

meatworkers'
j **urnal**
newcastle and northern branch



VOLUME #67
OCTOBER 2012/MARCH 2013



NSW FOR ALL
CAMPAIGN

PAGE 12



WORKER
EXPLOITATION

PAGE 06



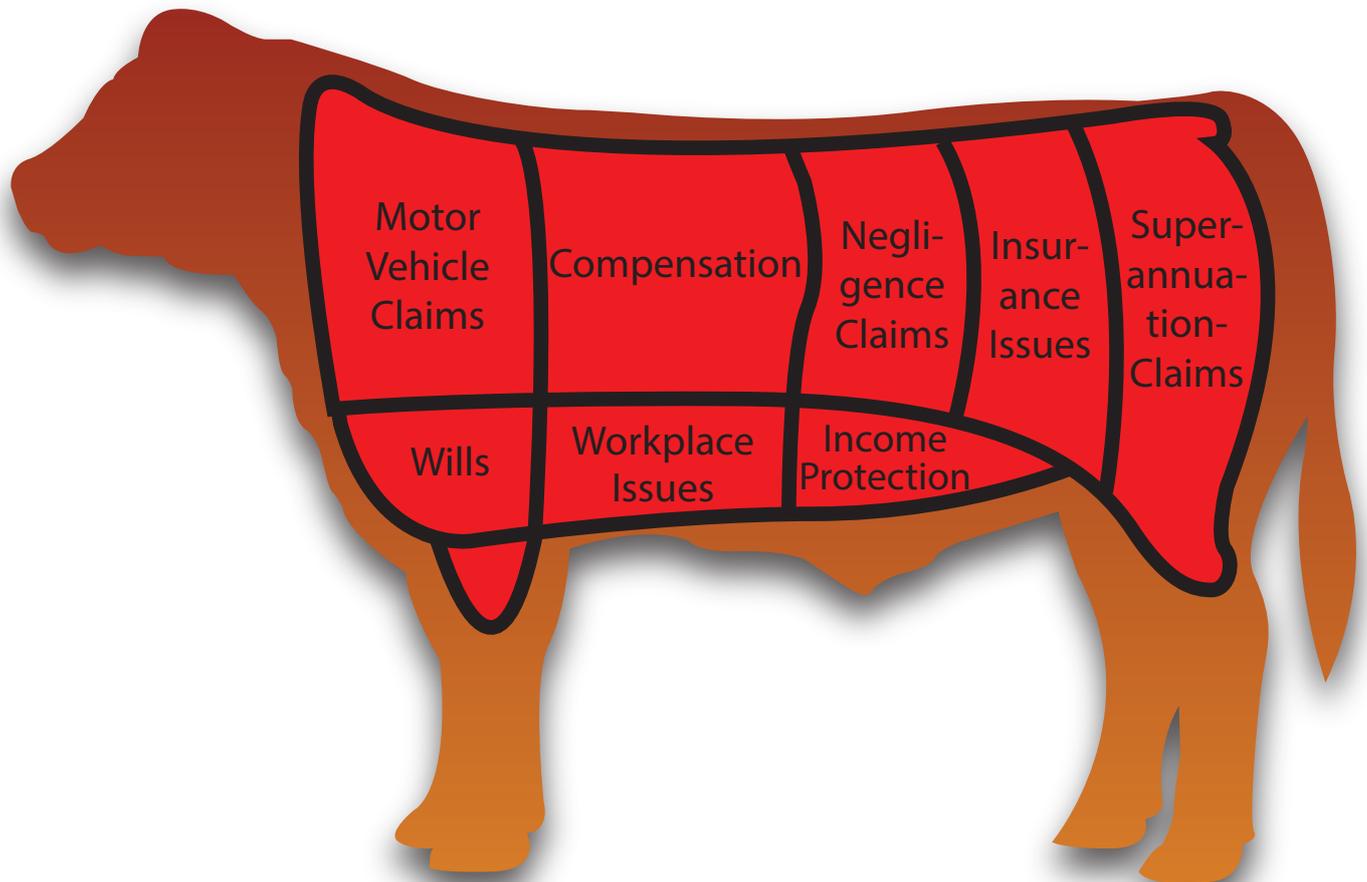
COM RETIREMENT

PAGE 25

DELEGATES
CONFERENCE

2012

PAGE 09



THE RIGHT CUT REQUIRES SPECIALIST SKILL

Carroll & O'Dea understand the issues
that are facing your industry.

We have over 100 years of experience
dealing with the issues that matter to you,
so contact us today.

1800 271 920

Level 5, 384 Hunter St (near Civic)
Newcastle NSW 2300

CARROLL
& O'DEA
LAWYERS

Byron-Casino-Central Coast-Grafton-Inverell-Scone-Singleton-Tamworth-Taree

CONTENTS/ CONTACTS

4	Secretary's Report - Grant Courtney
6	AMIEU Workers' Campaign
7	Chinese Translation
8	Latest News
9	Delegates Conference 2012
9	Save Our Weekend
10	State Financials
16	AMIEU Merchandise
17	Membership Application
18	Knives & Tools



14 NSW for all campaign



24 Delegates Conference



14 Worker exploitation

COVER: AMIEU Delegates Leanne Graves, Leonie Gibson, Julie Graham, Noni Wilson, Carinne Phillips, Sally Dunne and Judith Haskew

amieu contact info

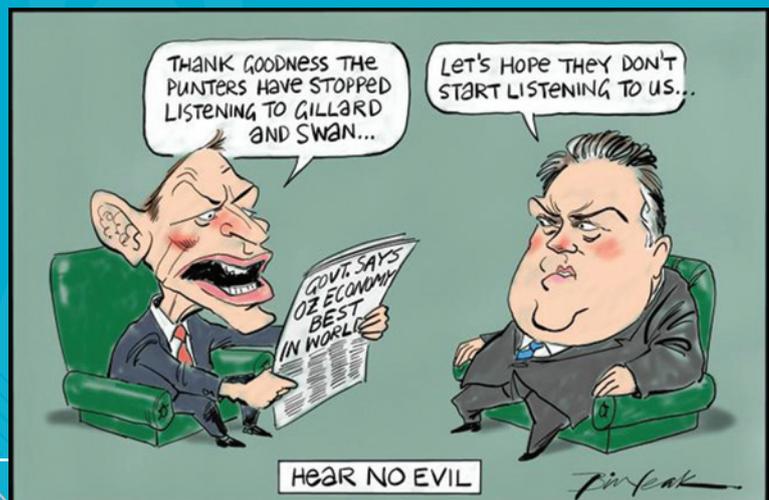
Registered Office	Union House 34 Union St Newcastle West NSW 2302
Postal Address	PO Box 2263 Dangar NSW 2309
Hours of Business	9:00am-4:30pm
Website	http://newcastle.amieu.asn.au
Email	amieu@amieu-newcastle.an.au
Telephone	(02) 4929 5496
Facsimile	(02) 4929 5401

