

# AFFCO UNION NEWS

*Meat Workers Union, standing up for our workmates, whanau, and community.*

HOROTIU'S PLAN TO STRENGTHEN UNION

CONCERNS AROUND SENIORITY

UNION CHALLENGING DRUG TESTING

COME TO WAIROA CELEBRATION 1 DEC



## Meaties, wharfies unite, again

Twenty Horotiu members drove to Auckland to show solidarity with Wharfies last Friday. While the Wharfies aren't striking anymore, their protracted negotiations continue.

## Horotiu develops plan to strengthen union

*Active Horotiu union members have been meeting regularly during the shutdown to develop a plan to strengthen the union.*

- Meetings have included training on recruitment, disciplinaries and dealing with workplace.
- The growth plan includes improving communication, involving members in the union more, identifying and supporting potential delegates and building relationships between union members, non-members, the local community and other unions.
- To improve communication, goals include building a communication tree in each department and to hold monthly

- meetings for keen members and at least six shed meetings a year.
- To help build relationships between workers and the community, goals include a christmas function, to rebuild the social club and to run a number of social events next year including an inter-plant sports day next year, a community picnic day and a working bee for a local community project.
- Training is being run at each plant to develop similar plans so we have the capacity to achieve our goals at next years bargaining.

## Concerns around seniority

**Moerewa workers were shocked when they weren't laid off on the basis of seniority.**

Plant management determined who was to be laid off based on a new points based performance system.

The company created the policy to implement how they see the new seniority clause, which was changed at the end of the lockout.

But the union says the policy, which it hadn't seen before or agreed to, misinterprets the new agreement and is unfair.

Seniority was a key issue during the lockout with the company trying to remove it completely. The clause is essential for job security for families in a seasonal industry and was hard won for by our grandparents.

The union met with Andrew Talley to discuss our concerns which resulted in Moerewa workers being laid off on the basis of seniority.

• However, the union still has concerns which it outlined in a letter to the company. They responded earlier this week and the union will meet to discuss the next steps.

• The union is investigating a situation at Wairoa where a number of workers have been employed without following seniority.

### **New seniority clause:**

**"All things being equal, layoffs and re-employment will be based on departmental and/or site (as appropriate) seniority and will operate on a last on first off basis, subject to the experience, employment record, competency and skills of the individuals, also the need to maintain an efficient, balanced workforce."**

## Challenge to drug testing

**Union challenges Affco's plans to do widespread urine drug tests.**

The company sent letters to workers at most plants saying they will be tested when they return to work.

The union's lawyer wrote to the company saying the move was unlawful.

The company responded early this week saying they still believed they can do widespread testing, but will now only be doing random drug tests for this season.

## Come to Wairoa - Dec 1 & 2

Join us for our big Christmas thankyou to those who supported us during the lockout. Accomodation will be available at a local Marae. Powhiri at 1pm on Dec 1.

**Please RSVP by Friday 2 November to Kelly at [kelly11@slingshot.co.nz](mailto:kelly11@slingshot.co.nz) or 027 844 2660**

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