

meatworkers' Journal

newcastle and northern branch



VOLUME #71
JULY 2014/DECEMBER 2014



**Delegates
Conference
2014**

PAGE 05

**Coles
Treachery!**

PAGE 04

**Comrade
Neville Proud**

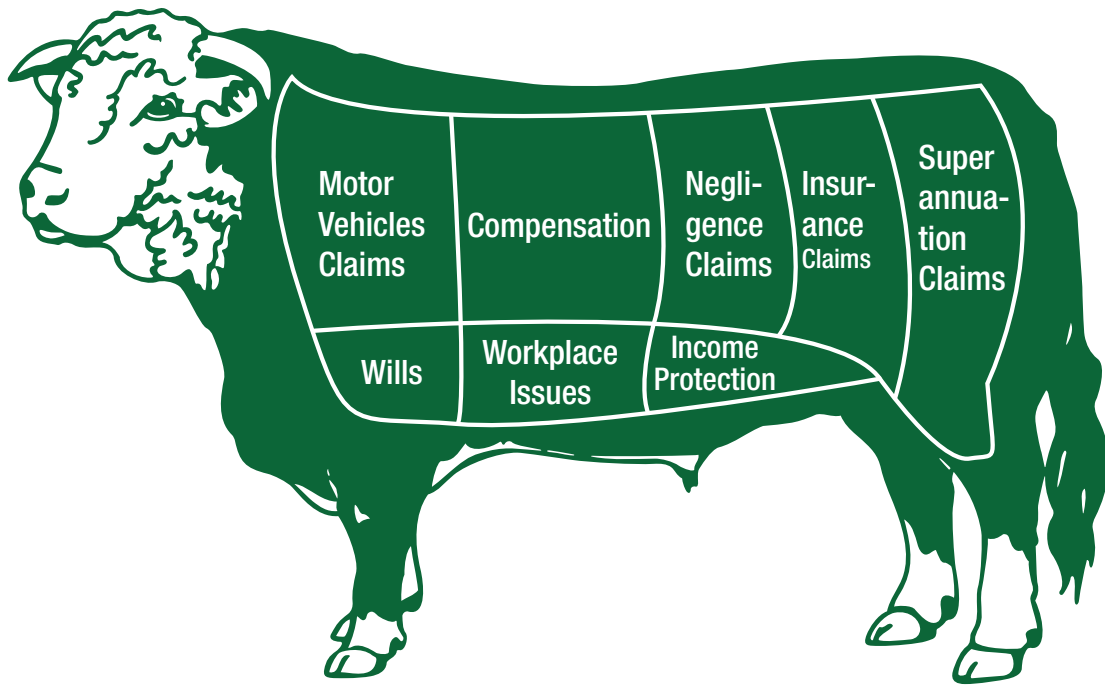
PAGE 06

**\$200K Fine
for Underpaying
Workers**

PAGE 08

**Rolling Out
Workplace
Health & Safety**

PAGE 010



Talk to these lawyers to get your chop.

Carroll & O'Dea understand the issues that are facing your industry. We have over 100 years of experience dealing with the issues that matter to you, so contact us today.



Paul O'Callaghan
Partner



David Jones
Partner



Michael Barnes
Partner



Scott Dougall
Partner



Peter Lleonart
Partner



Belinda Maiden
Associate



Damian Brown
Solicitor



Kate Latham
Solicitor



Edward Schalit
Solicitor



Dane Twohill
Solicitor

1800 271 920

www.codea.com.au enquiry@codea.com.au

**CARROLL
& O'DEA**
LAWYERS

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

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

amieu contact info

Registered Office	Union House 34 Union St Newcastle West NSW 2302
Postal Address	PO Box 2263 Dangar NSW 2309
Hours of Business	9:00am-4:30pm
Website	http://newcastle.amieu.asn.au
Email	amieu@amieu-newcastle.asn.au
Telephone	(02) 4929 5496
Facsimile	(02) 4929 5401
Mobile Phone Numbers	
Grant Courtney	0417 118 945
Justin Smith	0488 182 047
Scott Philp	0411 182 056
Jason Roe	0421 554 774
Ian Tam	0411 182 059

