NEW ZEALAND MEAT WORKERS & RELATED TRADES UNION
NEWSLETTER November- December *2024*

UNION ACTIVE

COLLECTIVE EMPLOYMENT AGREEMENTS – UPDATE



ANZCO Ashburton: *Initial talks occurred late October*
Silver Fern Farms: *Negotiations continuing*
AFFCO: ***CORE*** *talks in mid-November resulted in a deal being agreed and ratified*
South Pacific Meats, Awarua: *After initiation we are still waiting for bargaining to commence now that the AFFCO Core has been completed.*
Lean Meats, Oamaru: *Restructuring and CEA talks ongoing*.

Alliance Smithfield Closure

As you will be aware, we received sad news of the Smithfield closure at Timaru with the loss of 600+ jobs. This plant is 139 years old, and although modernized was selected as the plant to close due to lack of stock. We have now experienced stock-loss across the country. All workers at Smithfield will receive full redundancy and some 80-90 workers have obtained positions at the Alliance Pukeuri plant in Oamaru. We wish to thank Stephen Johnston (Plant Secretary) and Geoff Direen (Plant President) and all the union delegates for all their hard work while working at Smithfield, along with all the work involved in supporting our union members through this process. We wish Stephen, his union team and his members all the best for the future and we hope all redundant workers manage to find work within the meat industry or elsewhere as soon as possible.

REDUNDANCY CLAUSES

The importance of securing decent redundancy clauses in your Collective Employment Agreement has been demonstrated with the closure of the Alliance Group plant at Smithfield, Timaru. Currently, the law states that there must be a reasonable notice period of redundancy. At a minimum, your employer must give you the same amount of notice, or greater, than the termination notice period in your contract and that's it, the rest is up to the employment parties to negotiate. It is notoriously difficult to get compensatory clauses for redundancy in employment agreements, in fact the Alliance Group workers went out on strike several years ago for many weeks to secure the current agreement. With livestock numbers declining, along with land conversion use, then it will be an issue that other workers both in and out of the meat industry will need to consider. Your Organiser can assist with drafting claims for these clauses.

WORKSAFE Update:



WorkSafe has published priority plans, which will bring to life its new strategy over the next two years. WorkSafe will deliver enforcement, engagement, and permitting activities across these priority areas to maximise our influence and achieve better, more equitable outcomes.
The plans cover the sectors with highest work-related harm in Aotearoa – construction, manufacturing, forestry, and agriculture. There's also a permitting plan

covering specific high-risk work such as mining, adventure activities, and some work involving hazardous substances.

- **Read the strategy (ctrl + click to follow link)**
- **Read the sector plans (ctrl + click to follow link)**

REIMAGINING AOTEAROA



Reimagining Aotearoa Together is a response to the continued failure of government to deal with the inequality and unfairness at heart of Aotearoa New Zealand's society and economy.
The CTU will be reaching out to workers, tangata whenua, community allies, NGOs and interested New Zealanders to develop transformative policies, and to grow a movement of people who are ready to go out and lobby political parties while building broad public support for the policy changes in the lead up to the next election.

We need to set out a comprehensive vision for change that can't be ignored by those in power. With all of us working together, we can build an Aotearoa that works for the many.

Be part of the change you want to see in Aotearoa!

Sign up to stay informed, get involved, and be the first to know about upcoming events, campaigns, and opportunities to make a difference. Benefits of Signing Up:

- Receive exclusive updates and news.
- Get access to resources, tools, and materials to support your advocacy
- Participate in volunteer opportunities, workshops, and events in your community.
- Connect with like-minded individuals and be part of a growing movement for positive change.

To sign up – click here



Christmas Message from the National Secretary on behalf of staff and the NZ Executive: Merry Christmas to all our Union staff, members and their families. We acknowledge those who have passed away during the past 12 months and are thinking of their families during this festive period. Please be safe, take care and be good to one another during this time (which can be stressful for many).

Union Meeting dates 2025

- **National Executive— TBA**
- **Conference November – 5-7 Nov 2024, Rotorua**
- **Annual Conference 2025 – 1-3 April 2025, Invercargill**

