

meatworkers' journal

newcastle and northern branch



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**FIGHTING
FOR
WORKERS
ACROSS THE
STATE**

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**Campaign for
Fair Pay**

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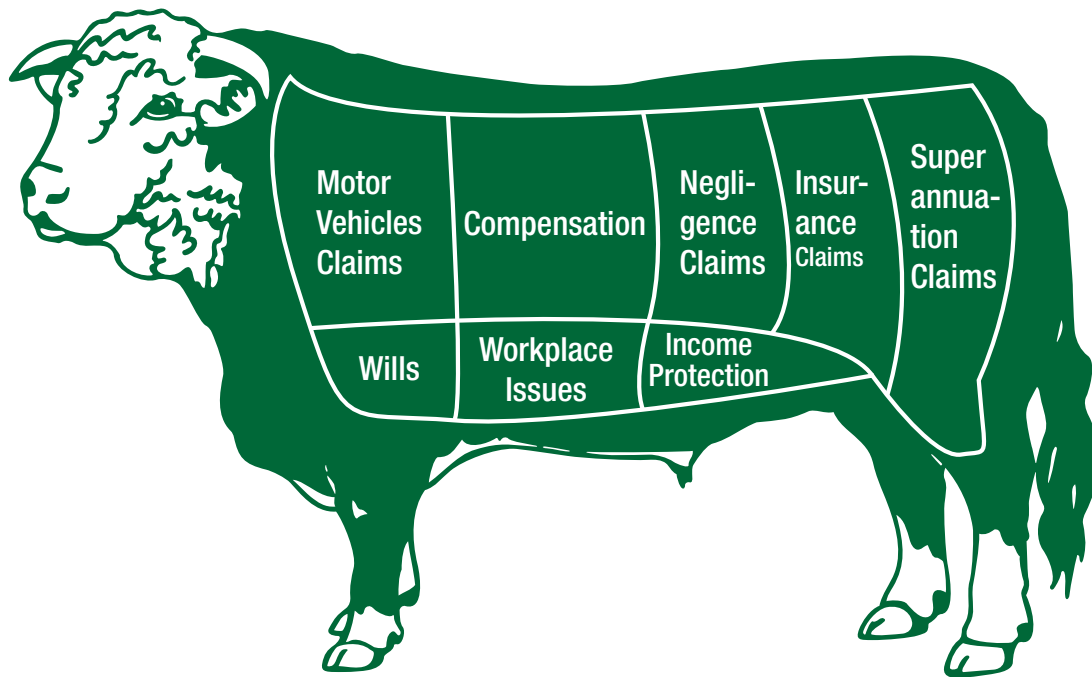
**Primo Workers Allege
Sexual Assault by
Supervisor**

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**Backpacker Advice
Tax File Number V ABN**

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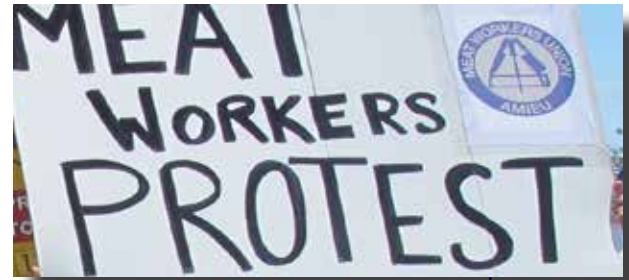
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Notice of financial reports

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 and a copy will be forwarded at no cost to any AMIEU Newcastle & Northern Branch member.



WINGHAM BEEF WORKERS SHOW SUPPORT

CAMPAIGN FOR FAIR PAY

Secretary: Grant Courtney

Email: amieu@amieu-newcastle.asn.au

AMIEU members in 2014 have kicked off with a range of industrial activity across Northern NSW. From protracted wage negotiations in Tamworth to historical industrial action at Scone and Inverell to rolling stoppages at Wingham.

Employers in these regions have been clearly placed on notice that AMIEU members will not accept one way street negotiations as hundreds of members have exercised their rights for the first time. Further reports follow in the journal relating to wage negotiations in the industrial front articles.

Crooks engaged in our industry (Labour hire a messy business)

The AMIEU Newcastle and Northern Branch has continued to pursue rouge employers across the meat processing and poultry processing



sector who rip off and exploit the vulnerable.

The union has exposed many unscrupulous labour hire companies engaged by some of the largest employers, the likes of Australia's biggest smallgoods company Primo and poultry giant Baiada have been placed on notice and provided with a range of evidence that we say is unchallengeable. These industry giants however continue to engage labour hire agencies who we allege are serial offenders of ripping off their workforce.

