

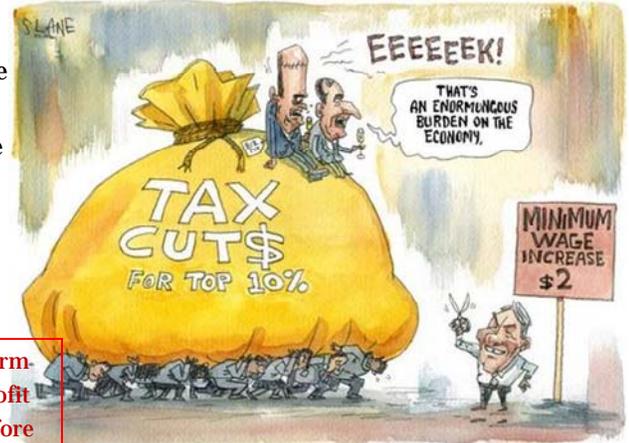


UNION NEWS

MEAT INDUSTRY WAGE NEGOTIATIONS

This John Key Government has a clear policy of high unemployment, low wage growth, lowering tax rates for the wealthy by selling off our assets. Unfortunately meat industry employer's are taking the opportunity to squeeze your wages, by cutting wages and increasing tallies at each meat plant.

Research has identified that there is a great disparity of fairness within the meat industry towards those that work in the 'blood & guts' and those owners that sit in carpeted, air conditioned offices.



Appendix One (1)	Meat Company Board of Directors	Meat Company Chief Executive	CEA weekly minimum per week	Consumer price index (CPI)	Average hourly earnings ord time	Govt Minimum hourly	Farm-profit before tax
2008/09	16.6	41	3.25	6.8	4.7	4.2	493
2010	-	-	2.5	1.5	1	2	18.2
2011	-	9.3	2.5	4.6	3	2	71.6
2012	19	-	3	0.8	4	3.85	27.8
Total	35.6%	50.3%	11.25%	13.7%	12.7%	12.05%	610.6%

Appendix (1) clearly identifies those workers that are low earners [CEA weekly minimum + minimum wage (\$13.75/hour)] have received the lowest % increases (11.25% + 12.05%). Whereas, those owners in board rooms have received the best benefits (35.6% + 50.3%) well ahead of the CPI. Farmers have done really well in the last few years (610.6%) because the meat companies have made losses due to the procurement wars at the farm gate.

WORKERS ON PIECE RATES MUST BE PAID FOR BREAKS

These boners were under a CEA that said "the piece work pay system is based on payment for production only. The employee will not be paid if production is interrupted for any reason including plant or machinery breakdown, meetings, breaks, supply problem etc."

The boners took breaks, but they were not paid for them.

The union claimed the boners were entitled to be paid for rest breaks under section 69ZD of the Act.

The union also sought back pay from 1 April 2009, which is the date on which the Act was amended to include requirements for rest & meal breaks. The Authority determined the effect of the 2009 amendment to the Act was to create a mandatory provision for meal breaks and payment for those breaks. The Statute must take precedence, there is no ability to "contract out".

To be clear, the Authority directed that the CEA must be read so that it does not exclude, restrict or reduce the employees' entitlement. An order was made requiring the company to provide paid breaks consistent with the Act & back-pay previous breaks taken but not paid since 1

April 2009.

TALLEY'S/SPM - AWARUA

Environment Court fines SPM \$98,000 + \$15,000 for discharging a contaminant into water. The Judge said "this was a case of serious offending as it involved...discharge of a large volume of effluent". SPM had shown no remorse

FREELOADERS

Meat Worker Union Membership

"For a worker to refuse to belong to a Union is not to exercise a democratic freedom.

It is to accept the benefits that others have worked for without contributing to the costs.

Democracy flourishes only when freedom is accompanied by responsibility."

What do you think your employment terms & conditions would look like if there was no Union or Union negotiated CEA in place?

Freeloaders often come up with excuses as to why they are not in the union contributing to what they receive in their terms & conditions of employment.

It is unfortunate that some people find it easier to complain that the union fee is too high, currently between \$4.30 - \$5.95 per week whilst employed.

Meat workers pay ranges from \$13.75 - \$42 per hour. \$1,500 per week in some cases, on short weeks far less. These pay rates are a direct result of many years

of the Meat Workers Union negotiating decent pay increases and good overtime rates. Your employer did not just give you that, rather it was won by the determination of many union members who have stuck together through the ages.

As we all know AFFCO wants no Union on their sites.

We are hearing from other Talley sites - the less their employees know, then these workers have no idea of their "rights & entitlements", such as OSH, ACC & Holiday Act.