. When an employee works at our office on public holidays, we do not ask for the employee to provide evidence of their hours worked on those public holidays. With regards to work times in question s 9(2)(a) claimed that he worked at home to check whether new email would come for 15 minutes on 25th, 26th Dec 2018, 1st, 2nd Jan 2019 respectively. And s 9(2)(a) added that he found no email received, and so did nothing. As I said, according to our required process, we need to have something to verify that our employee has really worked. But in these instances, we can hardly do the verification without the help of the employee. We think it is reasonable for us to ask s 9(2)(a) to cooperate in this process. Moreover, this is a very simple move, just agreeing to the verification. Although we have repeatedly asked s 9(2)(a) about this matter on 2nd, 3rd, 11th Jul 2019, he has always avoided answers to our question. Last Friday, we gave s 9(2)(a) a paper(letter of consent) which can verify log in records of office mail while repeating our request. And s 9(2)(a) brought it with him, but has not replied us yet. We don't understand why s 9(2)(a) has so persistently refused to do such a simple move. I'd like to ask for your help by encouraging him to cooperate to solve this small procedural problem. Your cooperation will be highly appreciated. I will tell you clearly we are ready to pay once required process is completed.

With regards to the two ten minute rest breaks, we will update the employment agreement as I said. We'll take note of your advice.

In relation to your question about the sick leave owed, s 9(2)(a) was entitled to 4 days and 6.5 hours of sick leave as of 3 July 2019. s 9(2)(a) was paid a lump sum payment in July 2019 which included payment for working days, paid sick leave and paid annual leave for July to September 2019.

Thank you.

Best Regards,

s 9(2)(a)

s 9(2)(a) Korean Embassy

Tel: 04-473-9073

-----Original Message-----

From : Labour Standards Early Resolution <HYPERLINK

"mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz>

To : HYPERLINK s 9(2)(a) <HYPERLINK

s 9(2)(a)

Date : 2019-08-30 12:55:07

Subject : RE: Employment matter(Korean Embassy) [IN-CONFIDENCE:RELEASEEXTERNAL]

Dear s 9(2)(a)

Thank you for email.

I have considered the information you have provided and would like to raise the following issues:

1. In relation to being paid time and half and being provided with alternative days you mentioned that you are waiting on s 9(2)(a) to provide you with evidence. As per the Holidays Act s81 and Employment Relations Act s130 provides that it is the legal duty of an employer to keep accurate time and wage records for each and every employee. Which is why in this case asking s 9(2)(a) to provide you with evidence of the fact that he worked on public holidays would be unlawful. It is not for the employee to provide you with this information. Hence this office is of the view the s 9(2)(a) is owed to be paid time and half plus alternative days on lieu for working on public holidays.
2. With regards to the allegation of s 9(2)(a) claiming the lack of two ten minute breaks you mentioned that the employee's get a 60min break and the two ten minute breaks are included in that, I have reviewed the employment agreement (copy sent to me by s 9(2)(a)) and in the agreement clause 7c states that the employee is entitled to meal breaks of 60 minutes between 12 and 1pm and that this break will be unpaid.

There is no mention of the two ten minute breaks being included in the 60min. Kindly note that s69ZD of the Employment Relations Act states that the employee needs to be provided with two 10 minute paid breaks and this needs to be reflected in the employment agreement as well as the time and wage record. Hence the position of this office is that the two ten min breaks be included in the employment agreement of all the employees and this be paid breaks.

3. s 9(2)(a)

s 9(2)(a)

I would appreciate if you can provide me with the requested information no later than COB Monday 2nd September 2019.

I look forward to hearing back from you.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)

Sent: Wednesday, 28 August 2019 4:59 p.m.

To: Labour Standards Early Resolution

Subject: Employment matter(Korean Embassy)

Dear Zoya,

Thank you for your email. We explain our position as below.

