



Meat Industry Association of New Zealand (Incorporated)

## Submission in relation to Employment Relations Amendment Bill

13 August 2025

### Introduction

1. The Meat Industry Association (MIA) is a voluntary, membership-based organisation representing processors, marketers, and exporters of New Zealand red meat, rendered products, and hides and skins. MIA represents 99 percent of domestic red meat production and exports, making the meat industry New Zealand's second largest goods exporter with exports of \$9.9 billion.
2. The meat processing sector is New Zealand's largest manufacturing sector that employs over 25,000 people in about 60 processing plants, located mainly in the regions. The sector is a significant employer in many of New Zealand's rural communities, and contributes over \$4 billion in household income.
3. A list of members is attached (Appendix A). Individual members, however, may have also made their own submissions.

### Overview

4. MIA welcomes the opportunity to comment on the Employment Relations Amendment Bill (Bill) in relation to changes to the Employment Relations Act 2000 (Act).
5. MIA, as a member of BusinessNZ, supports the submission lodged by BusinessNZ on 13 August 2025, especially in relation to clause 3.4 of the submission regarding the repeal of the 30-Day Rule and Union Notification Requirements.
6. MIA has further comments in relation to the income threshold for unjustified dismissal.

## **Income Threshold for Unjustified Dismissal**

7. MIA is concerned that the removal of the personal grievance framework for those employees earning more than \$180,000 could create unintended consequences, such as placing additional salary pressure on employers. New or existing employees may seek (a) increased remuneration to offset the risk of being dismissed; and/or (b) extensive redundancy provisions, including financial sums, in the employment agreement.

## **MIA Contact**

info@mia.co.nz, Meat Industry Association of New Zealand

Meat Industry Association of New Zealand (Inc)  
13 August 2025

## Appendix 1: MIA members and affiliate members as at 17 February 2025

| Members                                       |                                            |
|-----------------------------------------------|--------------------------------------------|
| Advance Marketing Limited Exporter Membership | Waimarie Meats Partnership                 |
| AFFCO NZ Ltd - Membership Levy                | Wallace Group LP                           |
| Alliance Group Limited                        | Wilbur Ellis NZ Ltd                        |
| Ample Group Limited                           | Wilmar Trading (Australia) Pty Ltd         |
| ANZCO Foods Ltd                               |                                            |
| Ashburton Meat Processors Limited             |                                            |
| Auckland Meat Processors                      | Affiliate Members                          |
| Bakels Edible Oils (NZ) Ltd                   | Abattoirs Association of NZ                |
| Ballande NZ Ltd                               | AgResearch                                 |
| Black Origin Meat Processors                  | Alfa Laval New Zealand Ltd                 |
| Blue Sky Meats (NZ) Limited                   | Americold NZ Ltd                           |
| Columbia Exports Ltd                          | Aon New Zealand Ltd                        |
| Crusader Meats                                | AsureQuality NZ Ltd                        |
| Davmet NZ Limited                             | AusPac Ingredients NZ Ltd                  |
| Fern Ridge Ltd                                | Beca Ltd                                   |
| Firstlight Foods Limited                      | Centreport Wellington                      |
| Garra International Limited                   | CMA CGM Group Agencies (NZ) Ltd            |
| GrainCorp Commodity Management                | CoolTranz 2014 Ltd                         |
| Greenlea Premier Meats                        | G-Tech Separation - Bellmor Engineering    |
| Harrier Exports Ltd                           | Global Life Sciences Solutions New Zealand |
| Intergrated Foods Consortium                  | Haarslev Industries New Zealand            |
| Kintyre Meats Ltd                             | Hapag-Lloyd (New Zealand) Ltd              |
| Lean Meats Oamaru                             | IBEX Industries Limited                    |
| Lowe Corporation Ltd                          | Intralox LLC                               |
| Mathias NZ Limited                            | Kemin Industries Ltd                       |
| Ovation NZ Ltd                                | Liquistore                                 |
| Peak Commodities Limited                      | Maersk A/S                                 |
| Prime Range Meats                             | MJI Universal Pte Ltd                      |
| Progressive Meats Limited                     | Oceanic Navigation Ltd                     |
| PVL Proteins Ltd                              | Port of Napier                             |
| SBT Marketing (2009) Ltd                      | Port of Otago Ltd                          |
| Silver Fern Farms Ltd                         | Pyramid Trucking Ltd                       |
| Standard Commodities NZ Limited               | Rendertech                                 |
| Taylor Preston Limited                        | SCL Products Limited                       |
| Te Kuiti Meat Processors Limited              | Scott Technology Ltd                       |
| UBP Limited                                   | Sealed Air - Cryovac                       |
| Value Proteins Ltd                            | Suncorp New Zealand Services Limited       |