A million in underpayments for 150 workers

Over the last 8 months the AMIEU has processed over \$1,000,000 in underpayment claims for members against a range of labour hire agencies. The AMIEU has provided the authorities evidence where at present formal proceedings are taking place against companies for AMIEU members' claims.

7.30 Report exposes bullying and harassment

AMIEU members who work at the Primo Scone Operation were vindicated when the ABC 7.30 Report contacted the Union in March this year relating to claims of bullying,

extortion and harassment from a supervisor. The link to view this report is www.abc.net.au/7.30/content/2014/s3958527.htm. This fiercely impartial piece of journalism is a credit to the ABC. The Federal Secretary's report on page 7 gives members the most recent update which highlights the pitfalls of companies investigating themselves or their agents.

Australians will not accept this sort of treatment which is why we say many companies conveniently choose to claim local labour shortages to access vulnerable temporary international labour.

Since the 7.30 report was aired nationally many other workers have approached the AMIEU from across the country with similar claims against their own employers.

We thank the ABC for their assistance in exposing the gross exploitation of our international friends who work in our industries.

Our campaigns for fair wages and conditions continue as the AMIEU is committed to holding employers to account and ensuring all workers both local and international receive a fair days pay and are treated with respect and decency.

In solidarity Grant Courtney

INDUSTRIAL FRONT



Primo Scone

Primo Scone Members from a range of nationalities went on strike on the 18th and the 24th of December 2013 to pursue decent wage increases due to massive increases in production.

AMIEU member Caitlin on the front page was on of the 150 members and other locals on the 18th of December at the park in the main street of Scone where the first stoppage took place. After checking the union archives we believe that this was first time Primo workers had ever taken industrial action since the

company was established.

AMIEU Scone members have achieved the highest % wage increases in the latest round of negotiations from the Primo Group of companies which turns over 1.3 billion a year across numerous sites nationally. A 4% in the first year then 3% per year thereafter (4 year deal) plus \$20 per week as an attendance allowance for levels 2 to 5. We congratulate our members and delegates in particular ex site delegate, now elected AMIEU branch organiser Jason "Roey" Roe for showing true leadership in this dispute.

"THE POWER OF WORKERS STANDING TOGETHER IS UNDISPUTABLE!"



RECENT NEGOTIATION SUCCESS

AMIEU Officials and members across the following sites in Northern NSW have negotiated great results without the need to take industrial action.

| Agreement | Term | Increase |
|-------------------------------------|---------|---------------------------------|
| Brancourts Hexham | 3 years | 4% p.a. |
| Norco, Lismore | 3 years | 3% p.a. |
| PFD Foods | 3 years | 3% p.a. |
| NCCMC, Booyong | 3 years | 3% p.a. |
| Richmond Dairies, Lismore | 3 years | 3% p.a. |
| Inghams Cardiff | 3 years | 3% p.a. |
| Inghams Lisarow | 3 years | 3% p.a. |
| Thomas Foods International Tamworth | 3 years | 4% p.a. 1st Year then 3% after. |



The efforts of AMIEU Inverell members have delivered results not achieved in 16 years, congratulations!

After some 8 months of protracted negotiations AMIEU members decided to take protected strike action holding a rally in Inverell township on the 25th of February 2014.

130 members and their families attended the rally highlighting concerns to the local community. Negotiations are now complete where members at Bindaree have clawed back and achieved the

following conditions:

- > Annual increases of 2.8% for the first time since 1998 on ordinary time over tallies and 25% on overtime over tallies for boners, slicers and slaughterers.

- > The reintroduction to genuine overtime penalties for labourers

- > Increases in long service leave entitlements

- > The return of the right (NES) to have a choice to work on public holidays like ANZAC day

- > Wage increases of 2.8% per year

We congratulate Scott Philp our branch Lead Organiser as senior negotiator, our members and delegates in particular Adrian Van Haren and Mark Legg for their **commitment** and **loyalty** to the members at the Inverell operation.



Wingham/Wirrimbi(Nippon)

Whilst historically members at the Wingham and Wirrimbi sites had not exercised their rights when bargaining for a new agreement on this occasion they certainly have given it a good crack.

Members have taken protected industrial action in the following forms: 24 hour stoppages, unlimited overtime bans and random 2 hour wild cat stoppages. These forms of action have been taken predominately in pursuit of reasonable wage increases for the lowest paid.

The wash up of the recent ballot has determined agreement being reached with the lowest paid receiving the largest increase of 4% with tally workers receiving 3.25%.

We congratulate delegates Brad Staff and Mick Shifferman on their leadership throughout negotiations with further thanks to our union shop committee for their ongoing support and commitment.