We are aware of our obligation to pay time and half for working on public holidays and providing alternative days for working on public holidays. We are holding off the payment of time and half and alternative days on those dates mentioned by s 9(2)(c) due to the fact that s 9(2)(c) has been uncooperative and not yet provided evidence showing that he has worked on those public holidays. This is part of our required process. We are currently in the process of working on this matter and we will of course make the payments if we can conclude that he did work on those public holidays.

In relation to your question regarding the rest breaks, the two 10-minute rest breaks are actually included in the 60 minute break (between 12:00 – 13:00) which is 10 minutes longer than New Zealand requirement. Also, s 9(2)(a) salary includes the payment for his two 10-minute rest breaks. We will make this clear by updating our employment agreement.

s 9(2)(a)

Thank you.

Best Regards,

s 9(2)(a)

s 9(2)(a) Korean Embassy

Tel: 04-473-9073

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=s 9\(2\)\(a\) 1566968364029\\_Thread-62417\\_33349](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=s 9(2)(a) 1566968364029_Thread-62417_33349)

HYPERLINK "https://apc01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.govt.nz%2F&data=02%7C01%7CTony.Sung%40shieffangland.co.nz%7C9bc6831cf084496b48fd08d72ff2a550%7Ca37481340ae6429d8a2b334708e5f64e%7C1%7C0%7C637030591597067046&sdata=dUda%2FQjMo9nRDeY08wqfSPdp%2FdDyak%2BIWVvIa4q7L2k%3D&reserved=0"www.govt.nz - your guide to finding and using New Zealand government services

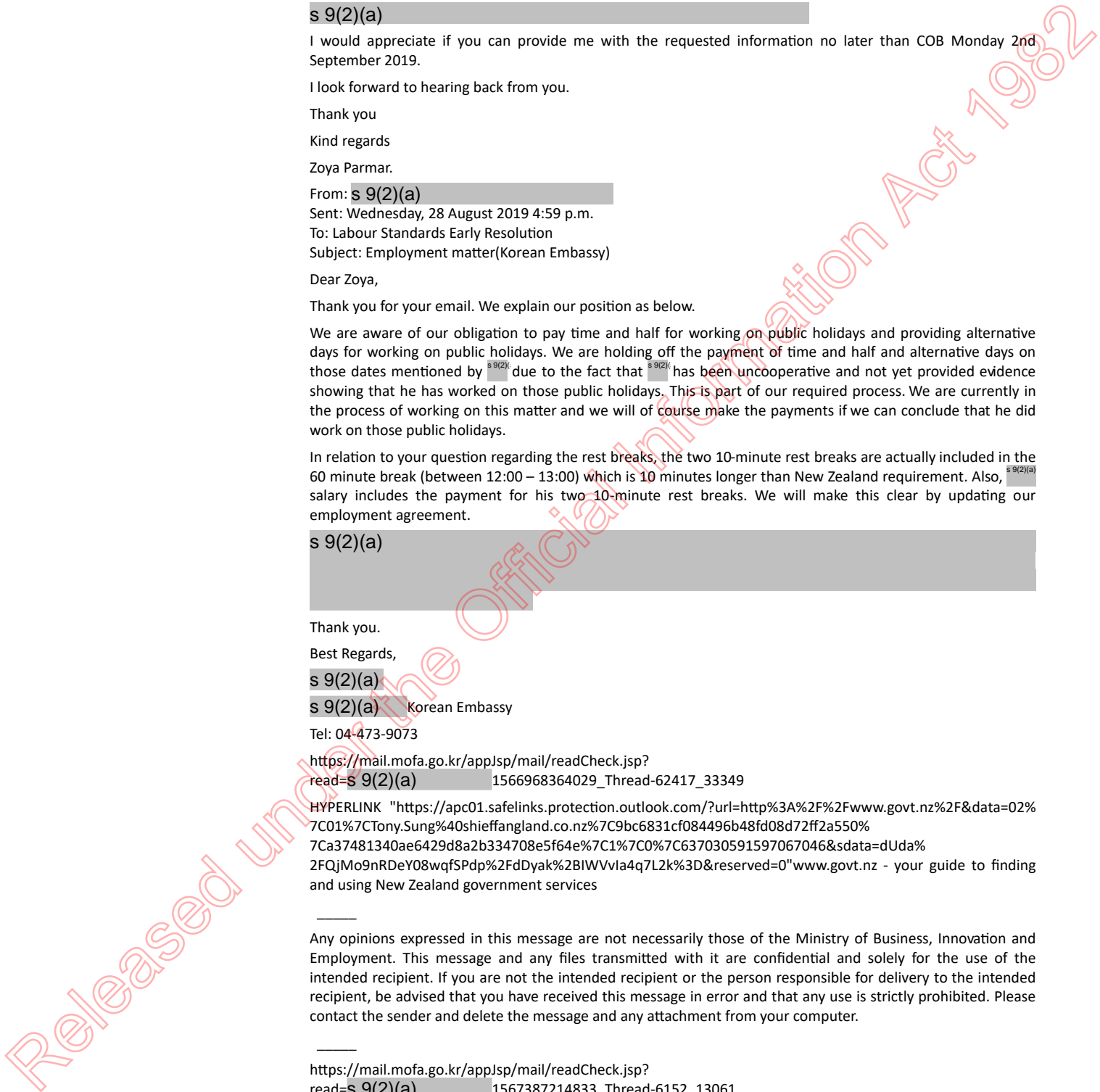
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[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=s 9\(2\)\(a\) 1567462346173\\_Thread-9054\\_18406](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=s 9(2)(a) 1567462346173_Thread-9054_18406)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=s 9\(2\)\(a\) 1567546517085\\_Thread-13659\\_32593](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=s 9(2)(a) 1567546517085_Thread-13659_32593)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1567573087572\\_Thread-14631\\_34510](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1567573087572_Thread-14631_34510)



