

## **AFFCO Talley members – update #5**

### **Staying union on a Company IEA**

Rangiuru and Imlay have had to sign company individual agreements (IEAs), but doesn't mean they can't be union. Even on the Company IEA, you have more rights as a union member than going it alone.

### **You can join our union anytime**

Joining the union is your business, not the bosses. It's called Freedom of Association. The only difference is the company won't deduct your union fees, so you will have to pay through your bank (ask your delegate about this). The good thing about that is the company won't know who's in the union until we decide to tell them.

### **You still have a right to bargain for a collective**

Most workers start out on individual agreements, join the union and then negotiate a collective agreement. That right doesn't change, and bargaining for a collective agreement at AFFCO Talley's is still going on.

**There's just been two days of mediated discussions between the company and NZMWU and the parties have agreed to meet again on 23 and 24<sup>th</sup> July.**

### **You have the right to be represented**

Your rights to be represented by our union are the law of the land and Human Rights law. This applies to any meetings with management, including disciplinaries, health and safety issues or consultation meetings.

### **If you are unfairly treated you still have rights**

The union can still challenge unfair dismissals, warnings and disadvantage at work.

### **You have other rights as a union member**

Your union officials still have access, there are still two paid stop work meetings allocated by law to you and you cannot be discriminated against for joining the union.

**Every worker is affected by what's been happening at AFFCO Talley's.  
Let's work together for the strength to make lasting change.**

## **AFFCO Talley members – update #4**

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### **Talley MWU members on the frontline**

In the past few weeks, Rangiora workers have returned to work on company IEAs and as expected, there are all kinds of issues. Many members are returning to work on similar IEAs this week because it's that or no job. Fielding AFFCO workers have had their lay-off notices, and there are layoffs at Moerewa.

We stand with the brave NZMWU members who have spoken out about this unfairness: from Rangiora and other Talley's owned plants - such as Fielding, where our shed leader was warned for telling the media how he felt.

### **Why is this happening?**

None of this is fair or reasonable, but Talley's have taken the opportunity to use decades old law and changes made to workers rights by the National Government to get what they want.

### **What's our union doing?**

NZMWU has proceedings in the Employment Authority and Employment Court. Shed officials are in contact with Iwi and the union is working with the CTU, other unions and our international contacts to get Talley's to do the right thing and settle a fair collective agreement. The media have highlighted some of the worst health and safety breaches, and we have built a social media machine of thousands who are on your side.

### **This isn't easy**

The NZ Meat Workers Union is the **only union** in Talley's owned companies. Other workers in fishing, seafood processing, vegetable processing, dairy and other companies have no voice. The NZMWU is the only organisation standing in the way of this company having complete control over their workers in the Meat Industry.

### **But there's hope**

Workers only get to organise and negotiate because they have fought for it. Many non-members are now joining up and we're building our strength. There are many thousands of New Zealanders on our side. AFFCO Talley workers are on the front line : and so many people depend on us. **We won't be walking away.**