Union Officials
Secretary
Assistant Secretary

Grant Courtney
Justin Smith
(Northern Rivers)

Branch President
Vice President
Treasurer
Lead Organiser

Mark Cooke
Julie Graham

Organiser

Stuart Watt
Scott Philp
(New England)
Jason Roe

International Liaison Officer

(Newcastle/Central Coast)
Ian Tam

Want a discount on your membership fees?

We're offering 10% OFF when you pay your six monthly membership fees UP FRONT before July 31 and January 31 each year.

That's a great saving of \$47.84 per year.

Contact Sue on (02) 4929 5496 .

Notice of financial reports

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

<http://meatworker.net>

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

CONTENTS

- 2 Secretary's Report
- 3 Industrial Front
- 4 Coles Treachery !
- 5 Delegates Conerence 2014
- 6 Comrades Corner
- 7 Assistant Secretary's Opinion
- 9 Freedom of Association
- 10 Rolling out workplace Health & Safety
- 11 Member Profile
- 12 Local Equality & Sham Contracting

AMIEU Journal Volume 58

April 2007 / October 2007

Just for laughs!



SECRETARY'S REPORT

Secretary: Grant Courtney Email: amieu@amieu-newcastle.asn.au



PPRIMO labour hire practices are still under scrutiny as dodgy labour provider goes into liquidation owing 19 workers \$123,000.

On the 17th of October the union office received correspondence from a liquidator who indicated he was acting for 3 directors from New Bridge trading (labour hire company) who provided services to the Primo Scone operation. This company was one of several companies under investigation by the union, the police, and tax office.

Our claims against these unsavoury characters reflected underpayments of \$123,000, sexual harassment, excessive hours, unsafe WHS practices and slum like accommodation facilities.

The liquidator has declared these crooks have company assets of \$600 whilst owing \$220,000 in total to all creditors including the Tax office. Interestingly they could scrape up \$12000 from their own personal wealth to pay the liquidator. They blame Primo for not paying them enough to comply with the law.

We will be watching very closely how the liquidator performs his investigation as we believe the only reason this company has gone down this path was to avoid its legal responsibilities to its workers.

This is just one of the dodgy companies under union investigations who provide labour services to Primo at

Scone. We have received many calls from members and the public relating to why Primo continue to use these companies and how they get away with it. Well the short answer we believe is profit comes before moral and social responsibility. Whether it's denying underpayments liabilities of labour providers, or allegations of dodgy WHS practices. Its senior management truly believe they have done nothing wrong.

Some good news on the horizon for the workers with meat giant JBS SWIFT announcing that they will purchase the Primo business. JBS does not engage labour hire in its other businesses in Australia. We hope that they will continue this consistent approach.

NORCO Wishlist Prompts Workers To Defend Themselves

NORCO Raleigh has operated under two Amieu agreements for many years with two separate companies operating at the establishment, one being Norco with milk processing and value adding and the second company Fonterra as the distribution and logistics operator. Last year Norco purchased the Fonterra business on site which was good news for workers at the operations.

The AMIEU Newcastle and Northern Branch has recently started negotiations where members are pressing for the best of conditions from both existing agreements and the company is seeking a fair chunk of the worst conditions to be amalgamated in one document. Interestingly the company has been publishing how well they have done over the last 12 months which has created some fairly colorful discussions between Union members and site management.

Interesting times ahead in negotiations as members have already highlighted they are prepared to take industrial action to retain the best conditions from both agreements.

**PRIMO Labour
Hire Provider Goes
into Liquidation
Owing 19 Workers
\$ 123,000.**

INDUSTRIAL FRONT

BAIADA Beresfield is the largest poultry processing site in NSW and our union agreement expires late in November 2014. Negotiations between AMIEU representatives with the company have been underway since July where 8 meetings had taken place at the writing of this report.