HYPERLINK "<http://www.govt.nz/>"www.govt.nz - your guide to finding and using New Zealand government services

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[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz\\_1568165652373](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz_1568165652373)

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1568177206202\\_Thread-16231\\_31800](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1568177206202_Thread-16231_31800)

Disclosure

Export Category:

Message

Released under the Official Information Act 1982

**Message : MSG0027**

**Sensitive:** No

**Details**

**Type:** Email  
**Date Sent:** 4/09/2019 4:58 PM  
**Date Obtained:** 4/09/2019 12:00 AM  
**From:** Korean Emb. Culture <cultural-nz@mofa.go.kr>  
**To:** Labour Standards Early Resolution  
**Subject:** Email from ER confirming that they do keep accurate time and wage records. Er also stating in this email that they require the ee to fill out certain forms so that he can be paid for the public holiday worked.  
**Content:** Dear Zoya,

Thank you for your response.

You said in your email that it is unlawful to ask s 9(2)(a) to provide us with evidence of the fact that he worked on public holidays because the Holidays Act s81 and Employment Relations Act s130 provides that it is the legal duty of an employer to keep accurate time and wage records. We wish to firstly point out that s 9(2)(a) is a salaried employee. Sections 130(1)(c) and 81(2)(3A) state that it is unnecessary for an employer to track every hour of a salaried employee's work day. Secondly, we do keep records relating to the minimum entitlement provisions, including public holidays. When an employee works at our office on public holidays, we do not ask for the employee to provide evidence of their hours worked on those public holidays. With regards to work times in question s 9(2)(a) claimed that he worked at home to check whether new email would come for 15 minutes on 25th, 26th Dec 2018, 1st, 2nd Jan 2019 respectively. And s 9(2)(a) added that he found no email received, and so did nothing. As I said, according to our required process, we need to have something to verify that our employee has really worked. But in these instances, we can hardly do the verification without the help of the employee. We think it is reasonable for us to ask s 9(2)(a) to cooperate in this process. Moreover, this is a very simple move, just agreeing to the verification. Although we have repeatedly asked s 9(2)(a) about this matter on 2nd, 3rd, 11th Jul 2019, he has always avoided answers to our question. Last Friday, we gave s 9(2)(a) a paper(letter of consent) which can verify log in records of office mail while repeating our request. And s 9(2)(a) brought it with him, but has not replied us yet. We don't understand why s 9(2)(a) has so persistently refused to do such a simple move. I'd like to ask for your help by encouraging him to cooperate to solve this small procedural problem. Your cooperation will be highly appreciated. I will tell you clearly we are ready to pay once required process is completed.