ABBOTT'S MINIMUM WAGE CUT PLANS



005

Australians could only hope it was a cruel joke when the Commission of Audit on May 2nd announced their recommendations including slashing the wage of nation's lowest-paid workers and signalling the end of Medicare.

Many Australians barely survive as it is, trying to survive on \$16 an hour in the face of ever increasing costs of living. For people on the minimum wage home ownership is just a pipe dream. In the meat industry there are many workers, like the cleaners and the labourers whose economic stability are at the heart of the minimum wage debate. The recommendations included cutting minimum wage by over \$130 a week to just \$489 per week.

Australia does not want to be in the same position as the US, where the working poor can put in 38 hours a week and still not afford basic costs. Many Americans through no fault of their own are trapped on a poverty treadmill.

The minimum wage in America is more than \$120 per week below the poverty line and is just 31% of the average wage. 24% of Americans get no paid annual leave and 43% of workers in the private sector do not get paid sick leave. Americans work 400 more hours per year than other similarly affluent countries.

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 values a sense of community and a fair, less unequal society whereby wealth is redistributed. In the case of the Meat Workers Union we

campaign to achieve fair wages and conditions for our members and support the Labor governments reforms such as Medicare, superannuation and maternity leave.

The American system has been a disaster for many tens of millions of working families. It makes the rich richer and the working poor powerless and poorer. According to one of the richest men in America "whilst poor and middle class Americans struggle to make ends meet, the mega rich continue to get extraordinary tax breaks."

Australia is fortunate to have vast natural resources. They should not be wasted nor should the wealth they create make the filthy rich even richer, these resources belong to Australian society and should be used to develop a fairer, better and more decent society.

In the situation of American health care system which is regarded as amongst the worst in the world essential public services like Medicare are regarded as evil forms of socialism. The US approach of running health care for a profit means that social reforms like President Obama's plan to implement a watered down version of Medicare are strenuously attacked.

The federal government, if it has a skerrick of humanity, will not consider adopting any recommendation that widens the gap of inequality in Australia. Australia is dubbed the "lucky country" because of its relative freedom, equality and prosperity compared to the rest of the world. Legislating to make needy residents needier would be an attack on what makes us so lucky.

| | |
|-----------------|--|
| 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. |

It's been a long fight for Terry Riley but it was a fight worth winning for all Australian workers injured at work.

Injured Workers Rights' are something the AMIEU will stand up for and we fought for these rights to the High Court and won.

INJURED WORKER BACK AT WORK

Terry Riley is a member of the AMIEU who sustained injuries at work in 2010. The company made a decision to terminate Terry in 2011. The Union and its legal team at Carroll and O'Dea represented Terry through a lengthy legal battle that took place over a 3 and a half year period.

Bindaree Beef from Inverell who employees Terry would not accept an initial reinstatement Court Order and appealed against the decision. The company then lost its appeal to the full bench of the NSW IRC which in our view most reasonable employers would have accepted the Court's decision. Our member Terry, waited patiently for the call to return to work but the call didn't come. The Company then applied to the NSW Supreme Court of appeal to Challenge the previous decision. The decision of Supreme Court favoured the Union which once again the Union thought that was the end of the matter and our member could return to work.

The company then made an application for leave to appeal to the High Court in which the union opposed the application.

For the company to proceed they had to convince the High Court that this case was a significant and important case that the High Court needed to determine. The High court threw Bindaree's leave to appeal application out which ensured Terry's Rights at Work and other injured workers rights are protected. Terry is now back at work and provided the following testimonial. Full text of this case: Bindaree Beef Pty Ltd v R [2013] NSWCA 305 (13 September 2013) is available at <http://www.austlii.edu.au/cgi-bin/sinodisp/au/cases/nsw/NSWCA/2013/305.html>

**If you are
injured at
work you
need to call
the union.**



To the AMIEU,

I would like to thank the Union for all their help and unfailing support during the fight through the courts to regain my job as a slicer at Bindaree Beef.

Without the help of Grant Courtney and his staff I may not of had a successful outcome in the three and a half year fight through the High Court of Australia.

The Unions legal team being Carroll & O'Dea of Newcastle were untiring in their efforts to get my job back, special thanks to Damien Brown our solicitor and Michael Perry our Barrister.

It has been worthwhile being a member of the AMIEU and that outcomes such as this can only be achieved by being a member of the Union.

From Terry Riley

FEDERAL SECRETARY'S UPDATE

By Graham Smith

Four months ago the Union investigated work and payment practices by labour hire companies supplying workers to the Primo Scone site. What we ended up with was a raft of sexual harassment and sexual assault claims by a number of the workers, predominantly on backpacker (417) visas.

The Union raised the issue with Primo management by presenting it with a petition of complaint signed by 75 of the workers who all had serious issues with one of the supervisors.