The most contentious points reflect sick leave interpretation, allowances increases, labour hire engagement and wage increases.

The company's strategy so far reflects they do not want any trade offs however are still pressing the ability to use contract labour in certain areas of the operations which has been one of the contentious points in negotiations.

The company is very much aware of the union's campaign to ensure local workers get preference of employment. Whilst we have pressed this point we have continued to represent our international members with current claims

of underpayments against labour service providers engaged at the site exceeding \$1,000,000 to date and rising.

Mass meetings were held on site mid October to discuss claims and the company responses to date. Members unanimously endorsed to take strike action if the company was not prepared to improve their offer.

The Amieu Newcastle and Northern Branch officials and delegates are pleased to advise the company has recognised our concerns relating to local worker preferences and has offered new allowances to workers in certain areas. An agreement was reached in principle on the 18th November by the Union Shop Committee. The agreement went to ballot on the 4th and 5th December with members overwhelmingly voting up the deal. Congratulations to the Union Negotiation Committee for their good work.



Above Photo: Baiada Beresfield Union Shop Committee (Left to Right): Darrell Shelton, Tony Pestell, Adam Cause, Lorna Watson, Noni Wilson, Norma Ellis, Narrell Pitman, Peter Neaves, Gary Henderson, Graham Stair, Seated: Carol Seagrave, Sally Dunne. Caption of Julie Graham Inserted. (Absent: Kerry Rinkin)





COLES TREACHERY!

Federal Secretary: **Graham Smith**

After many years of the AMIEU negotiating successful industrial agreements for meat unit workers within Coles supermarkets, the company has this year approached the Shop Distributive and Allied Employees Association (SDA) with a proposal to have their retail workers agreement cover the meat units as well.

Why would they do this?

The meat unit workers enjoy special conditions that prevent them being absorbed into the general population of the store and also from performing work that is not associated with their general function of preparing meat for sale, except in limited circumstances where they may help out in other areas of the store that are understaffed or under pressure.

Meat unit workers also enjoy better rates of pay and rostering arrangements which include penalty rates within ordinary hours, along with more family friendly rosters altogether.

Coles have never been satisfied with negotiations with the AMIEU in the past because we maintain conditions of employment that best suit meat workers.

The SDA, on the other hand, 'sold off' penalty rates years ago in return for moderate pay increases and the retail agreement has very limited penalty rates payable to the general store workers. By absorbing the meat workers into the retail agreement Coles can successfully eliminate all penalty rates going forward along with all of our good rostering arrangements and in-store flexibility arrangements.

Why would the SDA agree to these reductions in our conditions?

This is an extremely good question and we do not understand why one union would let themselves be used by a company to eliminate the conditions and agreements of another union.

What will it mean to meat workers?

The current proposal is that most of the penalty rates and conditions will be 'saved' for current employees (existing employees would continue to get those rates) but new employees would fall under the store arrangements.

Some conditions are not being saved such as some of the rostering principals and the flexibility arrangements, which means that packers may be required to work anywhere in the store at any time. In fact, if Coles get the SDA to agree to the current Coles claims then the classification of packer will disappear altogether and they will just become store team members.

This is an incredible grab by Coles and slices through years of negotiations and reasonable industrial relations between Coles and the AMIEU.



We have fought hard to maintain the existing state based agreements and at the time of writing this article the states who have expired agreements, particularly Victoria and Tasmania are looking to take industrial action over the Christmas period. Those states with unexpired enterprise agreements (NSW, SA/WA) are not allowed by law to take industrial action until their agreements have expired but can still support and assist those who can go on strike by other means, which we will communicate to you as the matter progresses. The NSW agreement expires on the 15th March 2015 for your awareness.

Coles members will be advised by separate newsletters of news and updates as they happen.

