

# meatworkers' journal

newcastle and northern branch



VOLUME #72  
JANUARY 2015/JUNE 2015



President Mark Cooke

53 year member David Forrester

Secretaries  
Report

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Graham

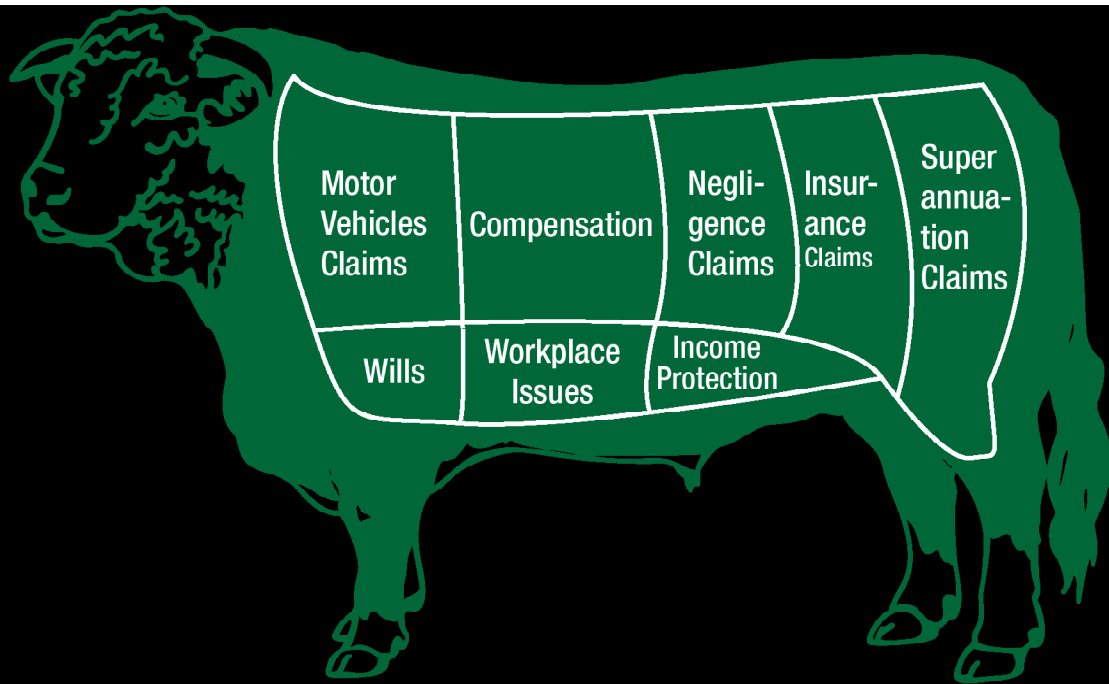
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Continuous Loyal Service to the AMIEU



Industrial Front



Sexual Harassment

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Branch President	Mark Cooke
Vice President	Leonie Gibson
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Lead Organiser	Scott Philp (New England)
Organiser	Jason Roe (New castle/ Central Coast)
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Join the AMIEU online. All you need to do is visit the AMIEU Newcastle and Northern Branch website:

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

Follow the "join us" links to join online,

Direct Debit deductions:

Weekly, Monthly or six monthly

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# SECRETARY'S REPORT



Secretary: Grant Courtney    Email: [amieu@amieu-newcastle.asn.au](mailto:amieu@amieu-newcastle.asn.au)

## Recognising our most loyal members

In line with the recommendations determined by the branch Committee of Management meeting last year, the branch has designed recognition certificates with pewter medallions for members with long continuous service.

The recognition is for members with 25 years to 45 years plus continuous service. 3 clubs have been formed, the first being for 25 to 35 years of continuous members (bronze), the second 35 to 45 years (silver) and third for 45 years and above (gold).



I have visited most of our large workplaces over the last 6 months holding general meetings where possible presenting awards and acknowledging our most loyal members. Whilst some of our members did not want to be recognised publicly, the vast majority, some 316 comrades were very proud and personally thanked their union for the humble recognition.

Since holding meetings for the purpose of recognising our most loyal, other members have suggested that the union should recognise those annually who achieve these milestones.

This feedback has been raised directly with the branch COM who have agreed on annual recognition as members reach these accolades.

This journal has been created to formally recognise our long serving members with photos and stories from many of our comrades who are now in these 3 most exclusive clubs.

## Unfair Dismissals and Under Payment Claims

AMIEU data collected over the last 6 months reflects an unusual turn around with a reduction in underpayment and unfair dismissal claims. Some employers seem to have found a conscious and have recognised the consequences when it comes to terminating their intellectual property, their employees.

I believe the AMIEU can take some credit for this change of heart, with the publicised pressure we have placed on companies who enter into shonky labour arrangements, they know we are watching and acting.

Even though the numbers of unfair dismissal and underpayment cases are significantly down compared to last year, the AMIEU has still retrieved 10s of thousands of dollars in underpayments for members for this period.

Negotiating settlements prior to lengthy court proceedings has delivered good results for members.



# INDUSTRIAL FRONT

Over the last 6 months we have led negotiations on behalf Norco Raleigh dairy members and Throsby Singleton meatworkers.

Agreements on both sites have expired with the companies seeking concessions from their respective workers and offering miniscule wage increases. Our members at both sites directed the union to prepare documentation for protected industrial action orders in which court orders have been issued allowing members to go on strike.