Primo investigated the complaints and found that there was no proof of misconduct, saying that the AMIEU claims were "unsubstantiated".

The NSW police however took a different view of the matter and the supervisor has now been charged with various offences including indecent assault and aggravated indecent assault.

We wonder how the two investigations, the one by the company and the one by the police, could come to such completely different conclusions. Perhaps some company HR management and senior management should get training so that they can recognise what is unacceptable behaviour by staff and supervisors towards workers.

The AMIEU condemns any company that does not take claims of misconduct by its staff and / or agents towards workers seriously. It is an absolute certainty that if a worker sexually assaulted a supervisor they would be out on their ear before they knew it!



PRIMO WORKERS ALLEGE INDECENT ASSAULT BY SUPERVISOR

JBS TAKE A HARD LINE

The South Australian JBS site at Bordertown also came under the spotlight in the Fair Work Commission recently when it locked workers out during the bargaining process for a new enterprise agreement.

The workers and the company had come to a stalemate in negotiations and the workers had decided to take some industrial action in order to exert pressure on the negotiations. However on the day that the workers planned to have work stoppages the company took the pre-emptive action of locking them out before the stoppages occurred. Quite literally this was a pre-emptive strike by the employer.

The Unions complaint about this was that the company action could cause a technical issue for the workers by creating a situation where the time limit for taking industrial action under a protected action ballot decision could expire, meaning that workers would have to apply to the Fair Work Commission for an extension of time for taking action or a new ballot.

This is because the action allowed under a protected action ballot has a 'use it or lose it' provision meaning that if the action is not engaged in within 30 days of the ballot being declared then that action is deemed to have ended unless an extension is granted by the Fair Work Commission.

The Union took the matter before the Fair Work Commission and argued that the employer had in fact engaged in an unprotected lockout of the workers. The

Commission agreed and issued an order against the company to end its illegal lockout of workers.

TEYS UPDATE

In my last edition we reported that the Teys Beenleigh Enterprise Agreement in QLD had been approved despite objections from the Union. We complained that the agreement would have been voted down had it not been for such people as supervisors in training getting a vote. We appealed against the certification of the agreement by the Fair Work Commission and that appeal was upheld by the Full Bench.

The matter was then referred back to the original Commissioner for rehearing and that occurred on the 9th April. The original Commissioner then approved the agreement again.

The Union then appealed that decision to the Federal Court and that court heard the appeal on the 5th June and a decision is pending.

Throughout this process the Union has tried to ensure that the wishes of the members are respected by the company, as we do in all cases. In this particular matter where there are only a handful of votes deciding the outcome, it is of concern to the AMIEU to ensure that the process is above board and not tainted by any actions of the company to get that one crucial vote over the line to give them 50% plus one majority on an agreement that is obviously contentious.

We will follow this matter up in our next bulletin to advise members of the outcome.



By Ian Tam
International Liaison
Officer

**"BUSINESSES
THAT
INCORRECTLY
TREAT
EMPLOYEES AS
CONTRACTORS
AND DO NOT
MEET THEIR
REQUIRED
OBLIGATIONS
ARE BREAKING
THE LAW"**

BACKPACKER ADVICE

On 6th March 2014, the 7.30 Report on ABC revealed a large number of international meat workers are using ABNs to avoid paying tax. The Majority of those international workers are 417 Visa holders from Asian countries.

To watch the show by reporter Matt Peacock visit <http://www.abc.net.au/7.30/content/2014/s3958527.htm>.

Over the past two years, the AMIEU has committed to assisting 417 visa meat workers to protect their rights at work. Through our investigations, we have found that some labour hire agencies are trying to take advantage by using ABNs and attempting to avoid PAYG obligations. Further evidence suggests employers withholding tax and superannuation from workers has increased their profits.

Not everyone is entitled to an ABN

Many 417 workers have reported to the AMIEU that their employers (labour hire companies) would instruct them to get an ABN and become a contractor rather than be an employee.

Everyone can apply for an ABN, but not everyone is entitled to an ABN. When applying for an ABN, you need to answer a series of questions to determine the application's eligibility. Only individuals who carry out a legitimate business are entitled to be an ABN holder.

"If a worker provides false or misleading information when applying for an ABN they can be penalised." - Australian Taxation Office.

Everyone needs to pay taxes

Using an ABN may change the worker's rights in terms of entitlements, tax paying method and superannuation, but it cannot omit everyone's obligation of paying tax. For instance, an individual having an ABN as a sole trader should pay the same tax as individual taxpayers at personal income tax rates.