AMIEU DELEGATES CONFERENCE 2014



The AMIEU Newcastle and Northern branch 2014 delegates conference was a great success held at Harrigans in the Hunter Valley on the 4th and 5th of June. The conference spanned over 2 days which allowed delegates to discuss workplace issues, listen to speakers and importantly set the agenda for next year. The branch engaged the services of ACTU Educator Christen Crossfield who ensured all delegates were actively engaged in the subject topics including organizing within the workplace and WHS rights under the National Laws. Interestingly after reviewing the minutes from the last training session held in 2012 where delegates moved a resolution to increase the membership by 20%, the 2012 Goal surpassed the branches expectations with membership increases of 16 %. This increase is against the national trend, our delegates are to be congratulated for their efforts in achieving this fantastic result. Getting new workers interested in the security of their conditions of employment has been one of the keys to this result.

The Branch acknowledges the support of our major sponsors: MEISF, AMIST, Carrol and O'Dea Lawyers and Members Equity Bank.



Brad Staff Wingham Beef Delegate highlighting his views on the power of collectivism



Adrian Van Haren and Mark Legg Bindaree Beef Delegates highlighting their views on individual contracts



AMIEU Federal Secretary Graham Smith Addressing delegates on South American conditions of employment

"61 Years of Loyal Membership" **Neville Proud**

Neville Proud was recently presented with a special Award recognising 61 years of membership of the AMIEU Newcastle and Northern Branch. Neville, a Life Member of the Branch, is a Union activist who shows no sign of slowing down.

Neville began his career in the meat industry as an Apprentice Butcher in 1953 at a retail butcher shop owned by Sid Spruce. He served a 5 year apprenticeship with Sid before gaining employment as a Butcher in various retail butcher shops across the Newcastle area. He also managed several butcher shops during his 16 years of employment in the retail sector.

Neville, always a man of principle and of a forthright nature took on many a boss in pursuit of workers rights. Perhaps it was his enthusiastic advocacy on workers behalf that was the motivation for his accepting a position as Branch organiser in 1969.



As a Branch Organiser Neville visited abattoirs, smallgoods factories, dairies, poultry plants, retail butcher shops and supermarket meat units. He travelled everywhere, from the Central Coast to the Queensland border and out to parts of the New England and Western New South Wales regions. Whilst on these trips he was often away from home and family for many weeks at a time.

Neville spent a lot of time on picket lines during his career. Another with a successful outcome was the Ulmarra Dairy Company picket line fighting for redundancy payments for the members.

There were fun times as well; Neville could always be relied upon to ensure that members brought ample containers with them to take home the excess ginger beer from the kegs acquired by the Union for Union Picnics, held at Speer's Park.

During a petrol shortage Neville and another Organiser drove to Casino towing a trailer carrying empty 44 gallon drums. Their mission was to return with all of the drums filled to capacity. They were successful despite driving through a fierce bushfire along the road. I am told that they must have had the luck of the Irish.

Neville retired in 1995 after holding the elected position of Branch Organiser for 26 years is total.

Neville's enthusiasm and drive continues as is demonstrated by his many community activities. He can still be found at picket lines and is a regular at the May Day March, holding the Branch banner proudly. He is a tireless volunteer and charity worker. He was a Companion for Camp Quality, has been Santa Claus for 40 years and was a regular at Meals on Wheels.



I am told that Neville more recently fought a speeding fine after his last Santa engagement citing his outstanding driving record and that he was upset to be made a "redundant Santa". Of course his appeal was successful!

He talks of standing up for the rights and dignity of aged folk in the Koombahla Aged Care Facility where he spends many days as a companion. His is a prominent member of "The Old Boys" who meet regularly at Teralba.

I am sure that you will all agree that the world will be a better place if there are more people like our Neville.

Congratulations and our very best wishes Neville, always Proud to be Union.

Written By Ex Branch Secretary **Kath Evans (McRae)**

Gordon McDonald

ASSISTANT SECRETARY'S OPINION

Assistant Secretary: Justin Smith



Gordon McDonald first started at Nestle Smithtown on the 7th October 1970 (4 years before I was born) a local boy from Frederickton who played football for both Kempsey and Smithtown. He was a handy front rower and a big man with just as a big personality. A member of the AMIEU Newcastle and Northern Branch for 39 years.