Mobile Phone Numbers

Grant Courtney	0417 118 945
Justin Smith	0488 182 047
Scott Philp	0411 182 056
Lucas Hitchin	0488 182 112
Hongling Ji	0411 182 059

Union Officials

Secretary	Grant Courtney
Assistant Secretary	Justin Smith <i>(Northern Rivers)</i>
Branch President	Mark Cooke
Vice President	Julie Graham
Treasurer	Stuart Watt
Organisers	Scott Philp <i>(New England)</i> Lucas Hitchin <i>(Newcastle/Hunter Region)</i>
International Liaison Officer	Hongling Ji



SECRETARY'S REPORT

By Grant Courtney



Since our last journal, the Newcastle & Northern branch has focused on an intensive organising campaign that so far has unionised and educated hundreds of new workers across our industries.

These workers range from Australian citizens who had been denied the right to see union officials involved in negotiating their terms and conditions of employment, to temporary international workers on visas whom had been exploited by some of the worst employers I have experienced in my 15 years as a Branch Secretary and the previous 4 years as the Federal President of the Meat workers union.

Our new strategic plan has focused on improving services for the entire membership. Regional members now have access to organisers who live in the areas where our members work. We now have a dedicated New England regional organiser in Scott Philp living in Tamworth and most recently our Assistant Secretary Justin Smith (now residing in Ballina) to service all our Northern rivers membership. This decision by the branch committee of management will complement our existing service model which will ensure easier access to expert industrial advocacy close to home.

We have represented many members relating to unfair dismissal, discrimination and general protections applications to Fair Work Australia since the last journal. While the AMIEU is utilising the Fair Work Act, employer organisations are presently lobbying the federal government to weaken the act, in particular the new general protection laws. These laws protect workers against

unscrupulous employers who target workers exercising their rights in their respective workplaces. A key example of this recently reflects one of our union delegates being disciplined by his employer for accepting a union application form from a new member at the workplace. This matter is listed for formal court proceedings. We will keep members posted on how this case develops.

Workers compensation laws changes rip off injured workers

With the recent changes to NSW workers compensation laws, many previous entitlements that workers in NSW used to have access to have been stripped away by the O'Farrell coalition government. This government did not tell workers prior to the last election that they were going to strip away injured workers entitlements.

One of the key entitlements for NSW workers was the **accident journey to and from work** cover. Under the previous Labor law, if you had an accident traveling to or from work, the injured worker would have been protected by work cover. This fundamental right has been taken away for all workers excluding emergency service personnel such as firefighters, ambulance officers, and police. **The rest of us have been thrown on the scrap heap and are now treated as second class citizens if we are injured travelling to or from work.**

What your union has done so far to counteract this attack is to use our collective numbers to ensure we can protect worker's rights that were scrapped by the liberal and national parties in state government.

The AMIEU has received overwhelming support from some of our largest membership workplaces who want journey to and from work benefits to be maintained in some limited arrangement. Our union committee of management has also unanimously endorsed limited journey accident benefits for Newcastle and northern members on the proviso the benefit was affordable. Once this benefit is supported by a majority of members within our branch a moderate increase in union fees will be required. Branch officials are meeting with members around the traps to seek feedback on this new proposal.

Once we have finalised all policy and other documentation on this new proposed benefit, all members will have peace of mind that if injured whilst travelling to or from work they will have access to some income, **subject to final approval of the branch executive**, after the 1st of January 2013.

Proposed emergency transport benefits for union members

Our committee of management has sought advice relating to the costs associated if your union was to provide emergency transport benefits as a part of union membership. Requests arose from members who do not have private health insurance for emergency transport services.

We have informed members that the union is not an insurance company, however can provide extra benefits. Like our proposal on journey accident benefits we will also be seeking a majority of members support for the introduction of emergency transport benefits



as a part of union membership. The proposed benefit will cover all union members and their immediate family who reside in the family home, **subject to final approval of the branch executive and committee of management.** For example, currently the call out fee charged by NSW Ambulance Service is \$331.00. Then a patient starts getting charged per kilometer – currently \$2.95 per kilometre.

I press that the decision to seek support from members to provide these new benefits has not been taken lightly; your union is aware of the pressures on the family budget.

The combined proposed fee increase for journey and emergency transport benefits with the annual CPI adjustment in January 2013, once agreed by a majority of members, will raise the union ticket from \$7.64 to \$9.00 per week starting January 2013. The union ticket will continue to be 100% tax deductible with these new benefits.

Even with this moderate proposed increase, our union ticket price is still one of the cheapest in the country, delivering great value with new family friendly benefits.

Contact the union office or your organisers if you have any questions relating to the proposed new journey accident or emergency transport benefits.

Industrial Front

The last 6 months have been a very busy time relating to enterprise bargaining negotiations.

We have successfully negotiated new enterprise agreements with well above CPI wage increases at the Baiada poultry processing, rendering plants in Tamworth and at the Northern Cooperative Meat Company (NCMC) plant in Casino. I congratulate our delegates and union representatives on these results.

