

# meatworkers' journal

newcastle and northern branch



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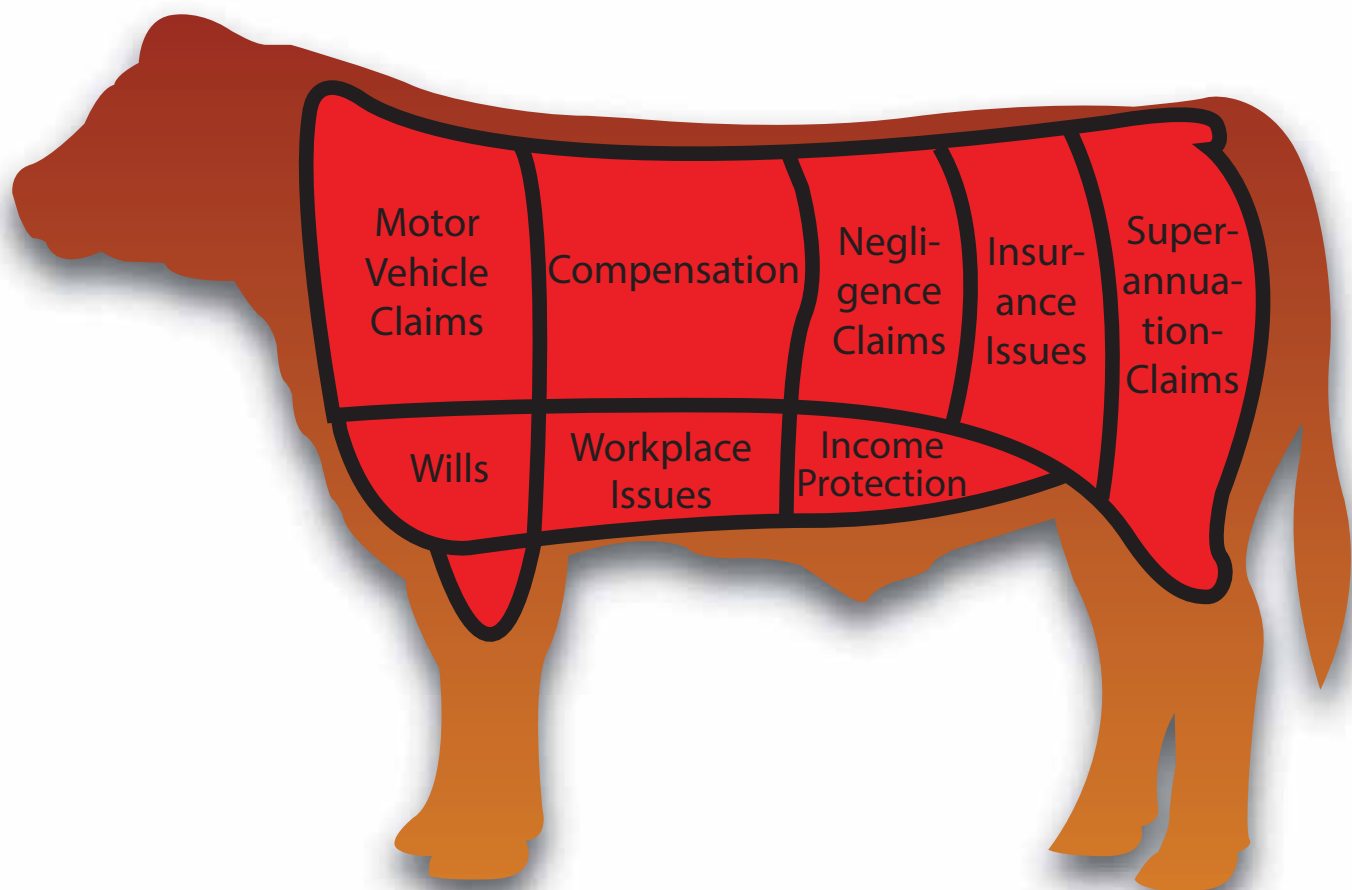
"We got the most stable economy, the best standard of living and that's why people are talking about voting out the current Government... [Erh...] Like seriously!"

- Adam Hills

FACEBOOK:  
IT'S COMPLICATED  
PAGE 10

AMERICANISATION  
IN THE WORKPLACE  
PAGE 14

SHAM  
CONTRACTING  
PAGE 12



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# CONTENTS/ CONTACTS

4	Secretary's Report - Grant Courtney
6	Assistant Secretary's News - Justin Smith
8	Federal Secretary's Report - Graham Smith
9	PETA's slur against Abattoir Workers
16	May Day March
17	Comrades Corner
18	Member Profiles
20	Membership Application
21	History of Our Union
22	AMIEU Merchandise



10 Facebook It's Complicated



14 Americanisation in the Workplace



12 Sham Contracting

COVER: Adam Hills at Logies 2013. Photo courtesy of APN Newspapers. Photographer: Seanna Cronin

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International Liaison Officer	Hongling Ji

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# SECRETARY'S REPORT



By Grant Courtney

**The upcoming federal election will give workers the choice to entrench existing workplace law which still needs improvement or go back to the days of TONY ABBOTT'S WORKCHOICES where the employer will have all the legal power to do over workers.**

At the recent Logie Awards, host Adam Hills summed up the choices Australians have at the next election, "It is fair to say that Australia does have the best lifestyle in the world, we are one of the wealthiest ... countries on the planet, we've got the most stable economy, the best standard of living and that's why we are talking about voting out the current government." (Based on MEDIA NEWS POLLS) "Seriously I've just come back from London .. they are so poor, they can't believe we are considering getting a new government."

Another popular comment circulating social media suggests voting for Tony Abbott just because you don't like Julia Gillard would be like eating shit because you hate spinach. THERE IS A LOT OF TRUTH IN THIS COMMENT.

It is good to see however, Abbott finally coming clean on his workplace policies which were highlighted recently (WORKCHOICES WILL COME BACK under his leadership. While opinion polls reflect a support towards Abbotts coalition, common sense should prevail on Election Day as the Gillard Labor Government has delivered considerable benefits to low and middle income earners across the country over the last 5 years .

These are just some of the benefits :

- Abolished Workchoices
- Rolling out National broadband network
- Training 5500 new doctors
- Building 60 GP super clinics
- 20 billion for public hospitals
- Provide record increases in aged pension
- Provided school kids bonus
- Made mining companies share benefits with mining boom
- 4.3 billion invested in regional Australia

## INGHAMS SALE

Since our last journal the Inghams group of businesses has publicly announced the sale to the global private equity group TPG with 56.5 billion in assets. The sale announced in March 2013 if approved by the foreign investment review tribunal will change the poultry processing landscape in Australia and New Zealand. Our recent discussions with senior management REFLECT A BUSINESS AS USUAL APPROACH with no change in industrial relations or existing workplace policies at the Cardiff, Lisarow and Byron Bay operations. We will report back to members once we have further information on the Sale.

## Mangrove Mountain closes with Hoxton Park processing to cease in May 2013

The company's decision to close Mangrove Mountain operations has been a long time coming, rumours of a closure have been swirling around for several years. The work has been moved to the Lisarow operations we have been told. The company's decision has left 25 workers either being offered work at other Ingham sites or the option to take redundancy packages. Our meetings with members reflected a clear frustration that the company could have provided more notice however nearly all members decided redundancy was the best option. Hoxton Park workers however were given a couple of months notice, they are represented by our NSW branch. Processing will cease in May 2013 leaving 200 workers unemployed with full redundancy. The site will continue as a distribution centre with around 100 workers.