Since both companies have received notice of "Protected industrial Action Ballot order applications", they have increased their wage offers and dropped off on some of their claims. At the writing of this report members from Norco Raleigh were preparing to go on strike to press their claims further.

## Coles

After 12 months of protracted negotiations "The Coles National Retail Agreement" is now complete with the SDA endorsing a disgraceful deal that generally traded off 82 core meat unit conditions for new meatworkers across the country for the miserly sum of 32 cents an hour.

Whilst some of the existing AMIEU conditions have been grandfathered, your union the AMIEU has been in total opposition to a National Deal with the SDA from the start. The AMIEU national negotiating committee has attended all 24 meetings and witnessed just how the SDA conducts its self in negotiations, I can only compare them to being a pack of subservient grovelers with combination backbones of jelly and glue.

Our Branch in conjunction with the NSW branch informed the company that we would lodge Protected industrial Action Ballot applications in February 2015 (we could not legally lodge the application until 4 weeks before our state based agreement expired which was 15 March 2015). The company opposed our application and drew out the hearing date pressing a bullshit meat spoilage argument. Whilst we were successful in receiving the right to strike orders our window to take action leading up to Easter was lost due to the lengthy commission proceedings.

Furthermore once the ballot to take action was counted we were informed by the AEC that only 34.8% of the AMIEU NSW and Newcastle members had voted so the order could not come in to affect. Considerable feedback from

members determined we should make another application due to 85% of those members that had voted wanted to take all forms of industrial action.

Whilst we applied and were successful to go through the protected action ballot process again Coles with the assistance of the SDA rolled out the national retail deal for ballot.

The result of the ballot reflected 92% support for the disgraceful deal. AMIEU members should be reassured that your union the AMIEU is opposing the registration of the agreement and will do everything within its legal framework to ensure the fair work commission is made aware this deal is bad for workers, furthermore we believe it does not pass the better off overall test. Rest assured we are not going to let the SDA "the bed fellows of the bosses" get away with this.

The AMIEU will continue to represent and stand up for its members at Coles whether under a national agreement or any other deal.



Matt Golding Fairfax syndication

# Vale

## Julie Graham



I first met Julie in 2009 when I was invited by the then Branch Secretary of the Meat Workers Union, Kath Evans to assist in mentoring new Union Organisers within Northern NSW.

I recall Julies cross examination of a couple of suggestions that I had made to the branch Committee of Management ( Julie was our branch Vice President).

Her direct and no frills approach on the issues clearly highlighted her wit and knowledge of our members concerns at Beresfield. Julie has always been actively involved in the Enterprise bargaining agreements, through commitment of staunch union members such as Julie, this plant has the best wages and conditions for poultry process workers in NSW.

Julie clearly held me to account on many occasions and was not backwards in coming forward when raising issues on behalf of members with the employers.

Accountability to the members was part of Julie's DNA, she clearly is one of the last Mohicans who put her own interest on the back burner,

ensuring her fellow workers interests come first. I recall at our last delegates conference, Julie reminding me of the importance of ensuring we attract more women in the taking on union activist roles, as over 30% of our membership were women, just another reminder of Julie's ideals of equality

and fairness in all workplace representation. It has only been in the last 12 months that Julie has put others interests aside to concentrate on her own health, taking up the fight.

Julie Ann Graham, was a member of our Union for 29 years and 6 months, she was an active member throughout her working life.

Julie was presented with a meritorious award in 2006 for her service to the union. In 2007 Julie was elected to the position of AMIEU Newcastle and Northern Branch Vice President where she held that position until her passing.

Julie is member of the most exclusive club of our union, "The Life Members Club", since our union was founded in 1918 only 12 members have been presented with this honour for their loyal and devoted service to working people from our industries.

Julie's involvement within our organisation has created lifelong friendship with each and every member of the Unions Governing body and delegate groups.

We love her and will miss her dearly in to the future. Rest now Julz you will always be with us.

Written By Grant Courtney, Branch Secretary

## 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
5663	EDWARD BOWD
6944	VALARIE HAWKE
7051	NOEL SANDERS
7137	VERA VINCENT
7138	KEVIN STUCKING
7504	ROBERT PAYNE
97450	LUKE JOSLIN
120462	BRYON D'ESTE

# FROM THE FEDERAL SECRETARY'S DESK GRAHAM SMITH



Federal Secretary: Graham Smith



## In The National Arena

Several major challenges are confronting the AMIEU and the broader Union movement in general at the moment.

Right now we have arrogant company managers who don't want to let workers get organised into Unions, or let Unionised workers affect their business operations by asking for a better share of the profits or improved health and safety at the worksite.

We are seeing companies try to stop workers from holding meetings to discuss work issues. We are seeing companies interfere with Union officials entering the workplace by trying to tell them where they must position themselves within the workplace so as to give the least access to workers.

The AMIEU currently has a major entry dispute listed for hearing in the Fair Work Commission in June. This is with Teys Australia and comes about because of the crazy list of demands they have issued the Union officials if we want to go into their sites. We will bring members more news of this as the hearing unfolds as this could well possibly set a precedent for all industry in Australia when it comes to what companies can and cannot demand of Union officials wanting to meet with their members and delegates in workplaces.