Gordon has two kids and raised them in the Kempsey area. Not only was Gordon involved the local football but he has been involved with Hat Head surf lifesaving and more recently playing lawn bowls.

Gordon took over from Victor Hudson on his retirement in 1978 and has been the site delegate now for 37 years.

Gordon has seen many bosses and HR managers come and go as well as Union Officials. The likes of Max Coulson, John Rudder, Murray Bennett, Kath Evens and Neville Proud just to name a few. He has more than one story on most of them from the good old days when our Union represented many more workers in workplaces which are now closed.

Gordon also remembers some of the many delegates he has met over the years at delegate training conferences. He told me a story about having to take the train to Newcastle for one conference and that some of the delegates from NCMC Casino had to take the same train, showing how committed they were to the Union.

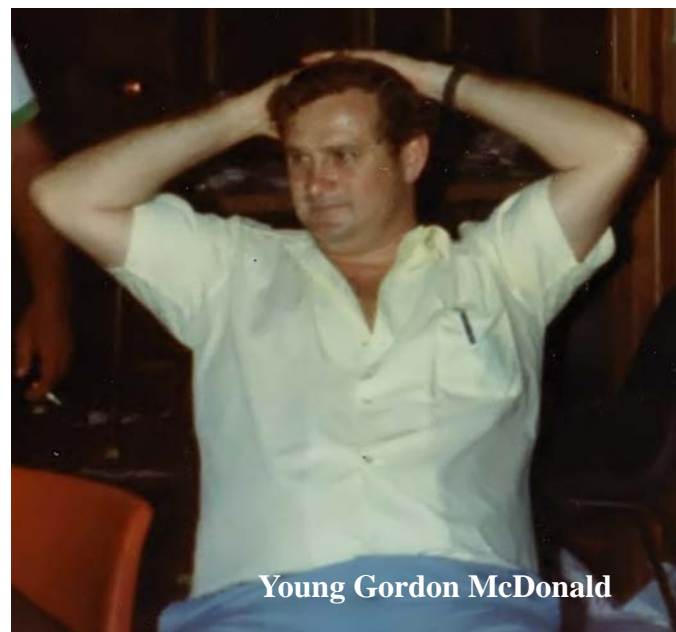
Over the years Gordon has helped many members with issues on site and has also been in front of many commissioners fighting the fight as far as he could. He has been involved in every Enterprise agreement that has covered the Nestle Smithtown site which he should be very proud of as it is one of the best agreements we have in our Union.

Gordon led many members out the gate over disputes not just at his site but in support of other members' sites. One key dispute was the famous Mudginberri dispute where he led members out over the Union being fined.

Next year the Nestle site agreement is up for renewal and as always I expect Gordon will have a big influence on its outcome. Like so many times before he will ask for no recognition, he will just be happy with doing what is best by his work mates. He is in my opinion a living legend of our Union.



Gordon McDonald



Young Gordon McDonald

FAT FINE FOR COMPANY UNDERPAID ON-CALL WORKERS \$2.5 M

The Federal Court has fined a company almost \$200,000 for underpaying its aged care workers more than \$2.5M over a five year period, finding that its unlawful employment practices might have given it an unfair competitive advantage.

This company operates 11 retirement villages in South Australia, and between March 2006 and February 2011 it employed workers to monitor emergency pagers for its residents.

Some of the pager monitors only worked for the company on weekends, and were paid a flat \$50 rate for an 8-hour or 16-hour shift. They received an additional \$50 each time they were required to call an ambulance.

Others worked in the retirement villages during the day in paid roles, and filled in as pager monitors on weeknights. They were not paid anything for this work, but were provided with on-site accommodation and given time off their day jobs as compensation for actually responding to a pager.