With regards to the two ten minute rest breaks, we will update the employment agreement as I said. We'll take note of your advice.

In relation to your question about the sick leave owed, s 9(2)(a) was entitled to 4 days and 6.5 hours of sick leave as of 3 July 2019. s 9(2)(a) was paid a lump sum payment in July 2019 which included payment for working days, paid sick leave and paid annual leave for July to September 2019.

Thank you.

Best Regards,

s 9(2)(a)  
 s 9(2)(a) Korean Embassy

Tel: 04-473-9073

-----Original Message-----

From : Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz">  
 To : HYPERLINK s 9(2)(a)

Date : 2019-08-30 12:55:07

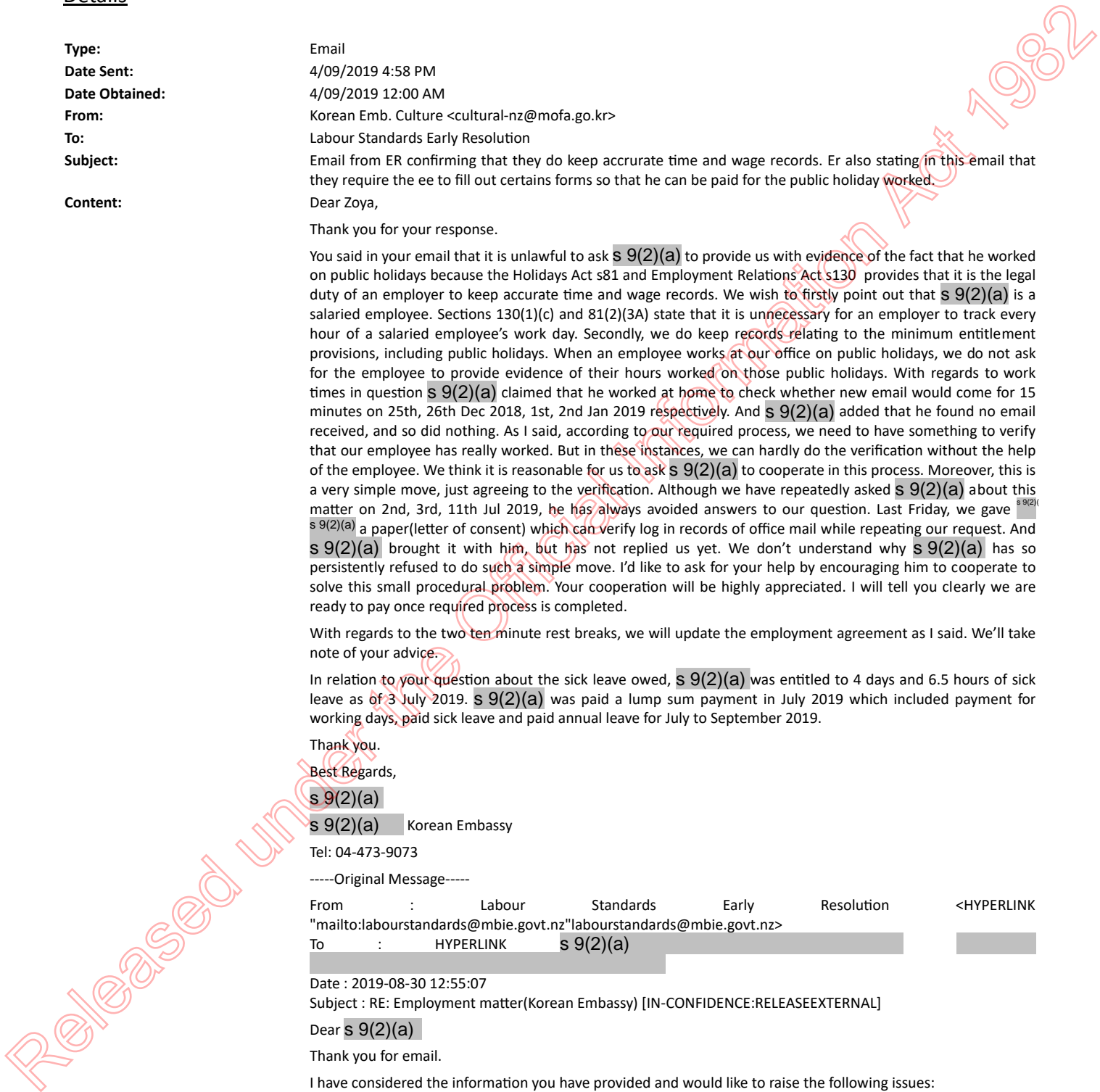
Subject : RE: Employment matter(Korean Embassy) [IN-CONFIDENCE:RELEASEEXTERNAL]