Another major issue is the now rampant exploitation of temporary workers in Australia from overseas and in particular those who are in Australia on 417 (backpacker) visas.

It is an absolute tragedy and a travesty that in a country like Australia we have one of the greatest countries in the world but can still mistreat our overseas guests and exploit them to the point of slavery.

The AMIEU has seen not just below award wages paid but various forms of mistreatment such as putting large numbers of people into substandard accommodation and then charging them each a rent that would have got them a suite at the Hilton chain of hotels. Workers having to beg to be paid at all and even instances where those in control of their wages ask for sexual favours before they hand over their wages.

And the worst problem is that many of the companies using these workers in the meat industry don't even employ them direct. These workers are engaged through labour hire agencies, some of whom are as dodgy as they are devious. By hiring workers through labour hire agencies the host companies (the meat works etc) get to avoid any responsibility for these workers whatsoever and if a complaint is made about underpayment or non payment of wages etc the meat works operators simply say 'well that's somebody's else's problem'.

One of the problems for the Union movement is of course that along with this exploitation, these workers are generally paid less than what our members do under their enterprise agreements (the agreements don't apply to labour hire agencies they are under the main award system) and so it becomes a way to undercut our agreements and create pressure to accept lower wage increases and conditions when negotiating or the companies can revert to using more cheap workers from these labour agencies.

The AMIEU nationally has this issue as a priority and we are taking steps in every state to both stop the exploitation and at the same time maintain our living standards at the workplaces. You can read more about this issue in other articles in our newsletters and journals to members.



# JUSTIN SMITH INTERVIEWS GREGORY GREENAWAY



Assistant Secretary Justin Smith



Greg has been a member of the AMIEU Newcastle and Northern Branch for 46 years. Greg left school at the age of 15 and worked a number of different jobs like a farm hand at a dairy and beef cattle farms then working as an offsider for a cattle truck driver before he started work at the Wingham meat works which was then still a CO-OP.

His first job was a spotter in the boning room and as Greg describes the job spotting shit on the bodies and trimming it off before it was boned out.

Greg soon found himself in the Slaughter floor where he pretty much has done all the jobs at one time or another he is still currently a slaughterman on the legging stand. Apart from 11 years working at Port Macquarie's Hastings Meat Supply Greg has worked at Wingham Beef Exports which he returned to in late 1992.

Greg is one of 14 kid's, 6 of which have worked or still work at Wingham Beef Exports as well as their father, then there are the nephews, nieces and cousin's making the Greenaway's one the most well-known family's in the Manning Valley.



Greg has seen many bosses come and go like Bill Kane, Keith Smith, Max George and Col Nelson he can also remember one of his first Union Delegates Frank Woods.

Some of the great characters Greg has worked with over the years where the late but great Lindsey Campbell and Archie Budden his Uncles Phil and Bob Reeves as well as Tiny Wilson.

One of the funniest things to happen to Greg while working at WBE was when he was the knocker and a load of wild Goats came in to be processed.

Now these ferrel Goats had different ideas and proceed to climb out of the knocking box and the loading race leaving Greg man handling Goats as they came charging past.

Greg has always been a great supporter of the Union and was proud of his work mates and the way they stuck together last year during the EBA industrial dispute.

Greg like all the Greenaway boys played football for Wingham and he is a mad Roosters fan even putting a Roosters flag up out the front of his house every time they win.

Greg and Nell are very house proud with their house being the best kept house in the street.

My family and I lived across the road from Greg and Nell and my boys used to love to give Greg a hard time when the Rooster lost especially if one of their teams beat the Roosters they would put that teams flag out the front of our place.

Greg like is a true salt of the earth man and is one of the most liked blokes at Wingham Beef Exports, you would find it hard to find anyone with a bad word to say about him.

Bloody Legend.

# SCOTT PHILP INTERVIEWS GEOFFREY WALLS

Lead Organiser: Scott Philp



Recently I had the great opportunity of spending some time and speaking to Geoffrey Walls of Bindaree Beef.

Geoff known as 'Spinner' has been a member of the AMIEU Newcastle & Northern Branch for 48 years. Geoff first entered the meat industry via his father who got him a job as a Labourer at the now closed Guyra Meat works. Spinners father was the head stock man at the Guyra Meat works, Spinner entered the Meat Works at Guyra when he was 15 years old Guyra Meat works was then owned by Severn Shire Council from 1966 to 1981 the meat works processed sheep, cattle and pigs.

In that period he became a Slaughter Man by the time he was 16 years old along with his two brothers.

In 1981 Severn Shire Council sold the Guyra Meat works to D R H Johnson and Spinner continued his employment as a Slaughter man.

In 1992 the Meat works stopped killing sheep and Spinner transferred to the Boning Room and trained up as a slicer.

In 1996 the Meatworks closed and Spinner started at Bindaree Beef for the past 19 years Spinner and a group of members have commuted from Guyra to Inverell to go to work

He has continued in his role as a slicer and has also been active in the AMIEU participating as a Union Representative in the Enterprise Bargaining discussions

Spinner is a man of high integrity and is well respected by his fellow work mates, he has a strong work ethic, during the shutdown periods which used to exist in the meat industry Spinner did other work such as truck driving and working as a Bar Attendant.