Huge Win for Contract Worker at Baiada SA

Mr. Vennea is a poultry boner contracted by Royal Bay International, themselves were contracted by Baiada in SA. Royal Bay International arranged an accountant for Mr. Vennea, who then set him up with an ABN and a company. The worker had little knowledge of why this was occurring, instead trusting his accountant.

This confusing contracting arrangement was designed to take advantage of this worker's limited English skills, underpay him, and attempt to shift workplace and financial risk onto him. The worker was then dismissed by Royal Bay International via a text message in December 2013.

The NUW made an unfair dismissal application on Mr Vennea's behalf. The Fair Work Commission's decision confirms that poultry boners are in fact employees and awarded Mr Vennea reinstatement and compensation, highlighting the deliberate attempt by the business to treat workers unfairly. Senior Deputy President O'Callaghan also stated that this decision could have further implications for Baiada.

CPI Increase on Union Dues

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

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

Please note from July 2015 union dues will move from \$9.20 to \$9.40 per week or \$39.86 to \$40.74 per month.

For juniors and casuals earning less than \$329.70 per week it will be \$4.70 (half price) per week or \$20.37 per month.

We Thank All Members for Their Valuable Support!

How do our weekly fees compare against other unions

AMIEU \$9.40
From 1st July 2015

AMWU \$10.55

NUW \$12.50

FSU \$10.95



FREEDOM OF ASSOCIATION

KNOW YOUR RIGHTS

Lead Organiser: Scott Philp

The AMIEU Newcastle & Northern branch has made a range of industrial applications, from Unfair Dismissals, Underpayment claims and Adverse Action or General Protection Claims.

In particular I would like to highlight one claim against a large red meat processor in the New England area. A Union Delegate was targeted for informing members of their workplace rights and distributing information about the benefits of being a member of the Union.

A long term member of the Union once told me that there is a difference in being a Union member and a Unionist. It is with respect that I can say that this particular Delegate is a Unionist who believes in the Union and what the Union stands for!

This Delegate stood his ground for many years despite being monitored by his employer, to quote the words of this particular delegate:

“This is not about the job, this is about the principal of people having a right to belong and know about the Union”

Hostile employers promote proterganda that if you join a Union you will be sacked.

It is illegal under workplace law for an employer to harass or intimidate someone because they are a member of a trade union; It is called FREEDOM OF ASSOCIATION.

This Delegate is a man of deep conviction and principal who was willing to fight for his freedom of association and that of his workmates. He was sacked for exercising his workplace rights and defending other workers.

This matter currently in the process of being heard before the Federal Circuit Court.

Unfortunately some employers alienate and target a good Delegate or activist. In any workplace strong worker representation is important, a Union Delegate is a challenging role especially in workplaces where employers are hostile.

Unions are only strong when members support one another, delegates are fundamental to insure a strong voice in the workplace.

The Fair Work Act has a range of protections in place if a member ever finds themselves in the position of being subjected to Adverse Action. If a member ever finds themselves being pressured by the boss, ring your Union for further advice.



AMIEU SUPPORTS
THE ANNUAL MAY
DAY 2014 MARCH
IN NEWCASTLE

ROLLING OUT WORKPLACE HEALTH & SAFETY

Organiser: Jason Roe



With changes to the Workplace Health and Safety Act in 2011 a number of workplaces in the Newcastle and Northern Area have recently been educated about this change.

There are many dangers and hazards in the meat processing industry. We all know that safety is ignored in lieu of production requirements and quotas. Surprisingly, many factories don't have Health and Safety Representatives (HSR) structure and just rely on the old style safety committees. With the previous structure issues were raised and tabled with management then went no further which in return caused frustration and a who cares attitude amongst workers. In return workers would not report issues as they believed there was no point.

However now with the introduction of elected HSRs not company appointed safety reps change is on the way. HSRs have more power under the WHS act to make sure these reported issues are addressed and acted on within a reasonable time frame, this is a step closer to allow workers to come to work and return home safely to their families.