The AMIEU Newcastle & Northern Branch Secretary, Grant Courtney, said in the 7.30 Report, the main problem of these workers in our industry other than the illegal use of ABNs, is that "they are advised by the labour hire agencies that they don't have to pay tax". The AMIEU's position in relation to this case is "workers should not be provided with ABNs" as "they are workers not businesses, they only need a tax file number."

Employers and Sham contracting

According to the A New Tax System (Australian Business Number) Act 1999, simply having an ABN doesn't mean a worker is a contractor for every job. If the working arrangement is employment, whether the worker has or quotes an ABN makes no difference and will not make the worker a contractor or alter the obligations of employers.

Also under Fair Work Act 2009, it declares employers are breaking the law if they:

- Say something false to persuade an employee to become an independent contractor
- Dismiss or threaten to dismiss an employee and then hire them as an independent contractor to do the same work
- Claim that an employee is an independent contractor.

"Businesses that incorrectly treat employees as contractors and do not meet their required obligations are breaking the law and can face penalties and charges". - Australian Taxation Office

If you have any questions about your terms and condition of your employment in the meat industry, please do not hesitate to contact us at any time. The AMIEU will provide you with the correct information and further assistance if you have suffered from a sham contracting arrangement.



"IF A WORKER PROVIDES FALSE OR MISLEADING INFORMATION WHEN APPLYING FOR AN ABN THEY CAN BE PENALISED."



Table: Different Characteristics of Employee and Contractor - from Taxation Office.

| Employee | Contractor |
|--|---|
| An employee works in a business and is part of that business. | A contractor is running their own business and provides services to another business. |
| Ability to sub-contract or delegate An employee cannot sub-contract or delegate the work - they cannot pay someone else to do the work. | Ability to sub-contract or delegate A contractor is free to sub-contract or delegate the work - they can pay someone else to do the work. |
| Basis of payment An employee is paid for the time worked, a price per item or activity or a commission. | Basis of payment A contractor is paid for a result achieved based on the quote they provided. |
| Equipment, tools and other assets The employer provides all or most of the equipment, tools and other assets required to complete the work; or The employee provides all or most of the equipment, tools and other assets required to complete the work, but the employer provides them with an allowance or reimburses them for the cost of the equipment, tools and other assets. | Equipment, tools and other assets A contractor provides all or most of the equipment, tools and other assets required to complete the work. The contractor does not receive an allowance or reimbursement for the cost of this equipment, tools and other assets. |
| Commercial risks An employee takes no commercial risks. The employer is legally responsible for the work performed by an employee and liable for the cost of rectifying any defect in the work. | Commercial risks A contractor takes commercial risks, with the contractor being legally responsible for their work and liable for the cost of rectifying any defect in their work. |
| Control over work The employer has the right to direct the way in which an employee performs their work. | Control over work A contractor has freedom in the way the work is done subject to the specific terms in any contract or agreement. |
| Independence An employee is not operating independently from an employer. They work within and are considered part of the employer's business. | Independence A contractor is operating their own business independently from another business. The contractor performs services as specified in their contract or agreement and is free to accept or refuse additional work. |

譚凱欣
國際聯絡官



背包客知識貼士

ABN与TFN的不同

2014年3月6日，ABC電視臺節目“7.30 Report”報道了大批國際肉類工人正通過使用ABN（澳大利亞商業登記號碼）來避稅。這些國際工人大多數是來自亞洲國家的417工作假日簽證的持有者。

記者Matt Peacock的報道詳情與視頻請登陸網址<http://www.abc.net.au/7.30/content/2014/s3958527.htm>

在過去的兩年裏，澳大利亞肉類行業工會一直致力於幫助持有417簽證的國際肉類行業工人，保護他們的工作權利。通過調查發現，一些勞工中介試圖通過讓工人使用ABN來規避僱主在繳稅和員工退休金方面的義務，從而提高利潤。

並不是所有人都有權使用ABN

許多417簽證工人告訴澳大利亞肉類行業工會，他們的僱主（勞工中介）會指示他們去申請一個ABN，從而成為一名合同工而不是僱員。

每個人都可以去申請ABN，但不是所有人都有權使用ABN。申請ABN時需要申請人回答一系列的問題，從而確定申請人是否有資格。只有真正從事合法商業活動的個人，才有資格使用ABN。

“一個工人在申請ABN時提供了錯誤或者有誤導性的信息將會受到處罰。”——澳洲稅務局

每個人都必須納稅

使用ABN可以改變工人在福利，納稅方式和退休金方面的權益，但是不會免除每個人納稅的義務。使用ABN的個人/個

體戶的納稅率和個體納稅人的個人所得稅率是一樣的。

澳大利亞肉類行業工會紐卡斯爾及北部分部的秘書長Grant Courtney在“7.30 Report”節目中說道，肉類行業國際工人所涉及到的主要問題並不是非法使用ABN，而是“勞工中介告訴他們不需要納稅。”澳大利亞肉類行業工會在這個問題上的立場是“這些工人不應該使用ABN”，因為“他們是背包客而不是商人，他們需要的僅僅是一個稅號。”