T and R Pastoral Tamworth now directed by Garry Burrige ex NCMC

We would have liked to report similar outcomes with T and R Pastoral who own the sheep processing facility at Tamworth. We have come to a stalemate in discussions due to the company expecting workers to accept an inferior agreement that will, in our view, take real incomes and conditions backwards. One of the company's claims reflects that workers in future should stay at work if a breakdown occurs without payment. This is a ridiculous claim and reflects *slavery in the twenty first century.* The Newcastle and Northern Branch members, like our QLD Branch members, are presently defying these claims. AMIEU members at the QLD Wallangara plant have taken industrial action



on this point. We will keep members posted on how things develop with T and R across the nation.

An agreement is presently being negotiated, at the time of writing this report, at Teys Tamworth; this negotiation is positive and progressing steadily.

In solidarity
Grant



AMIEU WORKER CAMPAIGN



AMIEU CAMPAIGN AGAINST EMPLOYER ABUSE OF INTERNATIONAL WORKERS CONTINUES

By Grant Courtney Secretary grant.courtney@amieu-newcastle.asn.au

The AMIEU Newcastle & Northern Branch would like to ensure members and prospective members are kept aware of our ongoing investigation relating to allegations of exploitation of international workers engaged at certain red and white meat processing plants in Northern NSW.

The AMIEU highlighted concerns to the workplace ombudsman of alleged sham contracting back in 2010, however no workers came forward - we later found out due to threats of violence being made against them.

Generally the 2010 investigation by the Ombudsman found that, due to the lack of evidence, the investigation was "Parked". Many members have continued to provide information to the union relating to continual exploitation of international workers at numerous workplaces across our territories, well after the ombudsman discontinued its initial investigation.

Your union has recently employed an international liaison officer to assist in collecting evidence from international workers. Our ability to communicate with our international friends has been our biggest drawback in educating and empowering vulnerable workers. Our decision to employ a bilingual member has paid off, as many internationals have provided statements which reflect horrific treatment at work and gross underpayments.

Typically it is not just labour hire companies here that exploit international workers.

Other examples of this include Multi-National companies who contract work out to build smart phones and tablets in China. These contracting companies have also been found exploiting their workers where they have been ridiculed in the international press for not accepting their legal and moral obligations to employees. In China, workers commonly call companies who avoid their legal obligations or exploit workers 'black', because they operate outside regulations and laws.

Many international workers in NSW describe themselves as 'black' workers and have described their employers as a 'black company' in comments and statements given to the Union. So called 'black' companies operate all over Australia and are presently facing investigations by the Fair Work Ombudsman over allegations of widespread exploitation, overworked, underpayments, intimidation and bullying.

The AMIEU has reminded some companies of these allegations and in response to evidence gathered to date, some of these companies are now working closely with the AMIEU to ensure

compliance with their EBA or AWARD that governs their site. Some other companies however have ignored our request for their assistance in pressuring contract agencies they use to comply with legal obligations of paying minimum AWARD rates of pay.

People working on holiday visas, student visas and some permanent residents have become a part of a 'black labour market' class of worker in our society by 'black labour' hire companies, tarnishing labour hire companies who do the right thing.

These unlawful practices undermine the gains made by the AMIEU for all Australian residences and our international visitors. The economic reality is that presently some companies need international workers to stay in business and keeps jobs here in Australia.

The AMIEU has welcomed many new international workers as members in 2012. The AMIEU is continuing its fight to ensure all workers in our industries are treated equally and fairly according to Australian law.

AMIEU education and support for international workers enhances Australia's image in the country of origin when visiting workers return. Visiting workers whom are made aware of Australian workplace rights become our union brothers and sisters who in turn support our ideals and objectives.

AMIEU's preference, of course, is to ensure Australian citizens have first option of new jobs available, so if you have a friend that needs a job tell them to contact the union office.

If anyone can assist and provide important evidence in our ongoing investigation please contact our office on 02 4929 5496 or email grant.courtney@amieunewcastle.asn.au

REAL QUOTES

"We are black workers. Please help us to get white worker opportunities." - Poultry Processing worker NSW

"Regardless of early morning or [Public] Holiday I was paid \$11.50/hr." - Holiday visa worker

"I worked a 22-hour shift... original 13 hours but [boss] asked me to work another 5 hours [because] There was no car to take us back to Jesmond." - Abattoir worker

"I was paid \$13/hour. Our wage was in an envelope with only written our ID number and the salary total." - Poultry Processing worker

"More than 10 people live in one room, no hot water and I could not have a shower, the door could not be locked, my food was stolen by someone." - Working holiday visa worker

"I was paid \$11.5/hour as a 'black worker'. The AMIEU helped me become a 'white worker' and I am now paid \$24.48/hour. Thanks for the help from AMIEU." - Poultry Processing worker

"Thanks for the union help us with legitimate work-related rights, and allow us who hold working holiday visas have good time and memories in Australia." - Poultry Processing worker NSW



澳大利亚肉类行业员工工会(AMIEU) 反对剥削海外劳工的活动仍在继续

AMIEU 纽卡斯尔 (NEWCASTLE) 和北部分部想确保会员和潜在会员，了解我们正在进行的关于在新南威尔士州北部的一些红肉和白肉肉类加工工厂工作的国际劳工剥削的指控的调查。

AMIEU 高度关注由工作场所调查员负责的在 2010 年的涉嫌虚假承包的调查。然而我们后来发现是由于工人受到暴力威胁，因此没有工人出面协助。

总的来说，2010 年由调查专员的调查发现由于缺乏证据而“停泊”。即使在调查专员停止其初步调查后，许多会员仍然在继续给工会提供有关在我们的领土上许多工作场所对国际劳工持续剥削的信息。

您的工会最近聘请了一名国际联络员，以协助收集来自国际工人的证据。我们与国际友人的沟通能力一直是我们的最大的在教育 和激励弱势工人上的缺点。许多国际友人提供的声明反映出糟糕的工作待遇和大量的少付工资，这表明我们聘请双语成员的决定已见成效。

一般来说，并不仅仅是这里的劳力租赁公司剥削国际工人。这其中的一些例子包括跨国公司承包出在中国生产智能手机和平板电脑的工作。这些承包公司也已经被发现剥削他们的工人，而且他们已经由于不接受他们对雇员的法律和道德责任而被国际新闻界嘲笑。