**since the age of 20 and I have always believed in having a**

The AMIEU wishes to congratulate Spinner on his 48 years as a member of the AMIEU and also recognises our other members who has made a substantial contribution to the AMIEU

'For a worker to refuse to belong to a Union is not to exercise a democratic freedom

It is to accept benefits that others have worked for without contributing to the cost'





# AMIEU LOYAL MEM



David Forrester  
NCMC

## 53 YEAR MEMBERSHIP

David Forrester has been recognised for his loyal and continuous membership with the AMIEU, an amazing 53 years in total. David became a member of the AMIEU 16th August 1961 when he working at Northern Co-Op Meat Company, NCMC. 2015 has lead David to his well-earned retirement, the AMIEU would like to wish David all the best in his retirement and thank you for 53 years of loyalty.



45 Plus  
years of  
continuous loyal  
service to the  
AMIEU



John Cormick  
NCMC



Kerry McLaughlin  
NCMC



Brian Neely  
NCMC



Geoffrey Walls  
Bindaree Beef



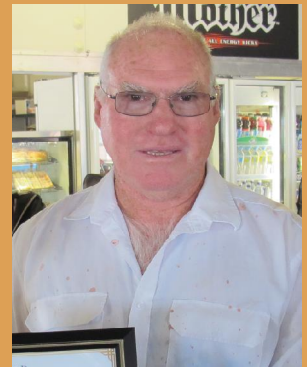
Brian Oliver  
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William Connolly  
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Gregory Greenaway  
Wingham Beef



John Hale  
NCMC



Dennis Parker  
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Christopher Cowan  
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Christopher Olive  
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35 Plus years  
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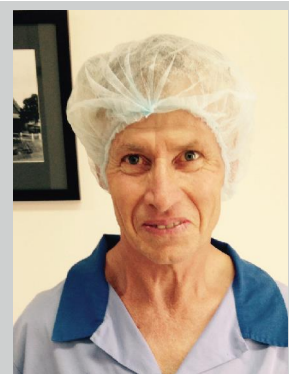
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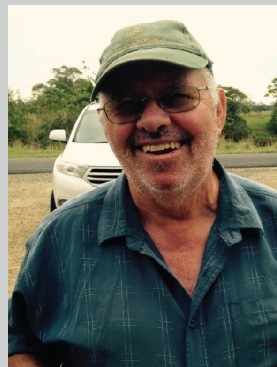
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Therese Dyet  
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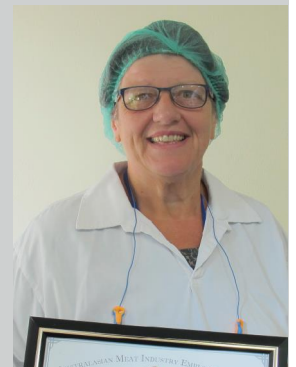
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Kristine Abraham  
Baiaida Beresfield



Wayne Kenning  
Inghams Cardiff



Noni Wilson  
Baiaida Beresfield



David Pike  
Wingham



Kevin Henwood  
Norco Raleigh



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Charles Hancock  
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Richmond Dairies



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Norco Raleigh



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John Waitr  
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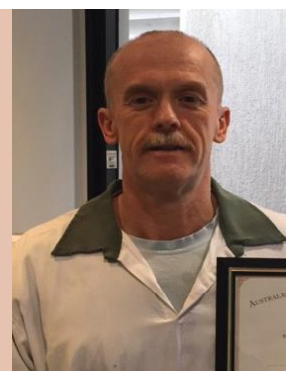
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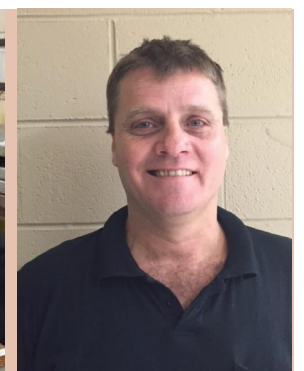
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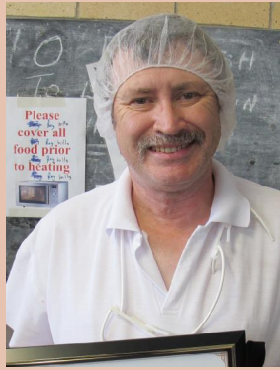
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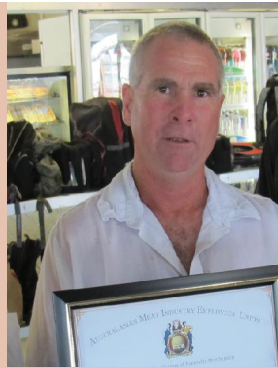
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Bindaree Beef