Dear s 9(2)(a)

Thank you for email.

I have considered the information you have provided and would like to raise the following issues:

1. In relation to being paid time and half and being provided with alternative days you mentioned that you are waiting on s 9(2)(a) to provide you with evidence. As per the Holidays Act s81 and Employment Relations Act s130 provides that it is the legal duty of an employer to keep accurate time and wage records for each and every employee. Which is why in this case asking s 9(2)(a) to provide you with evidence of the fact that he worked on public holidays would be unlawful. It is not for the employee to provide you with this information. Hence this office is of the view the s 9(2)(a) is owed to be paid time and half plus alternative days on lieu for working on public holidays.



2. With regards to the allegation of s 9(2)(a) claiming the lack of two ten minute breaks you mentioned that the employee's get a 60min break and the two ten minute breaks are included in that, I have reviewed the employment agreement (copy sent to me by s 9(2)(a)) and in the agreement clause 7c states that the employee is entitled to meal breaks of 60 minutes between 12 and 1pm and that this break will be unpaid. There is no mention of the two ten minute breaks being included in the 60min. Kindly note that s692D of the Employment Relations Act states that the employee needs to be provided with two 10 minute paid breaks and this needs to be reflected in the employment agreement as well as the time and wage record. Hence the position of this office is that the two ten min breaks be included in the employment agreement of all the employees and this be paid breaks.

3. s 9(2)(a)

s 9(2)(a)

I would appreciate if you can provide me with the requested information no later than COB Monday 2nd September 2019.

I look forward to hearing back from you.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)

Sent: Wednesday, 28 August 2019 4:59 p.m.

To: Labour Standards Early Resolution

Subject: Employment matter(Korean Embassy)

Dear Zoya,

Thank you for your email. We explain our position as below.

We are aware of our obligation to pay time and half for working on public holidays and providing alternative days for working on public holidays. We are holding off the payment of time and half and alternative days on those dates mentioned by s 9(2)(a) due to the fact that s 9(2)(a) has been uncooperative and not yet provided evidence showing that he has worked on those public holidays. This is part of our required process. We are currently in the process of working on this matter and we will of course make the payments if we can conclude that he did work on those public holidays.

In relation to your question regarding the rest breaks, the two 10-minute rest breaks are actually included in the 60 minute break (between 12:00 – 13:00) which is 10 minutes longer than New Zealand requirement. Also, s 9(2)(a) salary includes the payment for his two 10-minute rest breaks. We will make this clear by updating our employment agreement.

s 9(2)(a)

Thank you.