僱主及非法轉包

根據1999年澳大利亞新稅務法案，僅僅持有ABN並不能代表一個工人就是合同工。如果工作形式事實上是僱傭形式，那麼即使提供了ABN，工人也仍然是僱員而不是合同工，僱主也仍然要履行其對僱員的義務。

同樣，根據2009年澳大利亞公平工作法案，僱主的以下行為屬於違法行為：

- 僱主提供錯誤信息，誤導僱員變成一位獨立的合同工；
- 解僱或威脅解僱僱員，然後又以合同工的方式重新僱傭做同樣的工作；
- 僱主聲稱一名僱員是獨立的合同工。

“將僱工錯誤對待成合同工，不履行義務的行為屬於違法行為，僱主依法會受到處罰和指控。”——澳大利亞稅務局

如果您對您在肉類行業的工作合同有任何疑問，請即時聯係我們。如果您遇到非法轉包的待遇，澳大利亞肉類行業工會將會為您提供正確的信息以及相關協助。

| | 僱員 | 合同工 |
|------|---|--|
| 定義 | 僱員為僱主工作，屬於公司的一員 | 合同工擁有自己的生意，為別的商家提供服務 |
| 外包權利 | 僱員不可以將工作外包或者外派。僱員不可以付錢雇別人來做自己的工作。 | 合同工可以自由將工作外包或者外派。合同工可以付錢雇別人來做自己的工作。 |
| 收入基準 | 僱員的收入或依據工作時間，或計件付酬，或提成。 | 合同工的收入以自身報價為準，依照服務結果的質量好壞付酬。 |
| 工具設備 | 僱主負責提供所有或者大部分工作所需的機器，工具及其他設備；或者，僱工負責提供所有或者大部分工作所需的機器，工具及其他設備，但是僱主需要支付僱工一定的補償金或返還成本。 | 合同工負責僱主負責提供所有或者大部分工作所需的機器，工具及其他設備。合同工不會得到任何補償或者成本返還。 |
| 商業風險 | 僱工不承受任何商業風險。僱主有責任確保僱工完成工作；僱主承擔工作中的任何損失。 | 合同工需承受商業風險。合同工自己負責完成工作，並承擔工作中的任何損失。 |
| 控制權 | 僱主有權利控制僱工的工作方式。 | 在遵守合同要求的前提下，合同工可以自由控制自己的工作方式。 |
| 獨立性 | 僱工不可以脫離僱主獨立工作。僱工為僱主工作，屬於公司的一員。 | 合同工可以獨立經營。合同工只需按照合同內容提供服務，可以自主決定接受工作或者拒絕工作。 |



Backpacker Delegate 背包客工会代表

LEON WANG

My name is Leon Wang and I'm 25 years old backpacker from Taiwan. I'd like to thank the AMIEU for giving me this opportunity to share my story.

I came to Brisbane, Australia in February 2013 and tried to get a job. I sent my resume to many meat factories during my first week here. However, owing to my low English proficiency and lack of experience in the meat industry I didn't get any responses. Fortunately, knowing some backpackers who work in the meat industry I learnt more about how to get work.

A month later with the help of friends and other backpackers, I got a job in Tamworth's beef factory through a human resources agency. Although it was a "white" job, the manpower company didn't pay us (backpackers) overtime.

I had learnt about Workers' Rights in Australia and that the Meat Workers Union protected those rights in the meat industry so we contacted the AMIEU liaison officer. We also learnt that union members are entitled to benefits such as to/from work and emergency transport benefits, buying discounted tools and knives and ensures that we are paid at least the minimum wage.

Considering all the benefits the AMIEU offered, my friends and I decided to join the union and started a petition. Although we were criticised by other backpackers and received soft threats from the labour hire agencies during that period of time, we managed to organise a poll for all workers with the help of AMIEU. This resulted in a successful termination of the unreasonable labour contract in the work place and a significant increase in backpackers pay at least to a reasonable level.

A few months later, I moved to Newcastle. After an induction with a "white" agent in the meat factory, I waited for a long time without any response. So I entered the factory through a "black" agency. At that time I was paid just \$14 per hour or lower, with no pay slips and no tax deductions, this was against my personal values and I quit this job to find another one through other legal agencies. I was contacted by the union liaison officer again, and with the help of union I finally got legal "white" work.

