

# NEWS LETTER

## Mondayisation of Waitangi Day and Anzac Day

### WORK INJURY?

*The Union is aware of several instances where the employer is challenging whether or not an injury occurred in the workplace.*

*Workers need to ensure that they report ANY INCIDENT, no matter how trivial it may seem as this greatly enhances your chances of having fewer problems gaining cover and entitlements.*

**REPORT! REPORT! REPORT!**

**WORK DEATH TOLL** for the year  
For calendar year  
2013 to date  
(SOURCE—Safeguard Magazine)

**24**

**The Mondayisation of Waitangi Day and ANZAC Day comes into force on 1 January 2014.**

The Holidays (Full Recognition of Waitangi Day and ANZAC Day) Amendment Act 2013 (No 19 of 2013) will mean that if the date in question falls on a Saturday or Sunday, the public holiday will be treated as falling on the following Monday for those staff who do not normally work on the day upon which it actually falls. (Of course, the employee will only be paid for that Monday if it would otherwise be a working day.)

The public holiday will continue to be treated as falling on the Saturday or Sunday for those staff who normally work on the day it actually falls. Previously, when New Zealand celebrated Waitangi Day or ANZAC Day, and it fell on a Saturday or Sunday, it wasn't recognised with a day of paid leave unless the employee normally worked on that day. As a result of this Mondayisation the definition of "working day" has been amended in Acts, Rules and Regulations generally and the relevant time limits for various matters have changed.



### National Office news—The National Office

Administrator, **Sherryl Haughie**, will be going on Maternity Leave at the end of July. We wish Sherryl and Neil (and their son Connor) all the best for the impending birth of their new baby in late August. **Jean Gouedard** is Sherryl's temporary replacement during this time—welcome, Jean!



The National Office also bids farewell to **Leanne Luscombe**, she has been the part time office for the past 3 years and has been full time replacement for Sherryl on several occasions over the past 5 years. The Union wishes her all the best for her future. Leanne's cheerful and competent assistance will be greatly missed.



## National Secretary—*Graham Cooke*

Nationally, we have just experienced a better season attributable in the main to a severe drought hitting both Islands. At week 40 of this season, the lamb kill is up 9.4% (1.6m), beef is up 10.9% (204,000) and sheep up 22.1% (681,000) whereas at the completion of last season all the kills were all down. Unfortunately some plants are experiencing longer layoffs at the end of the season.

Industry "rumours" are indicating that the meat industry has returned to profitability, due to less procurement wars at the farm gate. The ongoing lack of profitability of the industry has been an issue for at least 50 years.

Richard Young and Blair Gallagher from the Meat Industry Excellence (MIE) Group (3,000 strong) met with the National Secretary to discuss Farmer support for structural change in the meat industry. They are of the view which we share that the competitive model has reached its end by date. Competition at the farm gate followed by competition in the overseas markets by NZ companies does not make a lot of common sense. 'Sunday night auctions' for stock damage the industry. MIE group want an industry that follows best practice, efficient processing and strong marketing all rewarded appropriately.

The MIE Group do not believe that reducing meat worker wages has had any positive spin off for the industry. Independently, the big four, AFFCO, ANZCO, Alliance and SFF are discussing possible structural changes before the coming season. The recent "Red Meat Strategy" that was delivered with great publicity ended up on the shelf as has many other reports in the past.

On Friday 26 April the National Government introduced the Employment Relations Amendment Bill 2013 which will pre-sumably be the final phase of the National government's employment law reforms during its current term. Since its re-election in 2008 National has steadily chipped away at many of the reforms made during Labour's term in government, as well as making a number of reforms intended to restrict the rights of employees. As with much of National's legislation these reforms are cloaked in the rhetoric of enhanced freedom of choice and flexibility.

During its two terms in government National's tactic, unlike the Employment Contracts Act 1991, has been to introduce relatively limited incremental amendments to avoid the impression of mounting a major attack on employee protections, although of course that has been its primary strategy. National's first major reform was to implement the 90-day trial period which allowed new employees to "agree" to surrender their right to initiate a personal grievance if dismissed during that period. This was followed by provisions restricting employee access to their union officials by requiring employer agreement to access a workplace. While an employer could not unreasonably deny access, the need to gain consent was an open invitation to procrastination and delay, a matter that might be of considerable importance in some situations. The Employment Relations Amendment Bill 2013, currently before Parliament, follows this pattern, although these reforms are somewhat more ambitious than previous amendments. However, once this Bill has been enacted, the combined effect of National's reforms is that there will have been a significant erosion of employee rights and protections over National's time in government. The Bill seems intended to reinforce the ability of employers to resist collective bargaining and to give them greater control over the working time of employees.

