

Flexibility Over many years, meat workers have been subjected to a growing insecurity of work. There is no more “flexible” industry than the meat industry. Workers face the whole spectrum of insecure work, from seasonal, to part-time, to casual and fixed term.



Overcapacity in meat processing/slaughtering has made the meat industry more uncertain and the lives and incomes of meat workers and their families precarious. Today, it is not uncommon for a worker to be paid only a four-hour call-out, or only paid piece rate for a couple of hours. Sometimes, they may only be asked to come in for two days work, yet they are expected to be on call/available for shifts that can roll upwards of seven days per week cycles.

Productivity The volume of meat exported per person employed has risen from 23 tonnes in 1980 to 46.9 tonnes today (2017) – a productivity gain of 103.9%, alternatively the volume of meat exported per person employed has risen from 38.1 tonnes in 2012 to 46.9 tonnes today (2017) – a productivity gain of 23.1% in 5 years

AFFCO submissions spent time on Market Access/Food Safety/Supply chain Security/Health & Safety to control Union Access. These arguments have been traversed again and again (representing the many visits that have been denied) since 2011 in five Employment Authority hearings where the NZMWU has been successful in claiming penalties of \$244,000 and legal costs. One of the cases \$144,000 (18 breaches x \$8,000).

All other NZ Meat Companies meet those requirements without any restrictions to Union Access. I can go to any meat plant in NZ with complete freedom on entry, my only requirement I sign in, on entry.

Court of Appeal plainly stated that the company’s purpose was to fragment the future bargaining strength of the workers by isolating individual workers. By this means it took advantage of the inherent inequality of its relationship with the seasonal workers who were members of its captive workforce and to whom it owed existing duties to offer re-employment. The Court of Appeal referred directly to the core purposes of the Employment Relations Act 2000 – to promote good faith; to address the inherent inequality of power in employment relationships; and to promote collective bargaining.

Land Meat NZ Ltd, in Wanganui – this is the meat retail arm of the Talley's Group - 50 workers in the slaughter operation and 100 workers in the deboning operation.



1. Parties signed an 8 month CEA from 9 November 2013, expiring **1 July 2014**. There was an expectation that the new ERA amendment Bill to become Law ability to walk away from bargaining.
2. MWU initiating bargaining on the **1 May 2014**.
3. We could not get Land Meats to put up negotiators to discuss a Bargaining Process Agreement (BPA) excuses such as restructuring etc.
4. **30 November 2015** MWU applied to the Authority for assistance.
5. **22 September 2016** authority awards compliance order.
6. BPA signed **2 November 2016**.
7. Negotiations have stalled because Talley's want to change rest breaks from one half hour lunch break and two 15 minute breaks after a two hour production run to an 8 hour physical working day with two half hour breaks. Talley's will not sign CEA until those workers agree.
8. **In July 2018 it's 4 years** without a cost of living increase.

Discrimination:

Being a Union member has no place in the Talley's culture/DNA, in fact Industrial Democracy restricts doing business.

2010 the union density at all AFFCO plants was 95%, now density is 10% according to AFFCO. How did this happen? when this has not happened to any other NZ Meat Company.

- AFFCO plant managers meet every employee (union/non-union) without representation and informs them to sign individual employment agreements (IEA's) which included 3% pay increase above the Collective Employment Agreements (CEA), \$1,000 attendance bonus, and preferential employment arrangements, even longer seasons.
- When a worker starts at a Talley's meat plant they have to fill in employment forms, tick the Box join the union or not join the union. If you join the union then you will start as a casual or not given a call at all to start.
- Affco workers are entitled to 5 days sick leave after 6 months, if you are a union member then you are reprimanded (likely dismissal after 5 days sick) however, if you are a IEA worker then far more leniency prevails
- If you distribute Labour/Green/NZ First party or MWU union flyers at work you are fired – SPM Awarua. If you put one on the notice board quite innocently you are fired and the MWU has to fly in a Lawyer who is now a Judge of the Employment Court.
- This just a few of the ongoing techniques to reduce union membership.....