One of the biggest concerns highlighted to myself by workers is that they don't want to be a HSR as the company will target them and try and sack them. This view has been adopted due to employers threatening workers. It is illegal to sack a HSR or worker for reporting or raising WHS issues under the Act. At the moment the AMIEU are currently working with members to get the HSR structure across all of our sites in all industries we cover.

Currently we have a number of members participating in this training to make our factory's a safe environment. I won't say that it has been a smooth ride to establish as there has been a bit of hard negotiations between some employers. Other employers have shown no concern to our education program on WHS and have been very co-operative. I would like to congratulate Ingham's Lisarow for their HSR structure and safety procedures across its site and to all the HSRs there, keep up the good work.

The one thing that our members need to know is that elected HSRs are not miracle workers and require the support of the workforce so they can make your place of employment a safer one. An easy way of helping our HSRs is to follow the procedures of reporting issues, don't just tell a HSR and expect them to wave a magic wand and fix the issue.

Remember safety awareness, your fellow workers depend on it.



MEMBER PROFILE



Julie in 1994

JULIE DAUNT

Joined the Union When I was 14 years and 9 months

Employed by? Steggles Beresfield

Favourite food? Italian

Favourite drink? Wine

Favourite holiday destination? North Haven

Favourite music? DISCO, Pole dancing music

Favourite TV show? Frasier

Interest & hobbies? Travelling; Looking after family (Cats); Pole Dancing

If you were down to your last \$10 what would you spend it on? Feeding the Kids (Cats)

Why are you a member of the AMIEU? Security and too many reasons to list

If you could invite anyone over for dinner who would it be? My husband



Julie in 2014

OBITUARY

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

MEMBER NO.	NAME
5663	EDWARD BOWD
6944	VALARIE HAWKE
7051	NOEL SANDERS
7137	VERA VINCENT

MEMBER NO.	NAME
7138	KEVIN STUCKING
7504	ROBERT PAYNE
12303	MARGARET MC LUCAS
97450	LUKE JOSLIN
120462	BRYON D'ESTE

LOCAL EQUALITY

SHAM CONTRACTING



International Liaison Officer: Ian Tam

The AMIEU recognized a trend towards an increase in forms of employment that fall outside the traditional model of full-time local employment. The trend was centred on the contracts of temporary international workers and had a direct effect on the composition of the workforce, which leads to a variety of issues in the industry.

Keep Jobs Local

It is believed that labour shortages may exist in some workplaces in our industry. In this case, it is acceptable to introduce temporary international workers to meet the industrial needs if the company cannot find local workers to fill the positions. However, if there are enough local workers but employers still hire a large number of temporary international workers, this will result in local unemployment and will impact the local economy.

Ensure Equality

As the temporary international workforce grows daily, one of the effective ways to ensure the security of the living space of local workers is to keep equality in the workplace.

Equality not only protects the weak groups, but everyone on both sides.

Based on a union investigation, most temporary international workers suffer unfair treatment. This may include underpayment, compulsory agent fees, poor living conditions, harassment, long working hours, unsafe working environment, lack of protection and workers benefits, etc. Some believe that these unfair conditions cause employers to favour hiring international workers.

Sham Contracting

To stop this, we need to clamp down on the main culprit: sham contracting. The AMIEU has already targeted different sham contracting companies. As this is a long term battle, we also need your support.

Stop it for your job security and avoid the undercutting of your terms and conditions of employment.



If you believe in equality and want to stop sham contracting, please talk to anyone you know who may suffer from these circumstances, and encourage them to contact the AMIEU to get our support or join our campaign to fight for this goal together.





COURT TO CONSIDER WHETHER HR Manager Involved in Adverse Action

In a pre-trial ruling, the Federal Circuit Court has declined to rule out evidence that a HR manager might have influenced a company owner's decision to dismiss an electrician due to his past as a "unionist troublemaker".