在中国，工人通常把那些躲避其法律责任或者剥削工人的公司称为“黑”公司，因为他们在法律法规以外运行。

在新南威尔士州的许多国际工人在给工会的意见和声明中，把自己形容为“黑”工人，并且把他们的雇主形容为“黑公司”。在澳洲各地经营的所谓的“黑”公司，

目前正面临着由公平工作调查专员负责的针对大量剥削，过度工作，少付工资，恐吓和欺凌的指控的调查。

“如果没有 AMIEU 工作人员收集的证据，这些调查目前可能还没有开始。”

“我们是‘黑’工。... 请帮助我们取得白工的工作机会。” - 新南威尔士州禽类加工工人

“无论凌晨或（公众）假期，我都被支付 \$11.50/小时。” - 工作旅游签证工人

“我工作了 22 个小时一个班 ... 最初是 13 个小时，但（老板）让我另外工作 5 个小时。（因为）没有车带我们回 Jesmond。屠宰场工人

“我被支付 \$13/小时。我们的工资是装在一个只是写有我们的工作证号码和工资总额的信封里。” - 新南威尔士州禽类加工工人

“超过 10 人住在一个房间里，没有热水，我不能洗澡，不能锁门，我的食物也被人偷走。” - 工作旅游签证工人

“作为一名‘黑’工，我被支付 \$11.5/小时。AMIEU 帮助我成为一名‘白’工。我现在被支付 \$24.48/小时。感谢 AMIEU 的帮助。新南威尔士州禽类加工工人

“感谢工会帮助我们获得与工作相关的合法权利，并让我们这些持有工作旅游签证的人有一个在澳大利亚的美好的时光和回忆。” - 新南威尔士州禽类加工工人

AMIEU 已经呼吁一些有这些指控的公司对迄今收集到的证据给以响应。这些公司中的一些公司现在正在与 AMIEU 紧密合作，以确保在他们负责的厂区遵守他们的企业谈

判协议 (EBA) 或裁定待遇 (AWARD)。

然而，也有一些公司无视我们针对迫使他们使用的承包机构遵守支付最低裁定待遇 (AWARD) 工资率的法律义务的协助请求。

持有工作假期签证，学生签证和一些永久居民身份的工人，已成为在我们的社会中由‘黑’劳力租赁公司制造的黑工市场的一部分。而且‘黑’劳力租赁公司正在败坏那些做正确的事的劳力租赁公司的名声。

这些非法行径有损由 AMIEU 取得的为所有澳大利亚居民和我们的国际游客的成就。现实的经济情况是，目前一些企业需要国际工人来维持生意，并把工作保留在澳大利亚。

2012 年 AMIEU 已经迎来了许多新的国际劳工作为新成员。

AMIEU 仍在继续奋斗不息，以确保所有我们行业的工人根据澳大利亚法律享有平等和公平的待遇。

当访客工人回国后，AMIEU 对国际工人的教育和支持，将会增进澳大利亚在国际上的形象。来访的工人已经了解到澳大利亚工作场所的权利，并且成为我们工会的兄弟姐妹，转而支持我们的理想和目标。

当然，针对新的就业机会，AMIEU 倾向于确保澳大利亚公民作为第一选择。如果你有朋友需要一份工作，请告诉他们和工会办公室联系。

如果任何人可以帮助我们正在进行的调查，并提供重要证据，请致电我们的办公室 02 4929 5499 或电子邮件

grant.courtney@amieu-newcastle.asn.au

团结一致

Grant Courtney
AMIEU 会长





LATEST NEWS

make **ends** meat



OCTOBER

COMMITTEE OF MANAGEMENT RETIREMENT

At the AMIEU Newcastle and Northern Branch June COM meeting, longtime COM representative Lynne Lavelle announced her resignation from the committee, after two decades.

We would like to extend our sincere thanks to Lynne for her valuable contribution to the COM over the years.

Enjoy retirement, comrade.

take notice

NOTICE TO MEMBERS PAYING BY DIRECT DEBITS

Members who elect to have their membership fees paid to the Union by Direct Debit should note the following:

IF YOU LEAVE YOUR EMPLOYMENT PLEASE NOTIFY THE UNION IN WRITING - LETTER, FAX OR EMAIL - TO CANCEL YOUR DIRECT DEBIT DEDUCTIONS.

The Union WILL NOT be held responsible for any bank charges if not notified.

Please be aware that should insufficient funds be in your account at the time of the debit transaction, the financial institution you have your account with may impose a charge for your account being overdrawn.

If you have any questions regarding direct debits, please contact the Union office on (02) 4929 5496.

for **one**, for **all**



JUNE 14TH

NSW FOR ALL CAMPAIGN

While organisers and officials were busy on the road, office staff took to the streets of Newcastle on June 14, to march against the NSW Liberal Governments proposed changes to existing NSW Workers Compensation Legislation.

We joined fellow unionists in a march that has been described as one of the biggest in the Newcastle regions history. Starting at No 2 Sportsground, the march was directed by police escort down Union Street, where AMIEU office staff proudly grabbed our union flags and joined the chants of "Shame Barry shame!".

The rally ended in Civic Park. While the legislation has since been passed, the rally was a strong message to Government; that the workers of the region are prepared to act to protect their rights in the workplace.



NOTICE OF FINANCIAL REPORTS

As per Section 263 (2) (c) of the NSW Industrial Relations Act a copy of the report, accounts and statement is available at no cost to any AMIEU Member who requests it. The full federal reports are available for the members on the website.

<http://newcastle.amieu.asn.au>

DELEGATES CONFERENCE

2012

58 delegates from various sites across the Hunter, New England and the Northern Rivers districts travelled to Shoal Bay in June to participate in a variety of training for the Newcastle & Northern Branch.

The aim of the two day session was to ensure delegates from the shop floor were upskilled in the most recent

work place laws, including negotiating, dispute resolution, problem solving and promotion of good industrial relation practice with employers. The ACTU Provided a trainer to facilitate both days.

The training delivered outcomes of delegate empowerment using new skills to educate workers and sharing ideas from their respective work places.



