

## **AFFCO Talley members – update #8**

### **Employment Court Case – no 1**

A two-day hearing of the MWU vs AFFCO Talley's was held before a Full Bench (3 Judges) of the Employment Court in Auckland on 5 & 6 October. The union argued;

- AFFCO workers were unlawfully locked out when they had to sign new individual agreements to return to work after the off-season
- AFFCO bargained unlawfully with union members individually during collective bargaining
- AFFCO approach was contrary to union members rights of association (be members NZMWU), and was contrary the "Good Faith" requirements of the ERA 2000.

MWU's case challenges old case law that says meat workers do not have continuity of employment between seasons.

**We are informed that a decision is expected on or before 16<sup>th</sup> November 2015, and we will report back to members via shed meetings.**

### **Employment Court Case – no 2**

The next case, brought by AFFCO Talley's against the MWU, is due to be heard in front of a full bench of the Employment Court on 23 November. AFFCO have applied to end negotiations for a collective agreement under new laws brought in by the National Government earlier this year. In response, the MWU has sought facilitation (which is a step up from mediation) and will strongly argue against bargaining being declared concluded. **Bargaining won't be over unless the Court says it is.**

### **Wairoa members are still locked out**

Meanwhile, AFFCO Talley's members are still locked out after refusing to sign the company's Individual Agreements and many have now been weeks without jobs. There has been a lot of support to help them feed their whanau from unions, other MWU members, Labour politicians and community organisations.

### **Other sheds**

Horotiu and Wiri have recently returned to work on the bosses' individual agreements and Moerewa is now in the same process. Napier have voted not to sign the IEAs, but have not gone through a lay-off process.

### **AFFCO Talley (1,500 workers plus 1,000 union members) have indicated an inability to work with the NZMWU**

Silver Fern Farms (7,000 workers), ANZCO Foods (2,500 workers), Alliance Group Ltd (5,000 workers), Ovation Group (1,300 workers), Greenlea (500 workers) Taylor Preston (800 workers) and other meat processing firms (1,000 workers) = **18,100 workers and their employers will work with NZMWU !!**

The UNION NEWS/JOB THAT COUNT Campaign was commenced to pass on information to union members at all meat plants since the end of the Lockout of May 2012. These included the Affco/Talley owned Land Meat NZ Ltd and South Pacific Meats in the South Island.

### **What you can do**

There is no single way to win with a company like Talley's. We have to do it all. MWU is working with CTU unions, Iwi, politicians and global unions, and there are many things in train. We need to recruit members, give them hope and get ready for action. Keep informed, share your knowledge with others, follow us on Facebook and never give up.