## Supermarkets seeking to dumb down butchery qualifications

We recently discovered from MINTRAC the National meat industry training advisory council that AMIC the Australian meat industry council (the "bosses union") had been meeting with Coles, Woolworths and some registered training organisations in

relation to meat industry qualifications. Our understanding suggests that discussions between the parties related to the introduction of a new meat retailing qualification were being promoted without trade recognition. We have formally written to AGRI Food Skills Australia expressing our concerns about the future integrity of the trade and in particular not being invited to provide submissions about any future proposal in to butchery and further meat retailing qualifications. The AMIEU represent over 3,000 butchers and meat cabinet attendants in supermarkets alone not including our members in retail butcher shops. Our members deserve recognition of our trade which should not be dumbed down due to big business demands to portable and selective choices on which training units business want. Every future butcher deserves to be trained in all facets of meat retailing including band saw operations, mincing and breaking carcasses.

As to the conduct of AMIC in organising these meetings, they should be ashamed of themselves promoting this exercise. We wonder if retail butcher shop owners were consulted prior to these meetings taking place.

## Labour hire workers and contractors in our industries

**"...touch one touch all an equal playing field, that's what Aussies deserve"**

Members in the poultry and meat processing industries are all too well aware of major companies using these classifications of workers. Our principle objective is to ensure all workers are paid the same rates prescribed in our site agreements whether they are directly employed by the core businesses, engaged through legitimate labour hire companies or through contract agencies. The AMIEU has driven a stake through the hearts of some sham contracting agencies over the last 6 month period. While engaging predominantly temporary international workers (417 visa holders) the union has made these companies back pay 100s of thousands of dollars in under payments. Some of these companies have simply gone into liquidation to avoid their obligations. The AMIEU congratulates those members who have provided evidence. Recent case law known as the shopping trolley collector case Fair Work Ombudsman v Al Hilfi (FCA 1166) reflected the court imposed penalties on not only the contractor but also Coles supermarkets who engaged the contractor, Coles were unsuccessful in having the FWO action against them struck out .The AMIEU will continue to hold companies to account however legislative change is needed to reflect more accountability on the businesses who engage sham contracting through fee for service arrangements. We have written to the Workplace Relations and Immigration Ministers reflecting AMIEU members concerns relating to contracting out and labour hire in general, OUR BATTLE FOR







JUSTICE IN THIS AREA CONTINUES further information on sham contracting is provided in our international liaison officers' report.

### Industrial front

The AMIEU over the last 6 months has delivered well above CPI wage increases for meat workers across the northern NSW region.

### Teys Tamworth

Teys Tamworth members initially voted down the first proposal put up by the company in late November 2012. Our advice to the company clearly indicated the deal would go down which it did by an overwhelming 70%. The main sticking points were classifications, wage increases and site labour hire rates. Management made the required adjustments to 2 of the 3 points being wage increases and classifications which ensured a positive outcome where the agreement was voted up by an 80% majority. The labour hire rates are still pending and are subject to our national labour hire campaign strategies in the future.

### T&R Pastoral now Thomas Foods Country Fresh Tamworth

Negotiations in good faith continue by AMIEU negotiators, as for for T&R company representatives this is questionable.

We were recently provided with a new proposal from T&R management that reflected a slightly better proposal than previously was proposed late last year. The company's general manager was of the belief the company was bargaining in good faith by throwing another deal at our delegates and expecting that deal to be endorsed and allowed to go to the workforce for a ballot without discussion or constructive debate. Clearly our employer friends are not receiving the right advice when it comes to bargaining in good faith. The company has even determined that it can replace bargaining agents without following due process. We have advised the company of the unions' intentions to make the appropriate applications for good faith bargaining orders to ensure the company bargains in good faith which will allow all workers on site to determine their own representatives. "Members on site have made it clear to company representatives" On another positive note we congratulate our Qld members for sticking to their guns which delivered a much improved deal than previously offered by the company.

### Bindaree Beef Inverell

Discussions with the Bindaree Group have commenced with both the company and union members on site exchanging logs of claims. So far at the writing of this article we have had 6 meetings with discussions progressing steadily

### Brancourts

This business now resides at the dairy farmers site at Hexham which produces cheese, cottage cheese, condensed milk and sour cream as well as repackaging cheese into small quantities.

This site had not been unionised since the previous owners Dairy Farmers ran the establishment where we represented 150 workers on site. Brancourt workers welcomed our visits in June last year and sought advice on establishing their own enterprise agreement. Managers initially welcomed the move we thought however once the workers joined the AMIEU the company shied away from any negotiations. We have made the appropriate applications to the Fair Work Commission seeking a majority support determination order which if granted will order the company to distribute bargaining notices to Brancourt workers at Hexham. We congratulate our delegates on site for pursuing a collective agreement on behalf of Brancourt workers.

### Primo at Scone

The Primo site agreement is up for renewal later this year. The companies new manager has expressed his views quite clearly relating to future productivity, further flexibility, profit and loss. Interestingly we have a different view in relation to productivity and flexibility. This company has also changed labour providers preferring to engage international ABN holders as opposed to employees. The unions' interpretation of this is quite clear, companies usually engage contractors to create division and uncertainty within a workforce, it is not about working as a team. Furthermore we have collected information that suggests many international workers at this site have allegedly been underpaid and denied certain workplace rights under Australian law. At the writing of this report the union had met with senior management relating to alleged underpayments of our members in follow on labouring roles who are employed by these contracting companies. Our investigations continue.

## NEW UNION BENEFITS ALREADY HELPING OUR MEMBERS

My name is Ben Fry and I work at Ingham's Cardiff.

I would like to thank the AMIEU for their support in assisting my family with paying the recent ambulance fees for my son.

My son is not a well boy who is in and out of hospital for treatment and our ambulance fees are normally covered as part of his treatment however, on this occasion an ambulance from a different district picked my son up and took him to a hospital from a different district which was going to be a cost on the family which added extra pressure on my family which we didn't need.

The AMIEU picked up the tab on this occasion, my family and I are very appreciative and I just want to say that the ambulance cover which is now part of my union ticket and is just one of the benefits that has helped my family.

Thanks again,  
Ben Fry





# ASSISTANT SECRETARY'S NEWS FROM THE NORTH



G'day everyone,

Well the big wet is hopefully over with many sites in Northern NSW being affected. Nestle Smithtown, Norco Raleigh and Cassino Booyong were all cut off by flood water several times and others have had supply issues due to the wild weather we've had.

As you may know last spring I relocated to the North Coast to better services our sites here. The move also means that some of the sites I previously organised are now being looked after by Scott and Lucas both of whom I have every faith in.

## News from the North.

### Inghams Byron Bay

Inghams Byron Bay has been going well even with the sale of the business to TPG. The site moved to a four day week some time ago with the kill being reduced. However due to the good product that has been produced extra product has been brought down

from Brisbane resulting in overtime for the workers..

Hongling Ji is the Union's International Liaison Officer has visited Inghams Byron Bay on a few occasions. With a number of international contract boners on site Hongling's presence and ability to communicate was very valuable and we will continue to educate everyone on the value of being unionised.

### Northern Co-operative Meat Company (NCMC) Casino

Late last year the new agreement at Northern Co-operative Meat Company was voted on and approved by the Fair Work Commission. It was a drawn out negotiation process, due to a change of CEO at NCMC and some big changes to the agreement. The delegates on site need a big pat on the back for their hard work and determination on seeing the process through to the end.