Best Regards,

s 9(2)(a)

s 9(2)(a) Korean Embassy

Tel: 04-473-9073

[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=s 9(2)(a) 566968364029_Thread-62417_33349)

read=s 9(2)(a) 566968364029\_Thread-62417\_33349

HYPERLINK "<https://apc01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.govt.nz%2F&data=02%7C01%7CTony.Sung%40shieffangland.co.nz%7C9bc6831cf084496b48fd08d72ff2a550%7Ca37481340ae6429d8a2b334708e5f64e%7C1%7C0%7C637030591597067046&sdata=dUda%2FQjMo9nRDeY08wqfSPdp%2FdDyak%2BIWVvia4q7L2k%3D&reserved=0>"www.govt.nz - your guide to finding and using New Zealand government services

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[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=s 9(2)(a) 1567462346173_Thread-9054_18406)

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read=S 9\(2\)\(a\) 1567546517085\\_Thread-13659\\_32593](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=S%209(2)(a)1567546517085_Thread-13659_32593)  
[https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-  
nz@mofa.go.kr.1567573087572\\_Thread-14631\\_34510](https://mail.mofa.go.kr/appJsp/mail/readCheck.jsp?read=cultural-nz@mofa.go.kr.1567573087572_Thread-14631_34510)

Disclosure

**Export Category:**

Message

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**Message : MSG0028**

Sensitive: No

**Details**

**Type:** Email  
**Date Sent:** 30/08/2019 11:26 AM  
**Date Obtained:** 30/08/2019 12:00 AM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** Email from ee alleging that the er is not paying for days in lieu, this issue is also impacting another ee s 9(2)(a) who also works at the embassy. s 9(2)(a) has worked ANZAC day but has not been provided with a Day in lieu

**Content:** Also, I can let you know that the embassy is not just not paying me appropriately and giving me days and lieu. But also s 9(2)(a) who works at the embassy. For example he has worked on Anzac Day but hasn't been given a day in lieu for this.

Also, s 9(2)(a) has not been provided his 10 minute breaks.

I trust you will fully investigate this to resolve the minimum standard problems.

Thanks

s 9(2)(a)

On Thu, 29 Aug 2019 at 11:15 AM, s 9(2)(a)

wrote:

also, attached here are some the forms the embassy already has. You can see these were provided in April when I was asking these questions for my leave entitlements.

Thank you

s 9(2)(a)

On Thu, Aug 29, 2019 at 11:12 AM, s 9(2)(a)

wrote:

Hi Zoya,

Thanks for the call. Can you kindly send me a email summarising what you just explained. Because of the stress I am under it is often hard for me to remember things I discuss verbally at the moment.

Cheers

s 9(2)(a)

On Tue, 27 Aug 2019 at 12:50 PM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz"> wrote:

Hello s 9(2)(a)

I have emailed s 9(2)(a) awaiting a reply.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)

Sent: Tuesday, 27 August 2019 5:35 a.m.

To: Labour Standards Early Resolution

Subject: Re: MBIE LS 32467 Embassy of the republic of Korea [IN-CONFIDENCE:RELEASE EXTERNAL]

Further to our discussion last week I would like to complain that the embassy hasn't paid me for the month of August. There were supposed to pay me for one day per week of my leave entitlements but the haven't paid me anything.

Can you update me where you are at in your process and what is happening.

Thanks

s 9(2)(a)

On Sun, 18 Aug 2019 at 8:58 PM, s 9(2)(a)

wrote:

Attached is the current contract terms.

Please also see attached email. As you can see, our s 9(2)(a) had said to me that I don't deserve leave (days in lieu) for the days I worked, and I felt threatened and intimidated by him as a result.

s 9(2)(a)

s 9(2)(a)

I now wish to change my view, and would like the days in leiu as I believe I am entitled to them.

I had worked on public holidays, and my work on those days was approved by the relevant manager/diplomat at the Embassy.

s 9(2)(a)

Please call to discuss. If I don't answer, please call back 5 minutes later. I do not use voice mail.