SAVE OUR WEEKEND

Senator Nick Xenophon is the man behind a bill to cut penalty rates for those who work in retail, restaurants and catering. Xenophon thinks weekend penalty rates are out-dated and he doesn't believe the weekend workers, who miss out on time with family and friends, deserve to be compensated. If you love your weekends or use your penalty rates to get by, sign the petition at:

saveourweekend.org

OBITUARY

It is with deepest regret and sympathy that we record the death of the following esteemed members of the AMIEU Newcastle and Northern Branch:

MEMBER NO.	NAME
4855	Karen Burns DELEGATE
96469	Ken Maynard LIFE MEMBER
916	Warren Endres
92745	Robert Needham
99667	Patrick Sheldon
6926	Edward Jameson
7017	James Miggins
7210	Norman Jobson
6875	William Cleveland
7163	Rose Woodbury
6834	John Bishop
6548	Edward Hillard
6993	James Knight
6851	Ronald Denham
92521	Roland Higgins
93771	Kenneth Woodbury
99960	Graeme Spencer

**INDEPENDENT AUDIT REPORT TO MEMBERS OF
AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

SCOPE

We have audited the financial statements of Australasian Meat Industry Employees Union, Newcastle & Northern Branch for the year ended 30 June 2012. The management of the Union is responsible for the preparation of the financial statements. We have conducted an independent audit of the financial statements in order to express an opinion on it to the members of the Union.

Our audit has been conducted in accordance with the Australian Auditing Standards to provide reasonable assurance as to whether the financial report is free of material misstatement. Our procedures include examination, on a test basis, of evidence supporting the amounts and other disclosures in the accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Australian Auditing Standards and the *Industrial Relations Act* 1996 so as to present a view of the Union which is consistent with our understanding of its financial position and the results of its operation.

The audit opinion expressed in this report has been formed on the above basis.

AUDIT OPINION

We report that we have inspected and audited the accounting records of Australasian Meat Industry Employees Union Newcastle & Northern Branch in relation to the year ended 30 June 2012 and report that in our opinion satisfactory accounting records were kept by the Union in relation to the year, including;

- (a) (i) records of the sources and nature of the income of the Union (including income from members); and
- (ii) records of the nature and purposes of the expenditures of the Union; and

in our opinion the accounts and the other statements prepared under section 510 of the *Industrial Relations Act* 1991 in relation to the year were properly drawn up so as to give a true and fair view of:

- (b) (i) the financial affairs of the Union as at the end of the year; and
- (ii) the income and expenditure and any surplus or deficit of the Union for the year; and

**INDEPENDENT AUDIT REPORT TO MEMBERS OF
AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

- (c) (i) all information, being information which was reasonably wanted for the purpose of this audit, which was required and sought by us or by any person authorised by us for the purpose of the audit, was provided.

We also understand that to the extent that there was any deficiency, failure or shortcoming in relation to the matters referred to above, we must report particulars and that those particulars, if any, which form part of this report, are attached.

WP Partners

WP PARTNERS
1/456 The Esplanade,
Warners Bay NSW 2282

Blair Andrew Powell

BLAIR ANDREW POWELL

Dated at Newcastle this twenty third day of August 2012.

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

**BALANCE SHEET
AS AT 30 JUNE 2012**

	2012	2011
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	209,939	679,286
Loan AMIEU – Federal	193,911	-
Receivables	25,941	16,322
Other debtors & prepayments	26,012	69,498
Stock on hand	-	2,796
TOTAL CURRENT ASSETS	<u>455,803</u>	<u>767,902</u>
NON CURRENT ASSETS		
Other	350,164	329,957
Mortality & Distress Fund	464,812	438,264
Property, plant & equipment	1,000,239	1,820,002
TOTAL NON CURRENT ASSETS	<u>1,815,215</u>	<u>2,588,223</u>
TOTAL ASSETS	<u>2,271,018</u>	<u>3,356,125</u>
LIABILITIES		
CURRENT LIABILITIES		
Loan AMIEU – Federal	-	172,125
Accounts payable	351	59,531
GST payable/(refundable)	3,427	6,404
Provision for annual & sick leave	-	52,128
TOTAL CURRENT LIABILITIES	<u>3,778</u>	<u>290,188</u>
NON CURRENT LIABILITIES		
Provision for long service leave	-	75,817
TOTAL NON CURRENT LIABILITIES	<u>-</u>	<u>75,817</u>
TOTAL LIABILITIES	<u>3,778</u>	<u>366,005</u>
NET ASSETS	<u>2,267,240</u>	<u>2,990,120</u>
EQUITY		
General fund	1,139,071	1,148,951
Asset revaluation reserve	663,357	1,402,905
Mortality & Distress Fund	464,812	438,264
TOTAL EQUITY	<u>2,267,240</u>	<u>2,990,120</u>

The accompanying notes form part of these financial statements

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

**INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2012**

	2012	2011
	\$	\$
INCOME		
Membership contributions & entrance fees	268,344	270,863
Net income – Workcover Assist Funding	-	(31,949)
Interest	63,722	74,944
Capitation fees	-	509,963
Other income	3,200	35,068
Lease income	49,793	-
Rent received	99,120	-
TOTAL INCOME	<u>484,179</u>	<u>858,889</u>

The accompanying notes form part of these financial statements

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279
INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2012**

	2012	2011
	\$	\$
TOTAL INCOME	484,179	858,889
EXPENDITURE		
Advertising	-	8,978
Affiliation fees	5,989	16,980
Audit fees	17,500	17,500
Bank charges	223	668
Cleaning	-	135
Commissions	1,735	1,984
Computer software & expenses	149	13,453
Consulting fees	-	540
Delegates training	-	2,000
Depreciation	12,181	19,692
Donations	-	210
Fringe benefits tax	6,990	6,556
Functions & venue hire	-	4,636
General expenses	-	2,599
Insurance	5,965	10,885
Interest	-	429
Labour hire	-	3,392
Legal & professional fees	190,639	9,979
Light & power	-	4,103
Loss of member wages	-	7,886
Mortality benefits	600	6,400
Motor vehicle expenses	4 59,351	98,008
Postage	-	9,238
Printing & stationary	-	26,088
Provision for annual & sick leave	(24,826)	(2,946)
Provision for long service leave	(58,715)	15,490
Rates	-	5,407
Repairs & maintenance	80	905
Salaries & wages	242,774	420,333
Security	-	1,876
Staff amenities & training	-	9,244
Subcontracting	-	47,742
Subscriptions	-	215
Superannuation	6,876	56,371
Telephone	-	26,099
Travel & accommodation	-	46,045
Uniforms	-	2,497
TOTAL EXPENDITURE	467,511	901,617
OPERATING SURPLUS/ (DEFICIT)	16,668	(42,728)