The company had an unfortunate issue with their payroll system and workers had to wait three months before they were paid under the new agreement. Thankfully back pay was negotiated into the agreement.

### Cassino Booyong

The site has been going along well with the boning room boning more pigs and seeing an increase in workers in that area.

The Union has also fronted the company about a rumour circulating that NCMC was going to close Booyong and move operations to Killarney Queensland. We requested an explanation and to the new CEO's credit he met with the Union and then held meetings with employees at Booyong and Casino.

The company was looking at the Killarney site but only after a group of investors had been looking at reopening the old Killarney meatworks (which closed in 2009) to process pigs up there. With a large number of the pigs that are processed at Booyong coming from the Killarney area the company had to get involved to protect their interests. If it is

going to happen it will be some time off as the Killarney site needs to be totally rebuilt. If NCMC is involved workers at Booyong will be offered jobs at either Killarney or Casino. At this stage the company is still negotiating with the group from Queensland.

### Richmond Dairies

I have been on site lately due to the company having some issues with milk supply. The company only have a few farmers that directly supply milk. The company relies on an oversupply from other companies to process milk and currently that oversupply has dried up.

This has forced the company to look at redundancies and has called for volunteers. The company is also asking workers to take any excess leave, a move which we strongly support as a way of saving jobs or at least postponing redundancies.

### Norco Lismore

We are about to start negotiating a new agreement on site and again we will be joining forces with the AMWU. A log of claims has been drafted and I look forward to going into battle with our long term delegates Stuart Watt and David Knight. We also have a new rep on the EBA committee Joy Percival, Joy has worked at the Lismore site and been a member for a number of years. In the time I have known Joy, she has always spoken her mind so I look forward to her involvement.

### PFD

It has been hectic at PFD with the company closing and reopening sites. A major underpayment has also been discovered which affects their truck drivers. At this stage I will not go into detail but will keep you posted.

The issue of annualised salaries has been raised and members are reminded that if you are offered one to contact the Union to review it with you. Salaries are to be reviewed after the first 3 months then every 12 months or if there is a major change in the business, then if at a review the worker has been



Photo: Smithtown Floods



Photo: Smithtown Floods





Photo: Smithtown Floods

disadvantaged the company must reimburse the employee any difference.

### Norco & Fonterra Raleigh

The big news was Norco buying Fonterra. Now the site is totally Norco and not much has changed the only foreseeable issue will be when the two agreements are due for renegotiating.

### Nestle Smithtown

Apart from the occasional flood the site has been going well with the company spending

money on improving the site and with more workers employed things are looking good as we enter into negotiations for a new EBA. We are lucky to have long term delegates Gordon McDonald and Lee Clark and they will be joined by some new reps Ian Baker, Justin Millard and Steven Rosten.

### Everson Fredrickton

The union have visited Eversons and was given access by the company to the training room where we can meet with workers in their meal breaks. Unfortunately the first visit was

exceptionally quiet. This is to be expected due to the fact that this was the first visit in a long time. We will continue to develop a relationship with the company as well as visiting the site and we will also bring along our members who work at nearby Nestle to help educate their workforce that it is in their best interests to be Unionised.

Until next time,  
Justin

## WHAT WOULD YOU DO? IF YOU GOT INJURED GOING TO WORK?

Workcover NSW no longer covers employees who are injured travelling to work. So what would happen to you if you were injured on the way to work? Helen Spinks, union member of the AMIEU broke her leg going to work. Helen was able to claim the AMIEU's To/From Work Benefit available to all fully financial AMIEU members. If you are injured travelling to work, please contact our office about claiming our To/From Work Benefit payment. We're here to help you.



*"It has been fantastic, with what has happened to me I don't know what I would have done without the To and From Work Benefit. It has removed the level of worry whilst injured. I am lucky to have a supportive family, I don't know what someone would do if they did not have my families and the Unions support, especially if you have a young family. This benefit has allowed me to pay my mortgage and bills therefore taking that stress away. Other people at work have now joined the union because they know how fantastic this benefit is to union members." - Helen Spinks*

# FEDERAL SECRETARY'S REPORT



By Graham Smith

off work or to cater for highs and lows in seasonal work.

The creation of part time arrangements into the awards opened the flood gates and now the level of full time positions in Australia compared to part time and casual positions is intolerably low.

Many workers are called full time under their workplace agreements but can be stood down or laid off without notice and without any compensation for it.

We will keep all of our delegates informed as to how the campaign is to proceed and how you can help over the next few months.

In related news:

ACTU secretary Dave Oliver has called on the major parties to enshrine weekend penalty rates in legislation and back a national portability scheme for annual and sick leave, in a speech to the National Press Club this afternoon.

Oliver said unions were "sick and tired" of employers seeking to erode penalty rates, and the best way to protect them therefore was through legislation.

"Our whole society is based around a Monday to Friday [week] and our weekend," he said.

"What we are simply after is to ensure that our weekend, the notion of the great Aussie weekend, will be preserved in law."

On the portability issue, he said the reality was that many people now had two or three employers one week, and just one the next week. In that world, entitlements like annual leave and sick leave did not translate very well, he said.

"If you're doing nine hours at one childcare employer and 18 hours at another, and you get sick, at the moment, you probably have no right to sick pay from either boss," Oliver said.

He said some industries – like construction – had solved the issue through portability schemes, and the union movement would be going into the election saying that these should extend to all workers.

The ACTU (The peak body of the Australian trade union movement of which the AMIEU is an executive member) has decided to concentrate on a campaign to raise awareness of the rise in insecure employment via casual and part time arrangements replacing full time security.

As a Union movement we will mobilise to expose the impact of this insecurity on Australian families who rely on their wages for a living.

The shift towards casualisation and part time arrangements has made it very tough for the average Aussie to be able to commit to home or other loans that are a necessary part of life in Australia.

We will be seeking through enterprise bargaining to return to secure working arrangements and we will be campaigning publicly through the media to call for an end to the pressures that are put onto families by not being able to rely on a steady income.

It was not so long ago that work was offered and intended on a full time basis and casual employees were used predominantly as temporary top up workers to fill in for people

This is Sokhom, he has worked as a chicken boner in South Australia for four years. He was told to set himself up as an independent contractor.

Sokhom gets no sick pay, no holiday pay and no long service leave.

Read more about Sokhom and more stories at <http://www.securejobs.org.au>



# SECURE JOBS BETTER FUTURE



# FAIR WORK ACT FIXING THE CRACKS

luigi diamanti

The Fair work Act was introduced by the Labor Government following the 2007 election.

It introduced a new measure called adverse action into law.

This was designed to give protection to workers who were simply exercising a workplace right, such as the right to take sick leave, without repercussions or persecution from the boss.

Under the act a worker had 60 days to lodge an adverse action claim to Fair Work Australia.

Fair Work Australia has now been renamed as of the first of January 2013 the Fair Work Commission.

Another thing the original Act did was to reduce unfair dismissal lodgement times to 7 days, down from the previous 21 day limit.

The 7 day limit on unfair dismissal lodgements became a practical problem for union industrial officers and organisers who were used to trying to resolve the issue with the boss in the past before lodging proceedings in the tribunal.

The 7 day limit meant that potential unfair dismissals had to be lodged almost immediately and this was creating bad relations between the employers and the unions as there was little chance to resolve the matters as per previous practices.

Members please take note that both of those time limits have been changed.

The new time limits for both unfair dismissal applications and adverse action claims has been standardised to 21 days.