Thank you.

s 9(2)(a)

On Sun, Aug 18, 2019 at 8:39 PM s 9(2)(a)

wrote:

s 9(2)(a) is the person responsible for employment matters.

s 9(2)(a)

I have tried to call you but have not been able to reach you. Left message too but have not heard back.

I will forward other email to you for reference I'm this matter.

s 9(2)(a)

On Thu, 15 Aug 2019 at 11:43 AM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz> wrote:

Dear s 9(2)(a)

Kindly provide me with a contact number and email for your employer so that I can get in touch with them. Also provide me with name of the contact person.

Thank you

Kind regards

Zoya Parmar

HYPERLINK "http://www.govt.nz/"www.govt.nz - your guide to finding and using New Zealand government services

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Disclosure

Export Category:

Message

Released under the Official Information Act 1982

**Message : MSG0029**

**Sensitive:** No

Details

**Type:** Email  
**Date Sent:** 29/08/2019 11:15 AM  
**Date Obtained:** 29/08/2019 12:00 AM  
**From:** s 9(2)(a)  
**To:** Labour Standards Early Resolution  
**Subject:** EE has provided a copy of time sheet he filled out for working on Public Holidiays- he has provided these copies to the er  
**Content:** also, attached here are some the forms the embassy already has. You can see these were provided in April when I was asking these questions for my leave entitlements.

Thank you

s 9(2)(a)

On Thu, Aug 29, 2019 at 11:12 AM s 9(2)(a) wrote:

Hi Zoya,

Thanks for the call. Can you kindly send me a email summarising what you just explained. Because of the stress I am under it is often hard for me to remember things I discuss verbally at the moment.

Cheers

s 9(2)(a)

On Tue, 27 Aug 2019 at 12:50 PM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz"> wrote:

Hello s 9(2)(a)

I have emailed s 9(2)(a) awaiting a reply.

Thank you

Kind regards

Zoya Parmar.

From: s 9(2)(a)

Sent: Tuesday, 27 August 2019 5:35 a.m.

To: Labour Standards Early Resolution

Subject: Re: MBIE LS 32467 Embassy of the republic of Korea [IN-CONFIDENCE:RELEASE EXTERNAL]

Further to our discussion last week I would like to complain that the embassy hasn't paid me for the month of August. There were supposed to pay me for one day per week of my leave entitlements but the haven't paid me anything.

Can you update me where you are at in your process and what is happening.

Thanks

s 9(2)(a)

On Sun, 18 Aug 2019 at 8:58 PM, s 9(2)(a) wrote:

Attached is the current contract terms.

Please also see attached email. As you can see, our s 9(2)(a) had said to me that I don't deserve leave (days in leiu) for the days I worked, and I felt threatened and intimidated by him as a result.

s 9(2)(a)

I now wish to change my view, and would like the days in leiu as I believe I am entitled to them.

I had worked on public holidays, and my work on those days was approved by the relevant manager/diplomat at the Embassy.