The accompanying notes form part of these financial statements

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

**INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2012**

	2012	2011
	\$	\$
OPERATING SURPLUS/ (DEFICIT)	16,668	(42,728)
Transfer (to)/from mortality fund	(26,548)	(22,718)
Transfer (to)/from Workcover Assist Funding Program	-	154,261
Transfer (to)/from Workcover Assist Education Program	-	33,250
Net surplus/ (deficit) transferred to general fund	(9,880)	122,065
General fund balance at beginning of year	1,148,951	1,026,886
GENERAL FUND BALANCE AT END OF YEAR	1,139,071	1,148,951

The accompanying notes form part of these financial statements

1. NOTICE TO MEMBERS

Subsections (1) and (2) of section 512 of the *Industrial Relations Act* 1991, preserved as regulations under section 282(3) *Industrial Relations Act* 1996, provide that;

s512(1) A member of an organisation, or the Industrial Registrar, may apply to the organisation for specified information prescribed by the regulations in relation to the organisation, [*Industrial Relations Regulation* 1992, clause 60]

s512(2) An organisation must, on the making of such an application, make the specified information available to the member or the Industrial Registrar in the manner, and within the time, prescribed by the regulations.

**CERTIFICATE BY ACCOUNTING OFFICER
OF A STATE ORGANISATION**

I, Grant Courtney, the accounting officer of Australasian Meat Industry Employees Union Newcastle & Northern Branch, hereby certify that to the best of my knowledge and belief that:

there were 3,189 persons that were members of the organisation as at the financial year ended 30 June 2012 and in my opinion:

- (i) the accounts show a true and fair view of the financial affairs of the organisation as at the end of the financial year; and
- (ii) a record has been kept of all money paid by, or collected from, members of the organisation, and all money so paid or collected has been credited to the bank account or accounts to which the money is to be credited, in accordance with the rules of the organisation; and
- (iii) before any expenditure was incurred by the organisation, approval of the incurring of the expenditure was obtained in accordance with the rules of the organisation; and
- (iv) no payment was made out of a fund referred to in clause 57 (b) (xiii) or (xv) of the Regulation for a purpose other than the purpose for which the fund was operated; and
- (v) all loans or other financial benefits granted the persons holding office in the organisation were authorised in accordance with the rules of the organisation; and
- (vi) the register of members of the organisation was maintained in accordance with the Act.


GRANT COURTNEY


DATE

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

**CERTIFICATE BY SECRETARY
OF A STATE ORGANISATION**

I Grant Courtney secretary of Australasian Meat Industry Employees Union Newcastle & Northern Branch, hereby, certify that the documents lodged herewith are true copies of the accounts, auditor's report and certificates of the organisation which were presented to the Committee of Management meeting held on 23 August 2012 in respect to the financial year of the organisation ending 30 June 2012.

The documents lodged herewith are:

- (i) copies of the accounts prepared in accordance with the requirements of section 510(1) of the 1991 Act and clause 58 of the 1992 Regulation, as applied by section 282(3) of the *Industrial Relations Act 1996* [an account of income & expenditure and an account of assets & liabilities]; and
- (ii) a copy of the certificate given by the accounting officer of the organisation in accordance with the requirements of section 510(2) of the 1991 Act and clause 59(1)(a) of the 1992 Regulation; and
- (iii) a copy of the certificate given by the Committee of Management in accordance with the requirements of section 510(2) of the 1991 Act and clause 59(1)(b) of the 1992 Regulation; and
- (iv) a copy of the report of the auditor of the organisation prepared in accordance with the requirements of section 514 of the 1991 Act; and
- (v) a statement by an officer of the organisation in respect of loans, grants or donations by the organisation which are notifiable in accordance with the requirements of section 280 of the 1996 Act.


SECRETARY

23.8.12
DATE

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

**STATEMENT OF PARTICULARS OF LOANS, GRANTS AND DONATIONS
BY AN OFFICER OF A STATE ORGANISATION**

I Grant Courtney secretary of Australasian Meat Industry Employees Union Newcastle & Northern Branch, state, in respect of the financial year of the organisation ended 30 June 2012 that: *(please tick box adjacent to whichever statement is applicable)*

- NO loans, grants or donations of an amount exceeding \$1,000 were made by the abovenamed organisation during the financial year.
- relevant particulars are lodged herewith in relation to each loan, grant or donation of an amount exceeding \$1,000 which were made by the abovenamed organisation during the financial year.


OFFICER

23.8.12
DATE

AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279

CERTIFICATE BY COMMITTEE OF MANAGEMENT
OF A STATE ORGANISATION

We, the undersigned members of the Committee of Management of Australasian Meat Industry Employees Union Newcastle & Northern Branch, hereby certify in respect of the financial year ended 30 June 2012 that:

- (i) in the opinion of the Committee of Management the accounts prepared show a true and fair view of the financial affairs of the organisation as at the end of the financial year to which they relate; and
- (ii) in the opinion if the Committee of Management, during the financial year to which the accounts relate, meeting of the Committee of Management were, in the opinion of the Committee, held in accordance with the rules of the organisation; and
- (iii) to the knowledge of any member of the Committee, there have not been, during the financial year to which the accounts relate, instances where records of the organisation or other documents (not being documents containing information made available to a member of the organisation under section 512(2) of the 1991 Act, as applied by section 282(3) of the *Industrial Relations Act 1996*, or copies of those records or other documents, or copies of the rules of the organisation, have not been furnished, or made available, to members of the organisation in accordance with the Act, this Regulation or the rules of the organisation, as the case may be; and
- (iv) in relation to the report prepared in accordance with section 514 of the 1991 Act, as applied by section 282(3) of the *Industrial Relations Act 1996*, by the auditor of the organisation in respect of the financial year immediately preceding the financial year to which the accounts relate [i.e. the second most recently concluded financial year] and in relation to any accounts and statements prepared in accordance with section 510(1) of the 1991 Act to which that report relates, the organisation has complied with section 517(1) of the 1991 Act and whichever of subsections (5) and (6) of that section of that Act is applicable.