This means 21 days from the day that the action became effective. (ie date of termination)

The ability to ask for extensions to these limits is in the Act but chances of getting extensions are rare so please ensure that these matters are progressed quickly.

Please contact the AMIEU as soon as practical if you believe you are subject to unfair treatment.

## PETA'S SLUR AGAINST ABATTOIR WORKERS

PEOPLE for the Ethical Treatment of Animals has raised the ire of meatworkers for linking them to violent crimes.

The Australasian Meat Industry Employees Union rejected *"any wild and unsupported allegations about (abattoir) work leading to increased violent behaviour."*

Union official Graham Smith said the allegations were *"completely unfounded and such suggestions are offensive to the workers"*.

In a letter to *Weekly Times Now* and other media outlets, PETA said a Flinders University study indicated people who worked in abattoirs tended to be violent towards humans.

The study, of 67 participants, examined the link between attitudes towards animals and propensity for human-directed aggression.

The study stated farmers were found to have significantly lower levels of propensity for aggression than the general community while slaughterhouse workers scored higher than the community benchmark.

PETA said some meatworkers had aggression levels on par with prisoners.

Citing a Canadian study PETA said *"more violent crimes, including rape and sexual assault, often occur in towns after an abattoir moves in."*

Special projects coordinator Desmond Bellamy wrote *"researchers believe that killing animals, sentient beings who are made of flesh,*

*bone, and blood, just as you and I are, desensitises labourers to violence."*

However, Mr Smith said meatworkers were just ordinary people doing a job that was *"not high up in the list of preferred career choices."*

*"Many people I have worked with and dealt with over the years in the meat industry are animal lovers and abhor any violence to animals,"* Mr Smith said.

*"Animals at Australian abattoirs are treated humanely and stunned before slaughter. Instances of cruelty are rare and not tolerated either by the other workers or management."*

Mr Smith said during the time a person was at work on the slaughter floor or boning room they tended to become desensitised to the job they are doing. *"But it is absurd to say that this leads to a view that all animals are consumable commodities and should be killed wherever possible, or that they should be treated violently or inhumanely before slaughter,"* Mr Smith said.

*"I can assure you that the meatworkers I have dealt with over the years do not go home and start eying off the family or neighbours pets for dinner."*

Mr Smith said most meatworkers would be appalled at suggestions that their job has turned them into cold killers or dangerously violent people.

Article by Lyndal Reading courtesy of The Weekly Times



By Scott Philp

Recently there have been a lot of questions from our members in the Newcastle & Northern Area about Facebook. A fair few of our members have faced disciplinary action from their employers about what they write on Facebook in their own personal time.

The main question that I have been asked by members is it the business of your Boss what you do in your own personal time?

We live in an age of mass communication where information can be transmitted at the push of a button and we live in an age where the application of social media and its uses are constantly monitored. There are some who would say that our privacy is being violated and that we live in the age of 'Big Brother'.

Employers have come to the point where they need to implement Social Media Policies for various reasons such as to reduce what they perceive as potential workplace disharmony and in some cases to protect a company's reputation.

A decision by the Fair Work Commission has highlighted that there is a need for workplaces to have a comprehensive Social Media Policy.

*The question is "What" is a clear and comprehensive Social Media Policy?*

In a decision handed down by the Fair Work Commission on the 19th of December 2011 it was decided by Commissioner Roberts that companies need to have a social media policy in place. In this particular situation a former Linfox employee was seeking reinstatement to his position after being terminated for comments made on his Facebook page.

Commissioner Roberts commented on the need for a Social Media Policy when, whilst noting that Linfox did not have one Commissioner Roberts made the following comment:

*"In the current electronic age, this is not sufficient and many large companies have published detailed social media policies and taken pains to acquaint their employees with those policies. Linfox did not."*

# FACEBOOK IT'S COMPLICATED

What Commissioner Roberts is really saying is that companies need to have a clear and concise social media policy, which highlights what can or cannot be said.

We have all had a bad day at work the question is how do we vent our workplace frustrations? In recent times before the advent of mobile phones and the information superhighway we said it to each other face to face or down at the local pub or in other social circles.

In this case, the employee, Mr Stutsel, was terminated after an investigation into certain comments that were made on his Facebook

page. Linfox had no social media policy in place, it was hard for them to be able to demonstrate that they had fully educated employees on what the accepted standards of behaviour may be. The Commissioner further found that the nature of the comments made, whilst childish and immature, were more in the flavour of a conversation taking place in a pub or café, although admitting that it was in an electronic format.

Late last year Linfox appealed the original finding but a FWA full bench upheld the finding that Linfox unfairly dismissed Mr Stutsel.



page. Mr Stutsel was employed by Linfox as a truck driver and had been with the company for approximately 22 years. During that time his employment record was virtually blemish-free, with no disciplinary matters ever addressed. Prior to his termination, his wife and daughter set up a Facebook account for him, which he had been using fairly frequently. He believed that his postings on Facebook were private, as that is what he was told by his wife and daughter, and stated that he did not know how to check and change his privacy settings.

As it turned out, his Facebook wall was not as private as he believed, and it came to light that various comments, later claimed to be derogatory and offensive in nature, were seen by other employees. In short, these comments concerned a few Linfox employees and took place over an extended period of time. Linfox conducted an investigation and terminated him due to the nature of the comments made

The Commissioner ultimately reinstated Mr Stutsel and also awarded him compensation for the difference in his pay for the period that he was not employed by Linfox. In making his decision, the Commissioner noted that since

Fair Work Australia says it took into account Mr Stutsel's limited understanding of how Facebook worked, but said such claims of ignorance are likely to be viewed less favourably in the future as more and more people join social media websites.

The industrial umpire also issued a warning to all employees to be careful about what they post on Facebook.

*"Unlike conversations in a pub or cafe, the Facebook conversations leave a permanent written record of statements and comments made by the participants, which can be read at any time into the future until they are taken down by the page owner," the appeal panel said.*

*"Employees should therefore exercise considerable care in using social networking sites in making comments or conducting conversations about their managers and fellow employees."*

In the situation where our members are disciplined in regards to social media the AMIEU looks at the situation on an individual and case by case basis.





# 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!**



By Hongling Ji

## How much does our government lose in taxes when a factory uses sham contractors who don't pay EBA or Award rates to casual workers in the meat industry?

There are an increasing number of sham contractors in the meat industry. Sham contracting is when an employer tries to disguise an employment relationship as an independent contracting arrangement. This is usually to avoid paying legal minimum rates of pay, taxes and other entitlements, such as superannuation, annual leave and personal leave.

The AMIEU has documented examples of how sham contractor workers are forced to use an ABN and the contractor can then avoid paying pay-as-you-go (PAYG) tax for these workers. That means less money for our schools, roads and hospitals.

This case study below gives you an idea of how much and the profit to the contractors from contracts in the meat industry for just a small crew of workers. This is a cost to you as a tax payer each year.

Case study: **At a medium meat processing plant in NSW** (under 300 workers) in 2013.

Around one third of workers are direct employees with the company.

# SHAM CONTRACTING HELP US STOP IT!

Two thirds of the workers work as sham contractors.

The workers are told they are 'contractors' and made to use an ABN number if they want a job.

No PAYG tax is collected for these sham contractor workers.

Most of workers work 40 hours every week for one year.

The workers are paid between \$17.60 to \$22/ hour flat, including GST.

The workers are later asked to pay 10% of the gross earnings they have received over the period back, "as GST", in cash to the 'contractor company' instead of the ATO.