Kim-Maree Nicholls  
Baiada Tamworth



Stephen Drew  
Baiada Beresfield



Gary Frogley  
NCCMC



Raymond Innes  
Baiada Beresfield



Neville Walker  
Bindaree Beef



Christopher Kane  
Wingham Beef



Kristine Jackson  
Baiada Beresfield



Donna Fullick  
Baiada Beresfield



Carol Seagrave  
Baiada Beresfield



Brenda Phillips  
Baiada Beresfield



Rick Spencer  
Norco Raleigh



David Winnell  
NCCMC



Mary Jones  
Baiada Beresfield



Wayne Bradbery  
Baiada Tamworth



Jeffrey Russell  
NCCMC



# AMIEU LOYAL MEM



25 Plus years of continuous loyal service to the AMIEU



Shane Brown  
Wingham Beef



Peter Speeding  
PFD Lismore



Anthony Blewitt  
Nestle



Kieran O'Hare  
Norco Lismore



Janelle Tisdell  
Inghams Lisarow



Liutawa Falemaka  
Inghams Cardiff



Brian Mordue  
Coles



Kevin Parker  
NCMC



Phillip Piccoli  
NCMC



Colin Humphreys  
Norco Raleigh



Tony McMaster  
Wingham Beef



Rhonda Archer  
Baiada Beresfield



Catherine Payne  
Baiada Beresfield



Suzanne Liggins  
Baiada Beresfield



Victor Cutajar  
Wingham Beef



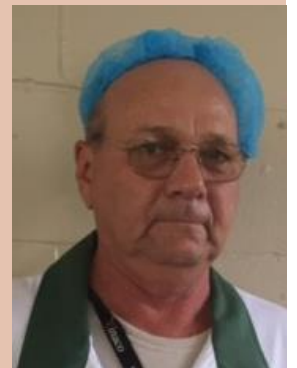
Marianne Cobcroft  
Baiada Beresfield



Scott Hamilton  
NCMC



Anthony Saul  
NCMC



David Smith  
Inghams Lisarow



# MEMBERS RECOGNITION



25 Plus years  
of continuous  
loyal service to  
the AMIEU



Dean Cambourn  
Baiada Beresfield



Darren Tisdell  
Wingham Beef



Neville Rowland  
NCMC



John Riggall  
NCMC



Phillip Campbell  
Baiada Beresfield



Stephen Asquith  
Baiada Beresfield



John Sciberras  
Norco Lismore



Kevin Haddow  
Baiada Beresfield



Gina Benacquista  
Baiada Beresfield



Dianne Burt  
Baiada Beresfield



Warren Darr  
NCMC



Peter Farrow  
Inghams Cardiff



Christine Purcell  
Baiada Beresfield



Murray McCarthy  
Baiada Beresfield



Craig Pederson  
NCMC



Paul Johns  
Baiada Beresfield



Melanie Pan  
Inghams Cardiff



Wendy Giffin  
Inghams Lisarow



Denise Trustum  
Norco Lismore

# AMIEU LOYAL MEMBERS RECOGNITION



25 Plus years  
of continuous  
loyal service to  
the AMIEU



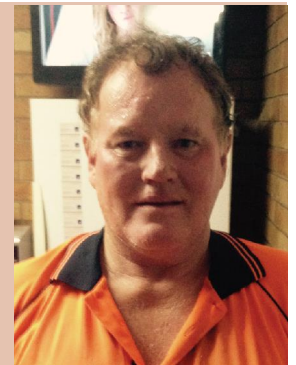
David Miggins  
Wingham Beef



Kane Kriss  
Wingham Beef



Gregory Wirth  
Richmond Dairies



Leslie McLennan  
PFD Lismore



## Notice to Members Paying by Direct Debits

Members who elect to have their membership fees paid to the Union by Direct Debit from saving account or credit card 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, your nominated financial institution may impose a charge for your account being overdrawn.

Any questions regarding direct debits, please call (02) 4929 5496.

## Notice of financial reports

In accordance with Section 263 of the Industrial Relations Act 1996 and Section 265 of the Fair Work (Registered Organisations) Act 2009 a copy of the financial statements of the Union are available for the members on the AMIEU website:

<http://meatworker.net>

Should a member require a copy of the financial statements please contact the office on (02) 4929 5496 or [amieu@amieu-newcastle.asn.au](mailto:amieu@amieu-newcastle.asn.au) and a copy will be forwarded at no cost to any AMIEU Newcastle & Northern Branch member.



## JASON ROE INTERVIEWS JOHN ROLPH



Organiser: Jason Roe

### 43 YEAR MEMBERSHIP



John is one of 108 AMIEU Members that have been recognised for their 35 plus year membership. He has worked at Ingham's Cardiff for 43 Years. During this time he has worked throughout the plant in many areas, mostly in the reception area.

John has a long history with the AMIEU, being a former delegate and in August 2010 he was awarded with a Merit Award for his loyalty to the Union. He will tell you he has seen a lot of changes take place, "I've seen many people come and go and made a lot of friendships over the years."

John has seen the plant grow and seen the kill numbers rise from 14,000 birds a day to the

current 45,000 a day. When I asked John how he enjoyed his time at Ingham's he replied, "like all jobs has its good days has its bad days."

John talks of the fire in the early eighties which burnt down the offices and refrigeration and how happy the employees were when they finally got the canteen on site. He recalls a lot of strikes back in the seventies, when if things weren't going the workers way, it was out the gate.

John is a proud and passionate unionist and believes that everyone should be a member, we need to keep the strength and conditions that members have fought for over the years. The younger workers should be reminded that conditions are not just given to them, we have fought for them.

There is no retirement for John in the near future he believes he has many good years in him.

### Bring home the bacon

Last year I was lucky enough to represent the AMIEU and attend the first ever pig races at Glen Innes. I must say the day was very entertaining and something quite different. The races were put on to raise money for the Heart Foundation with over \$7000 being raised on the day, being a great charity the AMIEU joined in the day showing its support to the community by sponsoring a race called the "Meatworkers Cup".

