union news

NZ Steel
December 2025

NZ Steel union members meeting at the Waiuku War Memorial Hall on 7 AM on 10 December 2025

BUILDING POWER FOR THE FUTURE – GLENBROOK MEMBERS TAKE A STAND

Union members at Glenbrook Steel Mill came together in an all-up meeting to call out the company's ongoing attempts to chip away at their hard-won collective agreement.

While frustration was clear—especially around the inability to take industrial action during the current agreement term—the meeting was anything but negative. Members turned that energy into action, driving a constructive discussion on how to build real power for the future.

Members explored lawful steps we can take right now to show strength and solidarity, sending a clear message that we're united and ready for the next round of bargaining. We also encouraged members—and continue to encourage them—to prepare individually and financially for what's ahead.

This is how we win: by planning ahead, standing together, and refusing to let anyone undermine what we've fought for.

SINCE THE MEETING…

As of **16 December**, NZ Steel has confirmed that the first operator roles for the Electric Arc Furnace (EAF) will be shifted to **Individual Agreements (IAs)** – outside your collective agreement.

This move is nothing short of a **direct attack** on the hard-won terms and conditions in our collective agreement. It undermines the very spirit of the Bluescope and NZ Government's investment in decarbonizing steel production – an investment meant to secure a fair and sustainable future for all of us.

The E tū legal team will be filing an urgent case with the **Employment Relations Authority (ERA)** to challenge this decision. But let's be clear: **our real strength lies in unity and organisation.** As we discussed in the 10 December member meetings, staying strong and building power together is critical as we head toward the **2027 collective agreement renewal**.

STAND TOGETHER – DEFEND OUR AGREEMENT