'Contractor companies' also claim-back worker GST from the government in their GST Basic Activity Statement (BAS) for those workers who pay their 10% in GST to the ATO directly.

The minimum modern award wage is **\$20.60 /hour** for a casual meat processing worker. Without considering penalty rates and overtime, a base income for 200 meat workers should be as follows.

$\$824 \text{ per person /week} = 40 \text{ hours} \times \$20.60 / \text{hour}$ ; represents: \$117 p.w. PAYG tax

$\$39,552 \text{ per person /annum} = \$824 \times 48 \text{ weeks}$

$\$7,910,400 \text{ per annum gross} = 200 \text{ workers} \times \$39,552$

The ATO misses taxes from 200 workers:

$\$1,123,200 = \$117 \times 48 \text{ weeks} \times 200 \text{ workers}$

A 'sham contractor company' claims at least \$2,000 GST input per worker for 200 workers per year:

$\$400,000 = 200 \text{ ABN workers} \times \$2,000$

Foregone tax in total:

$\$1,523,200 = \$1,123,200 + \$400,000$

(estimated example for uncollected taxes)

This is not a large factory. The example of only 200 workers, 'earns' over a million 'after tax' dollars for the sham contractors' bosses. These 200 workers have no penalty rates or other benefits. How many meat factories do we have in Australia? How many other industries also have sham contract arrangements? How much tax does this kind of contractor keep from our government? Money taken from your children's schools, your hospitals, etc.

Workers regularly go to work and their work hours are controlled by their supervisors and their employer: they are employees, not contractors. The 'contract' is a sham, a fake contract.

Sham contracting arrangements are unlawful under the *Fair Work Act 2009* (FW Act) and can be prosecuted under taxation regulations. The Australian Taxation Office (ATO) is cracking down on businesses exploiting contractors for financial benefits, with many business owners potentially facing heavy penalties. If you think you are caught in a sham contract or there are some sham contractors working with you, you must speak-up because you or someone else may be 'assisting' a disreputable contractor to break the law. You can contact the AMIEU or Fair Work Ombudsman for the best advice and protection.



## WE SPEAK MORE THAN 170 LANGUAGES AND DIALECTS

The AMIEU is ensuring that all our members access ALL the services and support freely provided to members – both English and non-English speaking members.

The AMIEU has registered with the Translating and Interpreting Service (TIS National). Now all members of the AMIEU are able to use interpreting service for more than 170 languages and dialects free of charge, for our members who do not speak English and for the English speaking members who need to communicate with non-English speakers.

The AMIEU can organise immediate telephone interpreting services for 18 high-demand languages, such as Arabic, Mandarin, Vietnamese, Turkish, Japanese, Italian, Dari, Cantonese, Korean, Russian, Spanish, Croatian, Bosnian, Greek, Khmer, Persian, Serbian and Somali, as well as pre-booked telephone or on-site interpreting for our members.

To use this free interpreting service, you just speak to one of your site delegates, an organiser or call the AMIEU office on 02 4929 5496.



# SHAM CONTRACTING NOT FOR MINORS

The Federal Court has fined a labour hire company and their directors for engaging two 15-year-old girls on sham contracting arrangements

The operators of a labour-contracting company and a fast food outlet in Adelaide have been fined a total of \$36,630 over sham contracting activity that affected two 15-year-old workers.

The penalties have been imposed in the Federal Court in Adelaide as the result of a prosecution by the Fair Work Ombudsman.

Justice Lander heard that Blue Steel Corporation Pty Ltd director Daryl Lenkic was concerned about the introduction in 2003 of Sunday trading and penalty rates on his company's Wetzel's Pretzels franchise in Modbury, Adelaide. Wetzel's Pretzels' master franchisor advised him to talk to Michael Wright, director of Contracting Solutions Australia Pty Ltd.

The two companies entered a hiring agreement in January 2004 under which Contracting Solutions would provide retail

Following the winding-up of Contract Solutions, Labour Contract Solutions Pty Ltd (LCS) – of which Wright was also a director – became an Odco contracting company by entering into a licence agreement with Odco Contract Systems Australia Pty Ltd.

Wright was involved in the two labour-contracting companies hiring two 15-year-old girls, classifying them as 'independent contractors', paying them below Award rates, supplying them to work at the pretzel outlet and charging Lenkic's company fees.

Justice Lander said Wright and his two companies knew from the training they received that the Odco system was not designed to exploit workers, but was intended for business people and was meant to deliver above-award rates of pay.

Wright told the students the agreement was a contract for services under which they would

Contracting Solutions nor LCS arranged any other work for the students.

The Court found that Wright and the labour-contracting companies had used a contracting system that was not suitable for use with minors.

Wright, Lenkic, Labour Contracting Solutions and Blue Steel Corporation have admitted the conduct breached the sham contracting provisions of workplace laws because the teenagers were not self-employed contractors running their own businesses and should have been classified as employees.

The judge said the arrangements meant that Contracting Solutions and LCS had in effect offered the students casual employment at the shop, not an independent contractor relationship.

In late 2007, the former Workplace Ombudsman conducted an audit of the fast food industry, in which Blue Steel was required to participate. Lenkic met with a Workplace Ombudsman inspector who told him there was an issue with the rates being paid and identified the award that applied to the employees.

In each case, he conceded that they had been "reckless" as to whether the arrangements were employment contracts, rather than "knowing" that they were.

The court heard that LCS and Wright had each demonstrated genuine remorse, by agreeing to bear a quarter share of compensating employees for the contravening conduct, and by admitting the contraventions without recourse to a contested liability hearing. They had also cooperated with the FWO throughout its investigation.

The Federal Court also criticised the Fair Work Ombudsman for delays in bringing the prosecutions.

"The Ombudsman's investigation that preceded this proceeding took more than three years. No explanation was offered for the time taken to complete the investigation, even though I requested counsel to address that matter. The Ombudsman has prosecuted the proceeding rather languidly. It amended its originating application and statement of claim to include further claims of contraventions, and then abandoned those claims prior to this hearing," the judge said.

Fair Work Ombudsman Nicholas Wilson says the Court's decision sends a message that sham contracting is a serious matter.

Reference: Fair Work Ombudsman v Contracting Solutions Australia Pty Ltd [2013] FCA 7 (15 January 2013)

food assistants to Blue Steel as required. Contracting Solutions assumed responsibility for administration of the statutory requirements for the personnel supplied and Blue Steel would pay Contracting Solutions for the supply of labour based on an agreed schedule of hourly rates.

Those rates comprised the rate that Contracting Solutions paid the food assistant, plus a client charge, plus GST. The rates of pay at the shop were below the minimum award rates and conditions for employees in South Australia doing the same or comparable work under the relevant State award.

perform retail food assistant work at the shop for Contracting Solutions as an independent contractor.

The two students signed similar agreements, which said that they were "self-employed", that they agreed to "cover the work (where necessary)" for public liability, accident insurance, long service leave and holiday pay, and had no claims on Contracting Solutions nor LCS for any of those items, and that they would supply their own equipment.

In both cases, the students carried out basic retail assistant work under Lenkic's or his store manager's supervision. Neither



# "AMERICANISATION" NOT THE WAY FORWARD

## What will the plans of Business and Tony Abbott to "Americanise" the workplace mean for Australians?

**Tony Abbott and Australian Big Business want to introduce American ideas of workplace relations and social security to Australia. What would this mean for Australians and our way of life?**

The plan to "Americanise" the Australian workplace is not new. Paul Kelly Editor in Chief of The Australian spoke about John Howard's plan to do this almost twenty years ago.

