

# Why join the NZ Meat Workers Union?

## Q: Why should you join the Collective Employment Agreement [CEA]?

A: Join the Union and you join the CEA, NZ Law! Union negotiates the CEA. **Together** we can achieve more than you can achieve on an Individual Employment Agreement [IEA]. **Overall** union CEA has superior employment conditions



# UNION NEWS

## MEAT WORKERS PRODUCTIVITY CONTINUES TO INCREASE

March 2013

The volume of meat exported per person employed has risen from 23 tonnes in 1980 to 37.8 tonnes today -

### a productivity gain of 64.3%

- ➔ 1980 23 tonnes per person
- ➔ 1990 29.3 tonnes per person
- ➔ 2000 33.4 tonnes per person
- ➔ 2005 36.6 tonnes per person
- ➔ 2010 37.8 tonnes per person

### UNION REVIEW

NZ Conference 12 - 14 March decided to take the first step to modernise your union. This union has to be strong to be able to withstand concerted attempts by bosses to render your union irrelevant in this modern world of globalisation. A National disputes fund, National office legal/publicity department, member interactive web site, more delegate & officials training, more publications and more interactivity with local groups.

### EXPORT STOCK SLAUGHTERINGS - week 25 (half way though the season)

North Island we have seen some of the largest kills resulting from one of the worst droughts in 50 years. Week ending 2 March: 347,770 lambs + 59,832 sheep (1.15 conv.) = 407,602 processed. There are 15 plants in the NI processing lamb/sheep giving a capacity of 2,264 sheep per shift over 6 days compared to last season 1,333 sheep per shift over 6 days (2011/12) and the season before 1,659 (2010/11). Some plants do 7 day processing.

The lamb kill is 26% (1,243,917) ahead of last season and sheep kill is 41% (456,178).

Total Beef: - Week ending 16 March: 62,379 processed. There are 19 plants in the North Island processing Beef giving a capacity of 274 cattle per shift over 6 days compared to last season 154 (2011/12) and the season before 209 (2010/11). Some plants do 7 day processing. The beef kill is 32% (231,693) ahead of last season. For 2011/12 season the total Beef kill was down -12% (207,000).

South Island. Week ending 16 March: 507,790 lambs + 61,105 sheep (1.15 conv.) = 568,895 processed. The lamb kill is 12% (669,144) ahead of last season and sheep kill is 0.7% (9,906).

Total Beef: Week ending 16 March: 20,711 processed. The beef kill is 9.2% (22,933) ahead of last season.

2013, Lamb weights in the SI are similar to last season whereas in the NI they are down about .57kg.

For the September year ended 2012, the average weight slaughtered was 18.66kg, the heaviest average in over 50 years recorded.

### NZ Export Livestock Slaughtering (000 head)

	Lambs	Sheep	Cattle	Calves
2008/09	22,514	4,002	2,337	1,552
2009/10	20,949	3,662	2,249	1,529
2010/11	19,250	4,385	2,276	1,624
2011/12	18,932	3,404	2,086	1,691
2012/13est	20,007	3,664	2,269	1,775

NZ Dairy Cattle numbers continue to increase.

2008/09	5,578,000	2009/10	5,861,000
2010/11	5,915,000	2011/12	6,175,000
<b>2012/13</b>	<b>6,462,000.</b>		

During 2010 the MEAT INDUSTRY TRI-PARTITE GROUP had meetings on a Meat Labour Strategy. There was debate on what is a "seasonal meat worker?"

Recently Chief Judge Colgan has put this under the **spotlight**.

A Talley's Motueka fish worker Lynette Turner was dismissed 'unfairly' by Talley's. Mr Cox (HR Talley's) misled Turner about his real reasons for her termination. Colgan said "this was in breach of Talley's obligations of trust, confidence and fair dealing, and also of statutory good faith obligations under s 4 of the Act. By concealing his real reasons, Cox deprived Turner of the ability to contest allegations that were serious enough to result in the end of longstanding employment. Section 4 required Talley's to deal honestly and openly with its employee about the matter of its intention to end her employment but it did not do so. Its bad faith precluded Turner from knowing of and challenging the real reasons for the ending of her employment". Talley's said Turner's IEA was for the mussel shed season and she would be a casual when the season ended. Colgan has determined that employment agreements will be of indefinite duration unless they are specifically for a fixed term. Because Turner had returned every season since 2001 she had an expectation of ongoing employment. This case is of importance to all seasonal workers and we will watch the next step of the legal proceedings. Have you had a similar experience with AFFCO or SPM ?

*A living wage is the income necessary to provide workers and their families with the basic necessities of life. A living wage will enable workers to live with dignity and to participate as active citizens in society. We call upon the Government, employers and society as a whole, to strive for a living wage for all households as a necessary and*



*important step in the reduction of poverty in NZ.*