



Seniority

Seniority is about “fairness”. Seniority is “**Last on, First off**”. Seniority gives existing employees some protection on re-employment and at the end of the season.

If seniority is removed from any agreement, then you return your employees to those “Dinosaur” years.

Seniority was written into the National Award in 1968 because employees nationally could no longer trust employers to do the “right thing by them”.

Employment in the meat industry had become corrupt.

Some “supervisors’ had abused their powers on rehiring & firing - such as a

- A supervisor being paid \$100 under the table to keep one worker employed ahead of others that had been working at the plant for more seasons or
- A supervisor selected his workers just because you played at the local rugby club rather than the club down the road, or
- A supervisor employed his family ahead of other families. That supervisor leaves and is replaced by a new supervisor who then replaces the other family with his own.

Why would a company lay off senior long serving people ahead of new starters that have yet to develop a track history of attendance, loyalty and trustworthiness in their first season?

When the next group of new starters are employed there is absolutely no reason why they can’t jump to the front of this current group of new starters.

Finally, no worker will know at the start of each season or conclusion of a season if they have a job or not, unless they are prepared to crawl over broken glass.

Seniority – is the principal “**Last on, First off**”.

Seniority is used in...

1. Plant seniority
2. Departmental seniority
3. Job seniority

Applies to....

1. Restart at the beginning of the season
2. Long established “custom & practice” departmental job classifications
3. Redundancy
4. Lay off at the end of the season

Seniority.....gives those meat workers that have served the company **loyally, reliably, demonstrated their trustworthiness and an acceptable attendance performance the ability to progress** from a laborer’s position (low paid) to a Slaughterer persons’ position (high paid) or a Boners (Beef/Lamb) position (high paid).

Seniority enables you to get a mortgage from your bank. To be able to buy a house in rural NZ (where the majority of meat plants are located) a bank is looking for a person who can give some commitment to repay the mortgage not a worker who this season is “younger and fitter” and next season is a “has been”.