The first attempt to achieve this goal was made in the 1993 Federal Election campaign when the Coalition Parties campaigned on a policy called Fight Back and Jobs Back. This policy was rejected by the Australian people and Hewson lost the election.

In 2007 the Australian people rejected John Howard's "Work Choices" and he was swept from Government. There have only been two occasions in our history when a Prime Minister has lost his own seat at a general election. Both occurred when the Government of the day sought to destroy Australia's unique system of workplace relations based on minimum guaranteed wages and workplace conditions overseen by an independent umpire.

The plan behind Work Choices was to replace our near century-long industrial relations system with a deregulated system modelled on the American system.

The American system has been a disaster for many tens of millions of American workers and their families.

### Making the Rich Richer

The American system helped make the rich and powerful even richer, and the powerless working poor even poorer.

The share of the total income going to the top one per cent has increased from roughly eight per cent in the 1960s to more than twenty per cent today.

The number of Americans today living in poverty is 46.3 million.

Don't believe Tony Abbott's rhetoric that Work Choice is "dead and buried".

The Business Council of Australia (BCA), other powerful employer organizations, and senior Liberals such as John Howard, Peter Costello, Peter Reith and Nick Minchin are now calling on Abbott to water down the workplace rights and protections that Australian workers have.

### Understanding the plans of Australian Business

The type of "reforms" Australian Business and the Liberal Party want to introduce have the following goals in mind:

1. A low minimum wage
2. No Industrial Umpire

3. Reduced minimum conditions of employment
4. Reduced rights for working people to be heard and protected
5. Privatised essential services
6. Shackled trade unions
7. A tax system which is less progressive

There are many similarities between these "reforms" and American society.

They both deregulate the labour market and give to employers a monopoly of power over workers.

### Life in America

The table below contains some example of what deregulation of the labour market has meant to American workers.

The minimum wage in America is more than \$120 per week below the poverty line. The Australian National minimum wage for adults is currently \$15.96 per hour or \$606.40 per week and is above the poverty line.

The challenge for America is that poverty has become endemic and injustice has become institutionalised. Those with power to achieve change resist change and regard any major reform that redistributes wealth to the needy as a form of socialism and un-American.

The American Right has fought hard against President Obama's attempts to reform the country. Even his plans to establish a watered down version of Medicare have been strenuously attacked as introducing socialism to the United States.

The status quo is sought to be justified on the grounds radical reforms will seriously disrupt the American economy, destroy enterprises and jobs, undermine investment, rob shareholders, and divide American society.

Faced with these self made problems America appears to lack the capacity to seriously tackle their social problems. The result is that the status quo prevails and thus the rich prevail and poor Americans live with little hope.

### Different Values

American capitalism is based on different values to those cherished in Australia and Europe. Let's look at three examples – healthcare policy, support for the unemployed, and the provision of services by government.

The American healthcare system highlights what the American way means for ordinary people.

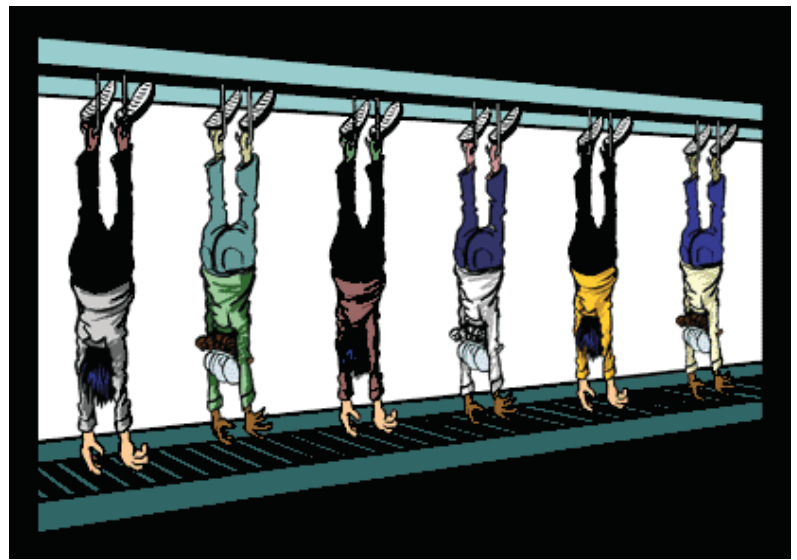
The health system of the richest country in history rates a lowly 37th in the world.

Minimum wage	Federal minimum \$US 7.25 per hour. Most states follow Federal standards with a few above and below. In America the minimum wage has fallen from 56% of the average wage in 1956 to 31% today;
Annual Leave	Average 2 weeks; 25% of Americans get no paid annual leave.
Paid Holidays	American workers receive from 4 – 10 days per year depending on the state in which they work;
Sick Leave	America has no national laws guaranteeing paid sick leave and 43% of the private sector workforce do not receive paid sick leave;
Work Time	American workers work 400 hours per year more than is worked in France or Germany;
Parental Leave	No compulsory parental leave (paid or unpaid) America is only one of five countries out of 173 that do not guarantee some form of paid parental leave. The proportion of American companies paying maternity leave fell from 27% in 1995 to 16% in 2008.
Health Care	America has no universal affordable health care. 47 million have no health insurance. The World Health Organisation rates European Nations health care system as top rank in the world. The USA is 37th in the world.
Superannuation	In America benefits are so paltry some experts believe it will take at (Pensions) least \$200,000 to \$300,000 in addition to the pension payments for the average American to have a secure retirement. Some workers receive superannuation pensions which are funded by employers and employees each paying an amount equal to 8% of the workers salary;
Part Time	In Europe part time and casual workers have extensive workplace protection and welfare support. There are 8 million temporaries in Europe. They have more rights than many permanent workers have in America.
Social security	Europe spends 3 times more per person on families than does America. According to the OECD, Europe spends nearly 25% more per person of public money on aged care than the US does.

Source: Europe's Promise - Steven Hill (Except for the ref. to \$7.25 per week for minimum wage)



*Working in the meat industry in America is among the most dangerous jobs one can work.*



According to Dr. Christopher Murray, Director of World Health Organisation's Global Program on Evidence for Health Policy:

*"Basically you die earlier and spend more time disabled if you're an American rather than a member of most advanced countries".*

Shannon Brownlee a scholar at the National Institutes of Health Clinical Centre in the United States has found that the average family of four in the United States is coughing up \$29,000 a year for health care due to out-of-pocket medical expenses, taxes and lost wages.

In Europe health care is run mostly as a non profit venture with the goal of keeping people healthy and working, compared with the U.S. approach of running health care as a for-profit commercial enterprise.

In America greed has priority over health.

Alan Kohler Editor in Chief Business Spectator and Eureka Report and host of Inside Business and finance presenter on ABC News says America's health care system is regarded "as amongst the worst in the world and its poverty remains endemic".

Another important barometer of the level of fairness in a society is how it treats its unemployed. The different treatment of the unemployed in the United States and Europe reflect different cultural attitudes. According to Hill:

*"The experience in the US is punitive, as if it is your fault the economy has taken a downturn. But in Europe unemployment is seen as part of the result of the inevitable ups and downs of a cycle economy.*

*Individuals are not blamed and consequently are allowed to retain their dignity – as well as sufficient income, health care, child care, housing subsidies, skilled retraining, job counselling and more – supported by a comprehensive system designed to assist them get back on their feet .....while the unemployed in the United States live a meagre marginal existence unless they have their own accumulated savings (which is not very likely)."*

The European way seeks to create a harmonised, community conscious society whereas American society is becoming increasingly polarised.