I know there are lots of backpackers still working in unfair environments. I am happy to share my personal experiences which might help them to face these dilemmas when they appear and inspire them to fight for their rights and interests of other backpackers.

王立新

我是王立新，英文名子是Leon，今年二十五歲，我是一名來自台灣的背包客，非常感謝NEWCASTLE肉業工人工會願意給我這個機會讓我分享我的故事。

屠宰業對於生活在島嶼上的台灣人來說是非常新鮮的，加上本人餐飲相關學歷的背景，讓我在決定要成為一位背包客來澳洲打工旅遊的同時，就定下來澳洲要進入肉場工作的期許，並閱讀了許多肉場背包客前輩在澳洲的故事。

就在2013年的二月，我來到了澳洲，我的第一站是位在昆士蘭的第一大城“布里斯本”，剛到的第一周，馬上就投遞了許多履歷至周邊許多工廠，但因為剛來對於英文的陌生，及完全沒有肉場的經驗，所以都沒有得到回音，但也因為與其他背包客的交流得到了許多肉場的知識，其中就包括了在這混亂時期可以保護肉場工人權益的肉業工會。

1個月後在朋友及其他背包客輾轉的幫助下，我得到了一份在Tamworth牛肉場的工作機會，這份職缺是透過1間人力仲介提供的，雖然是白工，但是該仲介公司並沒有給予我們背包客超時及假日加給，在1次契機中我們接觸到了NEWCASTLE肉業工人工會的聯絡官，得知了我們成為會員除了可以享有上下班交通安全的保險，以及透過工會優惠購買一些肉場工具外，還能爭取確保我們應得的正確的薪資待遇。

得知此訊息後我與我夥伴們立即加入工會並發起聯署，雖然過程中受到許多多意興闌珊的背包客的冷言冷語，及仲介方的軟性恐嚇，但最後我們還是透過公會發動的一個全體工人的投票，成功的終止了該仲介的不合理勞資條約，使該廠背包客的薪資都得到提升。

在上年下旬，我來到了NEWCASTLE這地方，在完成了工廠仲介的Induction後仲介遲遲不連繫的情況下，我透過黑工工頭進入了該廠，我一小時則只賺取14塊或更低的工資，不但沒有薪資單、更不要說有關稅務的部分，這當然也不是我來澳洲想要過的生活，所以我毅然決然的辭去這份黑工，再重新投履歷給該廠的其它合法仲介，期間又再次的聯繫到了工會的聯絡官，並在工會的協助下讓我正式的得到了該工廠合法白工的工作。

雖然我只是一位背包客，但很感謝在工會聯絡官的推薦下，我成為了“工會代表”，我知道還有更多的背包客正處於更惡劣的工作環境下，我很樂意分享我個人的能力與經驗去幫助他們面對現在的窘境，因為權益是靠自己爭取來的。



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



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 並要求與澳大利西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。

SWITCH IT TO WIN IT

ARE YOU A MEMBER ON PAYROLL DEDUCTION?

To encourage all our members who are still paying by payroll deductions to make the switch to paying by direct debit. If the new premier follows other states payroll deductions could be outlawed and threaten your union membership and rights at work.



Switch and Win an iPad Mini

I, Surname: Given Name/s:
 wish to pay my AMIEU membership fees: ☐ Weekly ☐ Monthly ☐ 6 Monthly (2nd January/1st July)
 if weekly advice which day: ☐ Wednesday(Default) ☐ Monday ☐ Friday effective from: / /

Bank Account Details

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.

Name of Financial Institution/Branch:

Account Name: (If joint account both signature required)

BSB No: - Account Number: (Note: Nine (9) digits maximum)

Credit Card Details (Monthly or 6 Monthly Only)

Card Number: - - - CSV: Expiry Date / ☐ VISA ☐ Mastercard

Member Details

Membership No: (If known)

Name: Title: Surname: Given Name/s:

DOB: / / Email (home):

Phone: Mobile: Employer:

Address: Postcode:

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.

Signature/s: 

Date: / /

Mail form to : AMIEU, PO Box 2263, DANGAR NSW 2309, fax (02) 4929 5401
 or email amieu@amieu-newcastle.asn.au

MEMBER PROFILE

Caitlin Gooderham

Employed by? Hunter Valley Quality Meats

Are you a dog or cat person? I am a dog person and have a dog, Boozier

Hobbies and interests? Horses, hunting and dogs

Favourite food? Chocolate

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

If you could invite anyone over from dinner or to have a drink with who would it be? My best friend in Mackay

Why are you a member of the AMIEU? So many reasons

If you were a t-shirt what colour would you be and why? Purple as it's my favourite colour

Favourite holiday destination? "The Bush"

Favourite drink? Liquor 43



COMRADESCORNER

EMAIL FROM JIM BENNETT



Re: Wingham Beef Workers Strike
Great pics...great campaign.....good stuff!

