



VERI-Mi

Are you being treated unfairly at work?

You don't have to put up with it.

1. You have rights

Everyone in New Zealand has the same employment rights – citizens, residents, and migrants on work visas.

2. You can get free help

VERI-Mi, your local Community Law Centre, and the CAB can all help you – at no cost to you.

3. You can leave your job safely

You can leave a bad job and protect your visa. Exploitation is illegal and you are protected by law.



**Migrant Exploitation.
Ends Here.**

verimi.org.nz

Warning signs

Your employer may be breaking the law if:

- You are paid less than the minimum wage
- You are not paid for all your hours
- You have to give wages back to your boss
- You paid money to get the job (a 'premium')
- You must work with no breaks or days off
- You are not paid for public holidays or annual leave
- You are threatened about your visa
- Your passport has been taken from you
- You are bullied, harassed or made to feel unsafe
- Doors are locked so you cannot leave
- You are paid cash with no payslips
- Your employer stops you opening a bank account or getting an IRD number.

Your rights – everyone in NZ

- A written employment agreement
- At least the minimum wage (which is currently \$23.50 and will increase on 1 April 2026 to \$23.95. Please check Employment NZ for the most current minimum wage)
- Four weeks of paid annual leave
- Rest and meal breaks
- Paid public holidays
- Sick, bereavement and parental leave
- 10 days family violence leave per year
- Accurate wage and time records
- To be treated fairly and with respect.



Your path to justice

The full process can take six months to two years. Here are the key steps:

The order / process may vary case-by-case

1. Collect evidence – use the VERI-Mi app to record hours, location and wages.
2. Contact VERI-Mi or a Community Law Centre for free initial guidance.
3. Meet with your community lawyer – show them your evidence and discuss options.
4. Report the exploitation to the government at **gethelp.employment.govt.nz**
5. Receive the Report of Exploitation letter from Employment NZ (also known as Employment Services. Part of the Ministry of Business, Innovation and Employment).
6. Leave your job safely with support from your lawyer.
7. Raise a personal grievance within 90 days of the problem arising. Claim unpaid wages and leave within the last 6 years.
8. Apply for a Migrant Exploitation Protection Visa (MEPV) – free, lets you work anywhere for 6 months.
9. Go to mediation (free service) and/or an ERA hearing to resolve your case.

For full details:

verimi.org.nz/your-path-to-justice



What to do

1. Get free help

- **VERI-Mi:** verimi.org.nz
- **Community Law Centre:** communitylaw.org.nz
- **Citizens Advice Bureau:** cab.org.nz
- **Employment NZ:** 0800 20 90 20
- **Migrant Workers Association:** support and advocacy
- **Union Network of Migrants (UNEMIG):** migrant led, non-profit and non-sectarian.

2. Collect evidence

- Record the hours you work every day
- Use the VERI-Mi app – GPS tracks where you work
- Screenshot messages from your employer
- Take photos at work (date/time stamped)
- Save payslips, rosters and contracts
- Write down what happened in your own words and language – include dates, times, what was said.

3. Know your Visa options

Migrant Exploitation Protection Visa (MEPV):

- **Step 1:** Report exploitation to Employment NZ (0800 20 90 20)
- **Step 2:** If credible, they issue a Report of Exploitation letter
- **Step 3:** Apply for your MEPV – free, no medicals or police certs
- **Step 4:** Wait for MEPV approval before starting a new job
- MEPV lets you work for any employer for 6 months

Or, transfer your visa to an accredited employer (Variation of Conditions).

4. Report and claim

- Report to Employment NZ: gethelp.employment.govt.nz
- Your lawyer or advocate can claim unpaid wages and leave for you
- Community Law Centres help for free
- Your information stays private.

The VERI-Mi App

Free tool to track your work and build your case

The app helps you:

- Track your hours and wages each day
- Record where you work using GPS (cannot be edited)
- Check if you are being paid correctly – spot missing wages or unpaid overtime
- Save photos of rosters, payslips and messages
- Share your records securely with your lawyer or advocate.

How to use:

- Download from App Store or Google Play
- In phone settings, set VERI-Mi location access to 'Always'
- Open the app when you start work – wait for location confirmation
- Close the app – it tracks in the background
- Reopen at end of shift to stop tracking
- After a few days: check **Account** → **My Diary** → **Geo-Location Report** to confirm GPS is working.



You deserve fair treatment.

It's not your fault.
Help is free. You can
take action safely.

Talk to us today:
info@verimi.org.nz



Get help today

You are not alone

Emergency: 111

If you are unsafe, call now

VERI-Mi

Independent charitable trust supporting migrant workers. Download the VERI-Mi app from the Apple App Store and Google Play.

→ verimi.org.nz

Community Law Centre

Free legal advice – your information stays private.

→ communitylaw.org.nz

Citizens Advice Bureau (CAB)

Free, independent information and support.

→ cab.org.nz

Employment New Zealand

Report exploitation to the government and get advice.

→ **0800 20 90 20**

→ gethelp.employment.govt.nz