In America universal, affordable, essential public services are regarded as evil forms of socialism.

In Europe there is an extensive range of government provided services that are far in advance of what exists in America and in some cases they are better than what exists in Australia.

And yet it is a myth that with this comes higher levels of taxation. Professor Hill has found that the level of taxation, when all forms of taxes and service fees are included, is much the same in Europe and America.

### Taxation

Indeed, because of the tax breaks for the rich in the US, it is ordinary taxpayers who shoulder the burden.

According to billionaire American investor Warren Buffett, one of their richest men in the world:

*"While the poor and middle class fight for us in Afghanistan and whilst most Americans struggle to make ends meet, we mega rich continue to get extraordinary tax breaks."*

### Our Challenge

Different values lead to different policies, to different outcomes and to the creation of different societies.

The dominating values in America are different to the values we hold dear in Australia. These differences have led to America becoming the developed world's most unequal society.

Australia and European values are more community focused and as a result have helped create a more cohesive, caring society.

Freedom in America is mainly focused on the rights of the individual largely to the exclusion of, in particular, working peoples' collective rights.

Europe and Australia have focused on both individual and collective rights and responsibilities, designed to achieve a stronger sense of community and a fairer, less unequal society. History shows this whenever trade unions or Labor Governments have sought to redistribute wealth.

In the case of trade unions this has been through higher real wages, equal pay for women, increased annual leave, and shorter working hours for example.

In the case of Labor Governments this has been through reforms such as Medicare, employer funded superannuation for all, and maternity leave.

The facts show that all these improvements and reforms to living standards have always been opposed by employer organisations and conservative governments.

But these reforms have made Australia a fairer, better and more decent society.

### Blood, Sweat and Fear: Workers' Rights don't exist in American Meat and Poultry Plants

In the 1960s and 70s the Meat Industry was a respected profession with good working conditions. But the deregulation in the past 30 years has meant the conditions have deteriorated. Corporate greed means management no longer cares about their workers. The industry employs the economically desperate, including many immigrants, legal and illegal.

Working in the meat industry in America is among the most dangerous jobs one can work. Workers often are badly cut as they try to kill an animal improperly stunned; their hands or arms are cut off in the machinery; hoisted animals fall on them; they suffer various kinds of repetitive motion syndrome. Workers who are disabled and those who complain about working conditions are fired and frequently replaced by illegal foreign workers.

### Our Future

The 'Americanisation' of Australian society is not the way forward for Australia.

Australia has taken its own path to be where it is today and as a result it has become a more humane and less unequal society as compared to America.

We have been guided by our values that include mate ship, collectivism and a fair go for all. We have our own views of social justice. We have created our own unique industrial relations and award system which helped to create a fairer Australia. We have a system of government capable of delivering major social justice reforms and we have recognised that trade unions have a role to play in creating a fairer Australia.

We have been able to transform our economy from one that "lived off the sheep's back" to one that has become a modern advanced and highly technological based economy and we have been able to do this without abandoning our obligations to create a fairer society.

Australia is fortunate to have vast mineral and natural resources. They should not be wasted nor should the wealth they create entirely belong to shareholders. These resources belong to Australian society and must in part be used to prepare us for the future and the post resources boom era. This includes developing a modern infrastructure and preserving our manufacturing industry.

These are the challenges we must face.

Give this journal to your workmates and friends to read and encourage them to join the union.

# MAY DAY MARCH 2013 NEWCASTLE



May Day is a proudly established tradition in the Newcastle and Hunter region holding a history of marches over 100 years. On Saturday 4th of May 2013 we enjoyed fine weather for another successful May Day March through Newcastle. Many families brought their children along to peacefully celebrate this important day in the proud history of workers' rights. We hope to see you marching with us in 2014.

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

**WE'VE BEEN LOWER THAN THE  
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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?

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Home Loan customers  
paid up to an additional

**\$22,798**

**Westpac**  
Rocket Repay  
Home Loan customers  
paid up to an additional

**\$24,005**

**NAB**  
Tailored Variable Rate  
Home Loan customers  
paid up to an additional

**\$21,999**

**CommBank**  
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paid up to an additional

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Working together to deliver benefits to members:

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**CALL BEN HOWEY ON 0423 782 657**  
**OR VISIT [MEBANK.COM.AU/HOMELOANS](http://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](http://mebank.com.au) \*Data: InfoChoice. Savings calculated on a 30 year, \$300,000 principal and interest home loan after 10 years (01/02/03-01/02/13) 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. 212221/Apr13



# COMRADES CORNER

## NEW DELEGATES BINDAREE BEEF



Adrian Van Haren



Mark Legg

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organise it today.

Or download the form on our website.

<http://meatworker.net>

## BAIADA TAMWORTH



Juan Blanco

## BE BRAVE & SHAVE



Lucas  
Hitchin

Every year thousands of people are sponsored to shave,  
colour or wax their hair to help people with blood cancer.

Danika Ashworth is a young lady who approached the  
AMIEU for sponsorship in the Leukaemia Foundation  
World's Greatest Shave. Danika was very brave and shaved  
off her very long hair to raise money for this great cause.

The members of the AMIEU and the staff all chipped in  
\$480 in support of Danika and the cause. I too wanted to  
helped support Danika due to leukaemia been a disease  
that effects so many families including mine so I supported  
her by painting my head pink. (Due to having no hair to  
shave or colour).

Danika raised \$2,000 for the cause as well as donating  
her hair to "Wigs for Cancer" which will be used to help  
make a wig for a cancer sufferer who has lost their own hair  
through treatment.

The money raised helps the Leukaemia Foundation  
support people with blood cancer and their families.

It also funds vital research into better treatments and cures  
for leukaemia, lymphoma and myeloma.

Danika is an inspiration to us all and I think we can all learn  
something from her compassion and dedication to helping  
others.



Danika,  
before and after.



## INTERNATIONAL HUG DAY January 21



Scott Philp giving delegate Jason Roe a  
hug! We just love our delegates and the  
great jobs they do.

HELLO  
my name is

# MEMBER PROFILES

## Joy Percival

**Hobbies and interests?** Apart from her two kids, Hockey and Soccer were Joy's main interests but lately she has discovered kayaking. Every chance Joy and her friends get they are down the river at Ballina building up their confidence to one day go ocean kayaking

**If you could have any job what would it be?** Working as a TV presenter on Getaway travelling the world and getting paid to do it

**Favourite food?** Chocolate anything with nuts

**Favourite drink?** Tia Maria

**Favourite movie or TV show?** Revenge

**If you were down to your last \$10 what would you spend it on?** Chocolate

**If you could invite any three people to dinner who would it be?** Chris Hemsworth (THOR) no need for anyone else

**Favourite footy team?** Rosters

**Nick name?** Rhonda (Kiss Me Ketut)

**Why are you a member of the AMIEU?** It was what you did when you got a job but lately I have been involved in EBA discussion and I can see now more than ever that it is important to have your say without being in a Union we would not be heard.