Have been watching it on the tele here as well as radio reports..... All meatworkers in the region will be supporting these workers I'm sure..... as well as most former meatworkers)...

Employers don't want much hey..... Workchoices is alive and well. Keep up the great work. Industrial action like this is a reminder to us all we can't sit still for fear of erosion of what we've fought many decades for...and am sure workers of the future will be grateful for the efforts such as those currently participating at Wingham Meatworks. Cheers,
Jim B

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 |
|------------|--------------------|
| 1031 | JAMES BUSH |
| 6842 | KENNETH DAVISON |
| 6905 | WESLEY FREEMAN |
| 7110 | MAXWELL TRIGG |
| 7135 | HAROLD STUCKEY |
| 7641 | RONALD FULLER |
| 98311 | LORETTA MANCINELLI |
| 99463 | RHONDA ALDERDICE |
| 121050 | JAKE COLLINS |

AMIEU MERCHANDISE



SHORT SLEEVE T-SHIRT

COLOUR: Black

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

COST: \$22.00

Australian Made - 100% Cotton



AMIEU Sling Backpack

COLOUR: Blue

COST: \$18.00



AMIEU BASEBALL CAP

COLOUR: Blue

SIZES: One size fits all

COST: \$12.00



SHORT SLEEVE T-SHIRT

COLOUR: Black

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

COST: \$22.00



ROLLED DOWN 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!

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:

P'Code:

Phone (H):

Mobile:

Date of Birth:

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.

Expiry Date: (mm/yy)

CVV No.

Name on Card:

Signature of Cardholder:



Summary of benefits & costs

| MIESF returns all of its profits to members Higher returns – Lower costs | | |
|--|---|---|
| Earnings Allocated – Trustee Option | 2012/13 | 14.2% p.a. (15.6% p.a. for Pension section) |
| Historical – Trustee Option | 5 year average | 3.8% p.a. (4.3% p.a. for Pension section) |
| | 10 year average | 6.5% p.a. (7.2% p.a. for Pension section) |
| | 18 year average | 6.8% p.a. (7.5% p.a. for Pension section) |
| | 30 year average | 8.6% 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 21.7% p.a. for 2012/13. The 4 year average was 10.0% p.a. | |
| Net Assets at 30 June 2013 | \$614 million | |
| Size of Fund | Current membership | 28,500 |
| | Registered "active" employers | 1,900 |
| Management Fees | Administration | \$67.60 p.a. deducted from each account |
| | 0.52% 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 entry fees, however a withdrawal fee of \$35 applies for each withdrawal from the Fund. | |
| Death, Terminal Illness and Total and Permanent Disablement (TPD) Insurance Cover | Eligible members under age 65 have \$200,000 of death and 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. \$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 1 January 2014 online at miesf.com.au/pds | |
| 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. 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 1 January 2014. There is also a PDS for the Pension section members dated 1 January 2014.

You can view these PDS's on line at miesf.com.au/pds 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.



MEAT INDUSTRY EMPLOYEES' SUPERANNUATION FUND

Producing strong 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 2013 were:

14.2% for Accumulation Members in the Trustee Option

21.7% for Accumulation Members in the High Growth Option

15.6% for Pension Members

Members can see the impact of these exceptionally good investment returns on their superannuation account by checking their Annual Benefit Statement which was mailed in Late October/early November. If you did not receive your Annual Benefit Statement and Annual Report please contact us.

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 9.0% to 9.25% of your ordinary earnings from 1 July 2013.

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 the Trustee Option 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.

New Government legislation requires employers, in many cases, to pay superannuation contributions to a fund that offers a MySuper account. The MySuper account is 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 will continue to make contributions on your behalf to MIESF.

The Trustee Option for Accumulation Members has simply been renamed as MIESF MySuper.

There will be no change to your benefits and you are not required to do anything. If you have part of or all of your account invested in the High Growth Option, that part will not be classified as a MIESF MySuper account.

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.

New Insurance Arrangements from 1 July 2013

The Fund's self insured Death cover has been 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 has been 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. The deduction from each eligible member's account has increased from \$5 per week (for the self insured Death cover) to \$5.60 per week for the new insurance cover.

You can view the Fund's Insurance Booklet dated 1 January 2014 online at www.miesf.com.au/pds

How to Contact Us

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

Telephone: 1800 252 099 or
(03) 9662 3861
(For callers from mobile phones)

Fax: (03) 9662 2430

Email: fundadmin@miesf.com.au

Website: www.miesf.com.au