This certificate is in accordance with a resolution passed by the Committee of Management of the organisation in relation to the matters to be stated in the certificate and is signed on behalf of the Committee of Management by at least 2 members of the Committee.

Grant Courtney
NAME

[Signature]
SIGNATURE

27.8.12
DATE

Justin Smith
NAME

[Signature]
SIGNATURE

23-8-12
DATE

LOOKS LIKE THE **BIG FOUR** COME A **BIG SECOND** ON HOME LOANS.

FOR AMIEU MEMBERS, WE'VE BEEN LOWER
THAN THE BIG BANKS SINCE 2001.

The big banks are the first to say they have the best home loans. But with no hidden costs, lower fees and the best rate up front, our home loan customers have been better off for more than 10 years*. Isn't it time you switched to a fairer home loan?

INTEREST SAVED OVER THE LAST 10 YEARS*

With ME Bank's SMHL Standard Variable Loan.

(Available to eligible super fund and union members)

ANZ

Standard Variable Rate Home Loan customers paid up to an additional

\$22,699

Westpac

Rocket Repay Home Loan customers paid up to an additional

\$22,714

NAB

Tailored Variable Rate Home Loan customers paid up to an additional

\$21,927

CommBank

Variable Rate Home Loan customers paid up to an additional

\$23,755

Working together to deliver benefits for members:

SWITCH TODAY.
CALL BEN HOWEY
BUSINESS DEVELOPMENT MANAGER
0423 782 657 OR VISIT MEBANK.COM.AU/HOMELOANS



Super Members Home Loan (SMHL) Standard Variable Home Loan is available to eligible super fund and union members. A list of eligible super funds and unions can be found at mebank.com.au *Data: InfoChoice. Savings calculated on a 30 year, \$300,000 principal and interest home loan after 10 years (01/09/02 – 01/09/12) on the ME Bank SMHL Standard Variable Rate versus the standard variable home loan rates of ANZ, CBA, NAB and Westpac. Assumes the same monthly repayment is made to each loan, based on the minimum repayment of the loan with the higher interest rate. Interest calculated daily and applied monthly. Graph and calculations do not include applicable fees, charges or discounts and do not consider other home loan products from these lenders that may carry different interest rates. Terms, conditions, fees and charges apply. Applications are subject to credit approval. Members Equity Bank Pty Ltd ABN 56 070 887 679 Australian Credit Licence 229500. 211703/1012

AMIEU MERCHANDISE

YOU WANT THIS STUFF...



Mens and Womens
FRONT

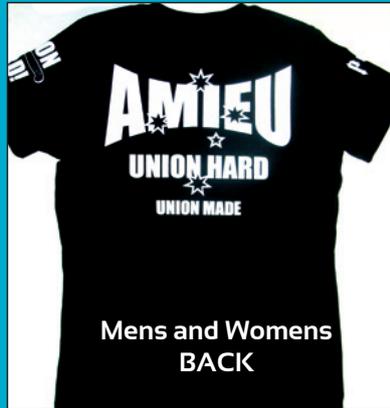
MENS SHORT SLEEVE T-SHIRT

COLOUR: Black

SIZES: XS/S/M/L/
XL/2XL/3XL/4XL/5XL

COST: \$22.00

Australian Made - 100% Cotton



Mens and Womens
BACK

WOMENS SHORT SLEEVE T-SHIRT

COLOUR: Black

SIZES: 8/10/12/14/16/18/20/22

COST: \$22.00

Australian Made - 100% Cotton



AMIEU BASEBALL CAP

COLOUR: Black

SIZES: One size fits all

COST: \$13.00



ROLLED DOWN ACRYLIC BEANIE

COLOUR: Black

SIZES: One size fits all

COST: \$10.00



ROLLED DOWN TWO-TONE BEANIE

COLOUR: Black & Grey

SIZES: One size fits all

COST: \$10.00



AMIEU BADGE

COST: Free to financial Union
members

LIMIT: Limit one per member

No postage payable on badges

ALL ORDERS \$6.00 FLAT RATE SHIPPING AUSTRALIA WIDE!

APPLICATION FOR MEMBERSHIP & DIRECT DEBIT AUTHORITY



AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
(NEWCASTLE & NORTHERN BRANCH)
34 Union Street Newcastle
PO Box 2263 DANGAR NSW 2309
Fax: (02) 4929 5401

Being an Industrial Union of employees registered under the Industrial Relations Act 1996 as amended AND Being registered under the Workplace Relations Act 1996 as amended.

I, the undersigned apply for membership of the Australasian Meat Industry Employees' Union, Newcastle & Northern Branch and pledge myself to loyally abide by its Rules and any amendments that may be made hereafter.

Name of Member: Date of Birth:

Address of Member: Phone Number:

Post Code: Mobile Number: (if applicable)

Email address: (if applicable)

Employed by: (insert company name or name of employment agency) Employer Location:

Signature: Date:

I/We (Account Holder Name(s))

Authorise Name of Debit User: APCA User ID Number:

request you until further notice in writing, to debit my/our account described in the schedule below any amounts which the Australasian Meat Industry Employees' Union 064136 may debit or charge me/us through the Direct Debit System.

I/We understand and acknowledge that:

1. The financial institution may, in its absolute discretion, determine the order and priority of payment by it of any monies pursuant to this request or any authority or mandate;
2. The financial institution may, in its absolute discretion, at any time by notice of writing to me/us terminate this request as to future debits;
3. The user may, by prior arrangement and advice to me/us, vary the amounts or frequency of future debits.

Signature(s): Date:

The Schedule

All details must be supplied.

Name of Financial Institution:

Address of Financial Institution

Account Name(s)

Post Code:

BSB Number:

-

Account Number:

Note: Direct Debit is not available on all accounts. Please check with your financial institution.