## Justin Bland

**Partners' name?**  
Waiting for Miss Right

**Pets?** Kelpie

**Employed by?**  
Balada Poultry  
Tamworth

**Hobbies and interests?** Playing squash, watching V8's and taking my son to the movies

**If you could have any job what would it be?** Race car driver

**Favourite food?** Crumbed steak with tomato and onion

**Favourite movie or TV show?** Movie - The Crow and favourite TV show - Walking Dead

**If you were down to your last \$10 what would you spend it on?** Beer

**If you could invite anyone over for dinner or to have a drink with who would it be?** Steve Waugh, Dick Johnson and Jennifer Love Hewitt

**Why are you a member of the AMIEU?** They look out for my best interests

**Favourite holiday destination?** Sydney

**Favourite drink?** VB

**Do you play any sport? If yes, what do you play?** Cricket and Squash



## Amanda Harvey

**Partners' name?** Ruby (Ruby is a mannequin)

**Pets?** None, had two dogs

**Employed by?** Inghams Lisarow

**Hobbies and interests?** Xbox - Gears of War 3 & Call of Duty

**If you could have any job what would it be?** Glitter Maker

**Favourite food?** Camembert Cheese

**Favourite movie or TV show?** TV - Bob's Burgers & Adventure Time, Movie - Anchor Man

**If you could invite anyone over for dinner or to have a drink with who would it be?** Ron Jeremy

**Why are you a member of the AMIEU?** Job Security

**Do you like dogs or cats?** Dogs, because I am allergic to cats

**If you were a T-shirt, what colour would you be?**  
**Why?** Rainbow because I'm so bright and happy.

**If you were a tree, what would you be?** Bonsai, I just like them

**Favourite holiday destination?** Orange because there is no place like home.

**Favourite drink?** Cosmopolitan

**Do you play any sport? If yes, what do you play?** Yes - Golf, Touch Footy and Hockey







# Win a \$2000 Shopper Travel voucher\*

Register or reconfirm your contact details to receive Union Shopper's regular emailed offers, and you'll go into the draw to win a fantastic \$2000 Shopper Travel voucher.

## How to enter

Simply complete the online form at [www.unionshopper.com.au/wintravel](http://www.unionshopper.com.au/wintravel) or complete the form in your 2013 Union Shopper Directory of Services.

## It gets better

Tell your friends and colleagues about this competition, and if they register as a result of your referral, you'll both go into the prize draw. You'll receive one additional entry into the draw for each eligible friend or colleague who signs up as a result of your referral.

\* For T's & C's visit [www.unionshopper.com.au/wintravel](http://www.unionshopper.com.au/wintravel)  
Competition closes 30 November 2013

**1300 368 117**  
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 **UNION  
SHOPPER**

# 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:  A.M.I.E.U. APCA User ID Number:  061436

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

Post Code:

Account Name(s)

BSB Number:

-

Account Number:

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



*Right: Newcastle and Northern Branch  
Office 34 Union Street, Newcastle West  
Opened by Albert Allsop July 31, 1973*

# BIRTH OF OUR UNION

1907 The Australasian Meat Industry Employees Union, Newcastle Branch, NSW was first registered with the Registrar of Trade Unions.

From 1918 to 1952 the Union changed its name 6 times.

- 1918 The Newcastle and Northern District Butchers Employees Union
- 1918 The Australasian Meat Industry Employees Union, Newcastle Branch New South Wales.
- 1919 The Meat Workers Union of New South Wales, Newcastle and Northern Branch
- 1921 The Australasian Meat Industry Employees Union, Newcastle and Northern Branch
- 1949 The Australasian Meat, Butter And Cheese Industries and condenser and milk products factory workers Union Newcastle and Northern Branch
- 1952 The Australasian Meat Industry Employees Union, Newcastle and Northern Branch
- 1973 Newcastle and Northern Branch Office 34 Union Street, Newcastle West Opened by Albert Allsop July 31, 1973

From the early 1900's the Australasian Meat Industry Employees' Union (Newcastle and Northern Branch) provided a service to members in the Newcastle and Northern NSW region covering all aspects of the meat slaughtering, poultry processing, retail industries, ice and cold storage, smallgoods and dairy industries.

The Union currently represents workers employed in meat processing (abattoirs), poultry processing, boning rooms, retail and supermarket meat rooms, smallgoods, cold storage and dairy. The Union's constitutional coverage is vast and is described in the Union's rules.

## Newcastle & Northern

### Presidents

James J Curry  
1918-1921

Arthur Owen  
1921-1936

Percy D Prichard  
1936-1940

Albert H Allsop  
1940-1949

Col W Anderson  
1949-1967

Jack G Face  
1967-1970

Vernon L Winterbine  
1970-1980

Rex. D Small  
1980-1997

Tony McLean  
1997-2004

Joe Wilson  
2004-2006

Justin Smith  
2006-2009

Mark Cooke  
2009-

### Secretaries

David Arthur Walker  
1918-1940

John Larkin  
1940-1951

Albert H Allsop  
1951-1969

Max R Coulson  
1969-1987

John L Rudder  
1987-1995

Murray Bennett  
1995-1997

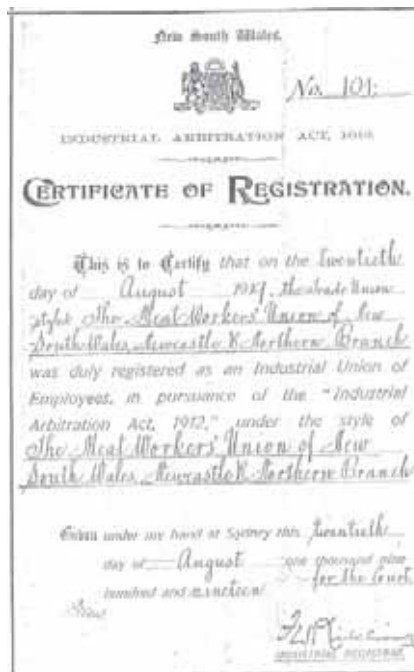
Kath Evans  
1997-2012

Grant Courtney  
2012-



# FEDERAL HISTORY

- 1890 First federal conference of the Butchers Union of Australasia is held in Sydney in August, with representation from New South Wales, Broken Hill, Queensland, Victoria and South Australia. Nothing comes of it as soon after all branches, except Victoria, ceased to exist.
- 1903 All Unions then in existence- South Australia, Western Australia and Victoria – form the Federal Meat Industry Union.
- 1905 Management committee of the federal council of the Australasian Federation Butchers Employees Union apply for registration under the Commonwealth Conciliation and Arbitration Act.
- 1912 Federal Council on April 11 decides a name change would more correctly describe the union's wide coverage. The Union is registered on October 5, 1912 as the Australasian Meat Industry Employees Union, the name still held.



*Above: Albert Allsop  
Secretary  
1951-1969*

*Left: Certificate of  
Registration  
from 20th  
August 1919.*

## 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
4218	LLEWELLYN ELFORD
1380	CECIL YATES
3722	TREVOR TYSON
4285	LEO KIRKMAN
6549	CECIL ELBOURNE
7128	PETRUS VAN HOECK
7103	NEVILLE SHORT
7185	KEVIN L PELGRAVE
7053	CLARENCE SAUL

# 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!





# Summary of benefits & costs

<b>MIESF returns all of its profits to members</b> <b>Higher returns – Lower costs</b>		
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	\$67.60 p.a. deducted from each account
	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 1 January 2013.

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



## MEAT INDUSTRY EMPLOYEES' SUPERANNUATION FUND

# Producing competitive returns – in uncertain times

### How do you join?

Contact MIESF on 1800 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](http://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, \$1.30 per week.
- 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](http://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: 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)

You should consider the Fund's Product Disclosure Statement 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)