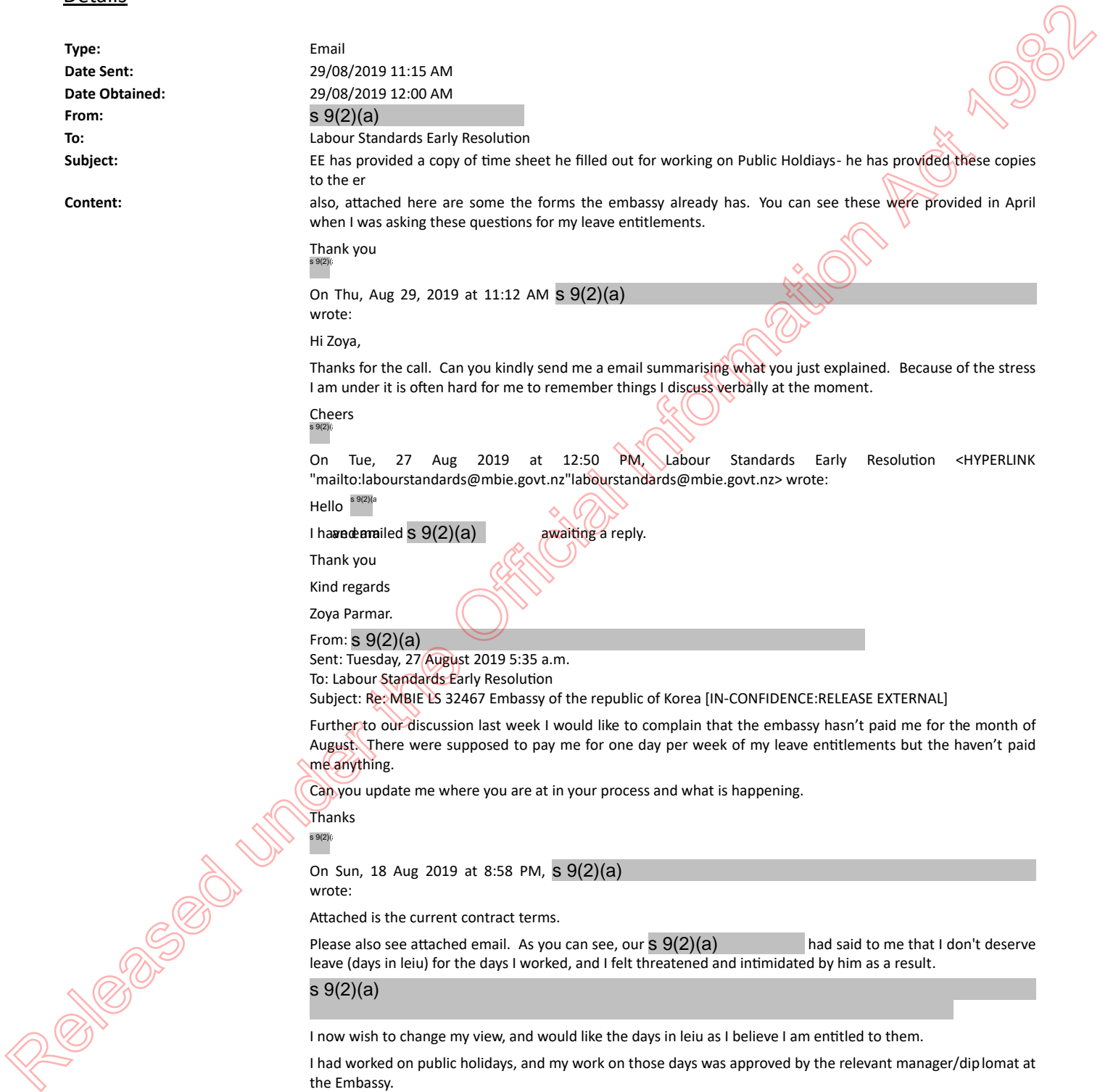
s 9(2)(a)

Please call to discuss. If I don't answer, please call back 5 minutes later. I do not use voice mail.

Thank you.

s 9(2)(a)

[Redacted]



On Sun, Aug 18, 2019 at 8:39 PM s 9(2)(a) wrote:  
s 9(2)(a) is the person responsible for employment matters.  
s 9(2)(a)

I have tried to call you but have not been able to reach you. Left message too but have not heard back.  
I will forward other email to you for reference I'm this matter.

s 9(2)(a)  
On Thu, 15 Aug 2019 at 11:43 AM, Labour Standards Early Resolution <HYPERLINK "mailto:labourstandards@mbie.govt.nz"labourstandards@mbie.govt.nz> wrote:

Dear s 9(2)(a)  
Kindly provide me with a contact number and email for your employer so that I can get in touch with them. Also provide me with name of the contact person.

Thank you  
Kind regards  
Zoya Parmar

HYPERLINK "http://www.govt.nz/"www.govt.nz - your guide to finding and using New Zealand government services

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