Judge Stewart Brown said he was not willing, before the trial, to disallow evidence from several of the electrician's former workmates that the manager allegedly referred to the electrician as a "unionist troublemaker", because he did not have a clear enough picture of the HR manager's true role in the dismissal decision.

He said that while the company might ultimately be able to prove that he alone dismissed the electrician because of a business downturn, "if one of the motivating factors for including the electrician specifically in the proposed redundancies was his trade unionism, section 360 will apply and potentially the action will be rendered unlawful".

The company's owner says it made the electrician redundant as part of a general reduction of employee numbers and because of feedback from managers that his work was not always reliable. However, the electrician argues that his dismissal resulted from the negative influence of a HR manager, who had been on opposite side during enterprise bargaining previously.

Judge Brown said it was too difficult, at this stage, to determine whether the HR manager's alleged history of anti-union feeling, and criticism of the electrician's prior behaviour as a T&R Pastoral workplace delegate, could be attributed as a motive for the dismissal because there was not enough evidence that he had been a "relevant decision-maker" in the termination of employment.

He said the business relationship between the owner and the HR manager and the allocation of authority between them for making decisions could be established at the full hearing. The issue in dispute between the parties, in these proceedings, solely concerns why the electrician's employment was terminated.

Notice to Members Paying by Direct Debits

Members who elect to have their membership fees paid to the Union by Direct Debit from saving account or credit card should note the following:

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

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

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

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



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。

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.

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:

Signature:

Date:

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:

Are you **covered** for real life events?

Income Protection is a type of insurance that can replace up to 75% of your pay if you become sick or injured and can't work. And most AMIST Super members are entitled to automatic cover.

To make sure you have the correct level of Income Protection insurance cover come and talk with us on our next visit to your worksite or call us on **1800 808 614**.



Planning your Retirement Dream together.

AMIST Super Hotline
1800 808 614
www.amist.com.au

AMISTSUPER 
Your industry fund

Issued by Australian Meat Industry Superannuation Pty Ltd (ABN 25 002 981 919, AFSL 238829, RSE Licence L0000895) as Trustee of the Australian Meat Industry Superannuation Trust (ABN 28 342 064 803, RSE Registration R1001778). The material provided is for information purposes only and is not intended to be considered as advice. The Trustee has not taken into account your personal financial circumstances when developing this communication. Before making any decision regarding your superannuation it is recommended that you seek advice from a qualified financial adviser. Money Solutions (AFSL 258145) has been contracted by AMIST Super to provide members with simple financial advice as part of their membership. Any financial product advice given by Money Solutions is provided under their own AFSL. Just call AMIST Super on 1800 808 614 for simple qualified financial advice at no additional cost.

Great reasons to join us.



AMIST Super is one of the top 10 funds with the lowest fees and the best returns over 10 years*.



A very solid performance!

And when you add our low fees, competitive insurance packages as well as our financial advice over the phone service, it's no wonder we're Australia's leading meat industry super fund. So check out our website or call us on **1800 808 614** for more information.



*AMIST Super Balanced option as at 30 June 2014, as rated by independent researcher, Rainmaker.

Planning your Retirement Dream together.

AMIST Super Hotline
1800 808 614
www.amist.com.au

AMISTSUPER 
Your industry fund

Issued by Australian Meat Industry Superannuation Pty Ltd (ABN 25 002 981 919, AFSL 238829, RSE Licence L0000895) as Trustee of the Australian Meat Industry Superannuation Trust (ABN 28 342 064 803, RSE Registration R1001778). The material provided is for information purposes only and is not intended to be considered as advice. The Trustee has not taken into account your personal financial circumstances when developing this communication. Before making any decision regarding your superannuation it is recommended that you seek advice from a qualified financial adviser. Money Solutions (AFSL 258145) has been contracted by AMIST Super to provide members with simple financial advice as part of their membership. Any financial product advice given by Money Solutions is provided under their own AFSL. Just call AMIST Super on 1800 808 614 for simple qualified financial advice at no additional cost.