The AMIEU sponsored the mighty number 5 pig "Protective Action". The day turned out very favourable for "Protective Action" who claimed victory on 3 occasions and narrowly missed out on claiming the feature "The Meatworkers Cup".



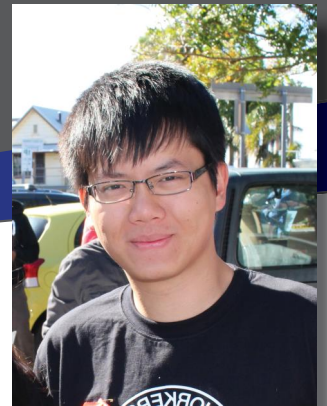
The pigs themselves were treated like kings on the day and became a big hit with the kids and a lot of the adults. The day had 7 races with 8 pigs in every race. To keep things challenging for the pigs the course would change for each race. I must say it was a very enjoyable day and the organisers of the day deserve a big congratulations and the welfare of the animals was terrific. At the time of writing this I would like to add that "Protective Action" is now retired and enjoying life in his muddy sty.

# LOCAL EQUALITY

## Sexual Harassment Court Case



International Liaison Officer: Ian Tam



### Primo Sexual Harassment Court Case

In March 2014, the ABC's 7.30 program aired allegations regarding sexual harassment at Primo Smallgood's Hunter Valley Meatworks in Scone.

More than 75 workers at the meatworks in Scone have signed a petition accusing an abattoir supervisor of sexual harassment.

The petition states:

**"He touches body parts like hands, shoulders, loins, face, and really any location. It makes us feel very uncomfortable and disgusting as he is our supervisor and agent, we are afraid to say anything for fear of losing our job."**

Primo have meanwhile released the following statement: "We have recently received a complaint ... and have now addressed this with the individual's employer, the labour hire agency".

However, after investigation of the company, thirteen of the 417 visa holders who signed the petition were advised that they would lose their position in the company.

This reinforces the apparent lack of rights that the workers possess, and the fragility of the employment position of these workers. This action is clearly aimed at generating fear amongst the remaining employees.

Primo stated that during the investigation, the accused stood down but that at the end of the investigation no concrete evidence was found. As such, the accused was cautioned and reinstated.

Two months later, however, the police reported that a 38-year-old abattoir worker was being charged with six counts of aggravated indecent assault and one count of indecent assault.

"We're talking about this fellow handling young women, handling young men, and we had a petition, with many signatures on it which the company simply did not believe...the abattoir's owner, Primo, denied the allegations and generally said our comments were unsubstantiated " said the AMIEU branch secretary Grant Courtney.

Fortunately, in February 2015, through court decision, this accused was placed on a good behaviour bond after pleading guilty to common assault offences committed when he was a supervisor at the Scone Abattoir.

As the company is responsible for ignoring months of complaints from victims, they should publically correct their original statements on the matter. It is believed that the company is required to take some of the responsibility and should send their apologies to the victims and those suspended workers who signed the petition and lost their jobs as a result.

The AMIEU will try to assist all of the victims if there is any allegation against the company for the purpose of compensation.

If you face any cases of assault or harassment at work, please do not hesitate to contact us as the **Union is always your greatest support.**





## Australasian Meat Industry Employee's Union

We're here to help.

Do you need confidential advice or assistance for where you work in your own language?

Ring the number below and ask to speak to **The Australasian Meat Industry Employees Union.** The Union is there to help workers in the Australian Meat Industry. There is no charge for this telephone call or the translator.

# 131 450

What we can do?

Visit us online

<http://meatworker.net>



Scan the QR code above to visit us online

#### Simplified Chinese

简体中文  
您需要以您的母语提供有关您工作场所的保密建议或协助吗？  
请拨打电话131 450 并要求与澳大利亚肉类行业员工工会通话。  
这个工会为在澳大利亚肉类行业的员工提供帮助。  
拨打此电话或使用翻译不收费。

Contact details:

AMIEU Newcastle & Northern Branch  
34 Union Street  
Newcastle West NSW 2302

Phone: (02) 4929 5496

Fax: (02) 4929 5401

Email: [amieu@amieu-newcastle.asn.au](mailto:amieu@amieu-newcastle.asn.au)



#### Traditional Chinese

繁體中文  
您需要以您的母語提供有關您工作場所的保密建議或協助嗎？  
請撥打電話131 450 並要求與澳大利亞肉類行業員工工會通話。  
這個工會為在澳大利亞肉類行業的員工提供幫助。  
撥打此電話或使用翻譯不收費。

# consultative thinking-----

Is this your Committee ?

Something to Ponder  
Who ???                      Me ???

This is a story about four people named  
Everybody, Somebody, Anybody and Nobody.

There was an important job to be done and  
Everybody was asked to do it. Everybody was  
sure Somebody would do it. Anybody could  
have done it, but Nobody did it. Somebody got  
angry about that because it was Everybody's  
job. Everybody thought Anybody could do it  
but Nobody realised that Everybody didn't do it.  
It ended up that Everybody blamed Somebody  
when Nobody did what Anybody could have  
done.