We will keep you informed of future developments on these issues.

**Got problems  
at work with  
ACC, and you're  
a Union mem-  
ber—see your  
plant/on site  
secretary first  
and as soon as  
possible.**

**If they can't  
help you, they  
can access the**

**CTU Injury  
Advocacy**

**Service on  
0800 486**

**466**

**for expert  
advice and  
assistance.**



## Strike busting law proposed by National MP

CTU says that Jami-Lee Ross' Employment Relations (Continuity of Labour) Bill that would allow casual workers to be employed during a strike specifically as strike busters is another attack on collective bargaining and would reduce wages.

It should not be supported by the National Government—nor by any Government!

Peter Conway, CTU Secretary says “National have rejected this policy to date and we encourage them not to change their mind. There are very few strikes in NZ. In 2011, the latest data available, there, were only 12 work stoppages. This is the lowest number since the series began in 1986.”

“But if this Bill became law then it would reduce the impact of a strike, it will create huge conflict between strikers and replacement labour when there is a dispute, it will make it harder to protect pay and conditions.”

“Workers are already campaigning against the Employment Relations Amendment Bill which will reduce wages and this Bill is just another attack.”

“Fair employment laws that encourage collective bargaining as the way to higher wages and productive and safe workplaces, not changes that undermine bargaining and make it even harder for workers to get ahead, would be a much better way,” says Peter Conway.

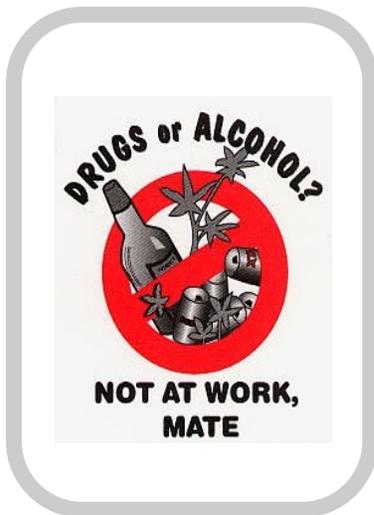
## We All Need a Living Wage

As the gap between the rich and the poor grows in New Zealand and poverty increases, more and more New Zealanders don't get paid enough to meet their needs, enjoy their lives and participate in society.

All over the world communities are uniting to address poverty and inequality through living wage campaigns.

The Living Wage Aotearoa New Zealand campaign brings together community and faith-based organisations and unions around a common goal of achieving a living wage as a necessary step in reducing inequality and poverty in our society.

Visit [www.livingwage.org.nz](http://www.livingwage.org.nz) for more.



NEW ZEALAND MEATWORKERS UNION

NATIONAL OFFICE,  
2 LONG STREET, WOOLSTON  
CHRISTCHURCH

**Website:**  
**Nzmeatworkersunion**  
**.CO.NZ**



## Bits 'n' Pieces/Odds 'n' Sods

- \* New Zealand's first set of guidelines aimed at directors and their role in health & safety were launched by the Ministry of Business, Innovation and Employment and the Institute of Directors in May 2013.
- \* The new standalone Crown Occupational Health and Safety agency to come into existence in December 2013 will be known as WORKSAFE New Zealand.
- \* A recently released Pew Research Center study shows that more Americans favorably view labor unions. The national survey was conducted June 12-16 among 1,512 adults and shows that views of labor unions have improved across most groups since 2011, and not just among middle-aged white men—the popular image of unionists. In fact, the survey found that unions are now most favorable among women, people of different races, young people between the ages of 18 and 29. Here's a breakdown of the facts:
- \* According to an [MSNBC article](#) about the new research, "women don't make up a majority of the unionized workforce, but they've been narrowing the gap for years.

They make up [about 45% of the unionized workforce](#) according to the latest numbers from the Bureau of Labor Statistics—and they're gaining."

- African Americans in particular are more likely to be union members. 13.1% of all working African-Americans are part of a union, compared to 11% of all non-black workers.
- 61% of surveyed young people between the ages of 18 and 29 support unions, showing that the millennial generation is changing the image of labor even further.
- Overall, 51% of surveyed Americans view labor unions favorably. That's 10 percentage points up from labor's lowest approval rating two years ago in 2011, when attacks from the right were very prevalent in the media. Many people have seen that right to work legislation in states like Wisconsin has failed to solve any fiscal crisis—an argument that conservatives like Scott Walker used to gain support.
- 80% of liberal Democrats view labor unions favorably compared to 23% of conservative Republicans.
- More than a third of public sector workers are unionized.

(Article from UFCW website)