The Australasian Meat Industry Employees Union

TOOL CATALOGUE



The meat workers union, (the AMIEU) is a specialist union for all workers in the meat industry.

We now supply tools to both our members and non members alike, although our members do get a substantial discount on all products.

We stock over 200 product lines and unlike other tool suppliers we use many distributors to give you the biggest range of tools available and at the very lowest prices.

We are also a non profit organisation and our members pay no mark up for these tools. That's why they are so cheap, we sell at the wholesalers prices.

If you are interested in receiving a copy of the catalogue, please contact our Newcastle branch on:

(02) 4929 5496

QUALITY TOOLS - UNION MEMBER DISCOUNT!



Summary of benefits & costs

MIESF returns all of its profits to members Higher returns – Lower costs		
Earnings Allocated – Trustee Option	2011/12	2.2% p.a. (2.4% p.a. for Pension section)
Historical – Trustee Option	5 year average	0.5% p.a. (0.7% p.a. for Pension section)
	10 year average	5.5% p.a. (6.1% p.a. for Pension section)
	17 year average	6.4% p.a. (7.0% p.a. for Pension section)
	29 year average	8.4% p.a. (Pension section started in 1995)
High Growth Option	With effect from 31 January 2009, the Fund offers Main section and Rollover section members an investment choice which is referred to as the "High Growth Option". The earnings rate allocated for the High Growth Option was -0.8% p.a. for 2011/12.	
Net Assets at 30 June 2012		\$547 million
Size of Fund	Current membership	30,000
	Registered "active" employers	1,300
Management Fees	Administration	\$52 p.a. deducted from each account (increasing to \$67.60 p.a. from 1 January 2013).
	0.48% p.a. of your account balance when it is invested in the Trustee Option or 0.37% p.a. of your account balance when it is invested in the High Growth Option. These are the Fund's investment related costs. There are no exit or entry fees.	
Death Cover	Eligible members under 65 have \$200,000 of death cover. \$5 per week is deducted to cover the cost.	
Pension Section	Members aged 55 or over can start a MIESF Pension with the same low "Management Fees" as set out above.	
Voluntary Contributions	Voluntary member contributions can be made at no extra cost and may qualify for government co-contributions. Please note that if you are aged 65 or over, you will need to be employed on at least a part-time basis to make voluntary member contributions. If you are 75 or over, you cannot make these contributions into superannuation.	
Your Industry Fund	MIESF was established over 30 years ago. It operates Australia-wide as a multi employer fund providing superannuation for people working in the meat industry.	

The above is only a summary.

Details of the Fund's benefits, costs and operations can be seen in our latest Product Disclosure Statement (PDS) dated 22 June 2012.

There is also a PDS for the Pension section members dated 1 March 2011.

You can view these PDS's on line at miesf.com.au/pds.htm or if you would like a printed copy, please call 1800 252 099.

You should refer to the Fund's PDS's before making a decision about the Fund.

How to contact us

Administration Officer
Meat Industry Employees' Superannuation Fund
2nd floor, 62 Lygon Street
CARLTON SOUTH VIC 3053

Telephone: 1800 252 099 or (03) 9662 3861 (for callers from mobile phones)
Fax: (03) 9662 2430
Email: fundadmin@miesf.com.au
Website: www.miesf.com.au



Producing competitive returns – in uncertain times

How do you join?

Contact MIESF on 1 800 252 099 to discuss how to join the Fund.

On joining you will receive a member card, and a copy of the Fund's Product Disclosure Statement (PDS) and Annual Report. It is important that you read these documents to fully understand the benefits and features of your membership in MIESF.

Investment earnings

Your superannuation contributions are invested in accordance with your choice of two different investment options – the Trustee Option and the High Growth Option (refer to page 5 of the PDS for further details).

The investment earnings include both cash earnings actually received and movements in the market value of assets. As a result they may be either negative or positive.

Competitive investment returns

The MIESF returns for the Trustee Option for various periods up to 30 June 2012 have been competitive. One measure of this is to compare them with the median (middle ranking) return of "balanced" investment options of large superannuation funds with "growth" investments of between 55% and 75% in the SelectingSuper Survey (www.selectingsuper.com.au) as shown below. The MIESF Trustee Option generally has about 60% of its assets invested in "growth" assets.

Period up to 30 June 2012	MIESF Return % p.a.	SelectingSuper Survey Median % p.a.
1 year	2.2	0.5
3 years	6.0	6.1
5 years	0.5	-0.7
7 years	3.7	3.5
10 years	5.5	4.7

Low fees/good services

- low administration fees, \$1.00 per week (increasing to \$1.30 per week from 1 January 2013).
- death benefit cover currently \$200,000, cost \$5.00 per week (refer to page 7 of the PDS for details. A copy of it can be obtained from the Fund Office.)
- home loan service – 13 15 63

Your money is safe with us

- we focus on your long-term future and security
- we don't take commissions, so all profits belong to members
- we are independent of your employer
- we meet all government regulations to ensure the safe management of your money

You're in good company

- we are a fund run for you, by people like you, whose livelihood is in the meat industry
- we are an Australia-wide, industry based accumulation-style fund

When you leave your employer

You don't have to leave MIESF, you can:

- leave your benefit in MIESF until you retire
- invest your money in the Rollover section of MIESF and take advantage of partial withdrawals (subject to preservation requirements)
- receive a regular income through the Pension section when you retire
- Transition to Retirement Pensions are also offered by MIESF. For information on this please contact the Fund Office.

How do you transfer your other super to us?

Use our roll-in facility to transfer superannuation monies into MIESF. A superannuation Transfer Authority form can be downloaded from our website www.miesf.com.au or call us and we can send the Superannuation Transfer Authority form to you.

How to contact us

Meat Industry Employees' Superannuation Fund
2nd floor, 62 Lygon Street
CARLTON SOUTH VIC 3053

Telephone: 1 800 252 099 or (03) 9662 3861 (for callers from mobile phones)

Fax: (03) 9662 2430

Email: fundadmin@miesf.com.au

Website: www.miesf.com.au