## I'm on a committee

Oh give me your pity,  
I'm on a committee,  
Which means that from  
morning to night,  
We attend and amend and  
contend and defend  
Without a conclusion in sight.  
We confer and concur,  
We defend and demur,  
And re-iterate all of our thoughts.  
We compose and propose,  
We suppose and oppose,  
And the points of procedure are fun!  
But though various notions  
are brought up as motions,  
There's terribly little gets done.  
We resolve and absolve,  
But never dissolve,  
Since it's out of the question for us.  
What a shattering pity to end our committee  
Where else could we make such a fuss



### **CPI Increase on Union Dues**

A decision was made to review union dues annually by the branch committee of management (COM) on the 13th of May 2010. In line with this decision union fees were reviewed at a meeting of the COM on the 28th of November 2014.

The branch Committee of Management has determined to increase union dues by the CPI rate 2.3% as of the first pay period on or after **1st July 2015** .

Please note from July 2015 union dues will move from \$9.20 to \$9.40 per week or \$39.86 to \$40.74 per month.  
For juniors and casuals earning less than \$329.70 per week it will be \$4.70 ( half price ) per week or \$20.37 per month.

***We Thank All Members for Their Valuable Support!***

How do our weekly fees compare against other unions

**AMIEU \$9.40**

**AMWU \$10.55**

**NUW \$12.50**

**FSU \$10.95**





# The Australasian Meat Industry Employees Union

# TOOL CATALOGUE

The AMIEU Newcastle & Northern Branch is a specialist union for all workers in the meat industry.

We 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 from knives, steels, stones, safety equipment and accessories. Product enquiries are welcome.

We are 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 viewing the catalogue and price list, please visit our website [newcastle.amieu.asn.au](http://newcastle.amieu.asn.au) or contact our Newcastle branch office on:

**(02) 4929 5496**



**QUALITY TOOLS - UNION MEMBER DISCOUNT !**

# MEMBERSHIP APPLICATION FORM



## AUSTRALASIAN MEAT INDUSTRY EMPLOYEES' UNION (AMIEU)

NEWCASTLE & NORTHERN BRANCH

PO Box 2263, DANGAR NSW 2309

Phone: (02) 4929 5496 Fax: (02) 4929 5401 Email: amieu@amieu-newcastle.asn.au

**THIS FORM MUST BE SENT TO AMIEU NEWCASTLE OFFICE - PLEASE PRINT CLEARLY**

**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.**

Title (eg. Mr/Mrs):   Male  Female

Surname:

Given Names:

Known Name:

Address:

Suburb:  PCode:

Phone (H):   Day shift

Mobile:   Afternoon shift

Date of Birth:   Night shift

Email:

Employer:

Location:

Section:

Delegate:

First Language:   Senior  Junior

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.  
I/We authorise and **request you until further notice in writing**, to debit my/our account/credit card below, any amounts which the Australasian Meat Industry Employees' Union may debit or charge me/us through their banking 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:

Date:

### OPTION 1 - DIRECT DEBIT

- Weekly - Default *If weekly, select day:*
- Monthly (1st of month)  Wednesday (Default)
- 6 Monthly (2nd January/1st July)  Monday
- Friday

*If the direct debit day lands on a weekend or public holiday, it will occur on the next business day.*

Name of financial institution:

Branch:

Account Name(s):

BSB No.  -

Account No.

Signature of Account Holder:

If account is two to sign, second signature:

### OPTION 2 - CREDIT CARD

- Monthly (1st of month) - Default *If the scheduled day lands on a weekend or public holiday, it will occur on the next business day.*
- 6 Monthly (2nd January/1st July)

VISA  MASTERCARD

Card No.

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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Expiry Date: (mm/yy)

CVV No.

Name on Card:

Signature of Cardholder:





# Summary of benefits & costs

<b>MIESF returns all of its profits to members Higher returns – Lower costs</b>		
<b>Earnings Allocated – MIESF MySuper</b>	2013/14	11.5% p.a. (12.6% p.a. for Pension section)
<b>Historical – MIESF MySuper</b>	5 year average 10 year average 19 year average 31 year average	8.7% p.a. (9.4% p.a. for Pension section) 6.5% p.a. (7.2% p.a. for Pension section) 7.0% p.a. (7.8% p.a. for Pension section) 8.7% p.a. (Pension section started in 1995)
<b>High Growth Option</b>	With effect from 31 January 2009, the Fund offers Main section members an investment choice which is referred to as the "High Growth Option". The earnings rate allocated for the High Growth Option was 16.0% p.a. for 2013/14. The 5 year average was 11.1% p.a.	
<b>Net Assets at 30 June 2014</b>	\$671 million	
<b>Size of Fund as at 30 June 2014</b>	Membership Registered "active" employers	27,000 1,940
<b>Management Fees</b>	Administration \$67.60 p.a. deducted from each account 0.51% p.a. of your account balance when it is invested in MIESF MySuper 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 entry fees, however a withdrawal fee of \$35 applies for each withdrawal from the Fund.	
<b>Death, Terminal Illness and Total and Permanent Disablement (TPD) Insurance Cover</b>	Eligible members under age 65 have \$200,000 of death and Terminal Illness insurance cover. Eligible members aged 65 to 69 inclusive have \$35,000 of death insurance cover. Eligible members aged 65 to 68 inclusive have \$35,000 of Terminal Illness insurance cover. Eligible members under age 39 have \$200,000 of TPD insurance cover. The level of cover reduces rapidly from age 39 to age 64 and is \$0 from age 65. \$5.60 per week is deducted from each eligible member's account to cover the cost. You can view the Fund's Insurance Booklet dated 22 October 2014 online at <a href="http://miesf.com.au/pds">miesf.com.au/pds</a> . The various cover restrictions are explained on pages 3 and 4 of the Insurance Booklet.	
<b>Pension Section</b>	Members aged 55 or over can start a MIESF Pension with the same low "Management Fees" as set out above.	
<b>Voluntary Contributions</b>	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 aged 75 or over, you cannot make these contributions into superannuation.	
<b>Your Industry Fund</b>	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. Please note that past investment performance is not a reliable indicator of future performance.

Details of the Fund's benefits, costs and operations can be seen in our latest Product Disclosure Statement (PDS) dated 22 October 2014. There is also a PDS for the Pension section members dated 1 January 2014.

You can view these PDSs online at [miesf.com.au/pds](http://miesf.com.au/pds) or, if you would like a printed copy, please call 1800 252 099. You should consider the Fund's Product Disclosure Statements before making a decision to acquire or continue to hold interests in the Fund.

The Trustee of the Fund is Meat Industry Employees' Superannuation Fund Pty Ltd  
(ABN 58 005 793 199) (AFSL 239953) (RSE L0001434) MySuper Authorised 173175205441 10

**MEAT INDUSTRY EMPLOYEES'  
SUPERANNUATION FUND**

# Producing very good returns for its members

## Bumper Investment Returns!

The returns (net of investment costs and tax) allocated to the accounts of members for the year ended **30 June 2014** were:

**11.5% for Accumulation Members invested in MIESF MySuper**

**16.0% for Accumulation Members in the High Growth Option**

**12.6% for Pension Members**

Members will see the impact of these exceptionally good investment returns on their superannuation account by checking their Annual Benefit Statement which was mailed in November 2014.

Please take a few minutes to review the "Summary of benefits & costs" for MIESF shown on the opposite page.

## Increased Superannuation Contributions

Compulsory Superannuation Guarantee contributions made by your employer should have increased from 9.25% to 9.5% of your ordinary earnings from 1 July 2014.

## MIESF is Your Industry Fund

MIESF was created in 1981 by the AMIEU. The Fund continues to be supported by the Union. The Trustee company that controls the Fund has an independent chairperson and half of the other directors are appointed by the Union.

The Fund's objective is to offer meat workers a low cost, simple and efficient superannuation fund. The aim of MIESF MySuper is to ensure the security of your retirement money and to provide a reasonable rate of return above bank rates of interest over the medium and long-term without taking undue financial risk. Members who can tolerate a higher degree of risk may invest part or all of their account in the High Growth Option.

## MIESF is MySuper Authorised

The Trustee of MIESF has been authorised by the Australian Prudential Regulation Authority to provide MIESF MySuper for its members.

Government legislation requires employers, in many cases, to pay superannuation contributions to a fund that offers a MySuper account. These MySuper accounts are supposed to be a low cost, simple and efficient option for members for their Superannuation Guarantee contributions.

From 1 January 2014, if you have not actively chosen the superannuation fund that your employer pays your contributions to or you have not made an investment choice; your contributions must be paid to a MySuper account.

If you are currently a member of MIESF, your employer should continue to make contributions on your behalf to MIESF.

## MIESF has Low Fees

All MySuper products are supposed to have low fees, a simple investment option and death and total and permanent disablement insurance cover. MIESF MySuper has these characteristics. Over time you should be able to compare MySuper products and you will see that MIESF is one of the lowest cost superannuation funds in Australia.

The Australian Prudential Regulation Authority has published in its "Insight Issue One 2014" details of data collected from the authorised MySuper products. The average total administration and investment fee per annum for a member with a \$50,000 account balance was \$496, within a range of \$215 to \$1,242. By comparison, the equivalent MIESF MySuper fee is \$335.

## New Insurance Arrangements from 1 July 2013

The Fund's self insured Death cover was replaced from 1 July 2013 with an insurance policy. Death, Total and Permanent Disablement (TPD) and Terminal Illness insurance cover is provided to all eligible members.

The \$200,000 Death cover for eligible members under 65 was retained. This benefit is now payable "early" upon Terminal Illness. Eligible members under age 39 now have \$200,000 of TPD insurance cover. The level of TPD cover reduces rapidly from age 39 to age 64 and is \$0 from age 65. The deduction from each eligible member's account was increased from \$5 per week (for the self-insured Death cover) to \$5.60 per week for the new insurance cover.

More details on the insurance cover are available in the Fund's Insurance Booklet dated 22 October 2014 which can be seen online at [miesf.com.au/pds](http://miesf.com.au/pds). The various cover restrictions are explained on pages 3 and 4 of the Insurance Booklet.

The death and Terminal Illness insurance cover was extended from 1 July 2014. Eligible members aged 65 to 69 inclusive now have \$35,000 of death insurance cover. Eligible members aged 65 to 68 inclusive also now have \$35,000 of Terminal Illness insurance cover. The \$5.60 per week deduction also applies for this insurance cover.

## 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](mailto:fundadmin@miesf.com.au)

Website: [www.miesf.com.au](http://www.miesf.com.au)