

meatworkers' jurnal

newcastle and northern branch



VOLUME #73
JULY 2015/DECEMBER 2015



Working
Together

Workplace Health and Safety focus - Delegate Training Seminar

Secretaries
Report

PAGE 2

70 Year
Member

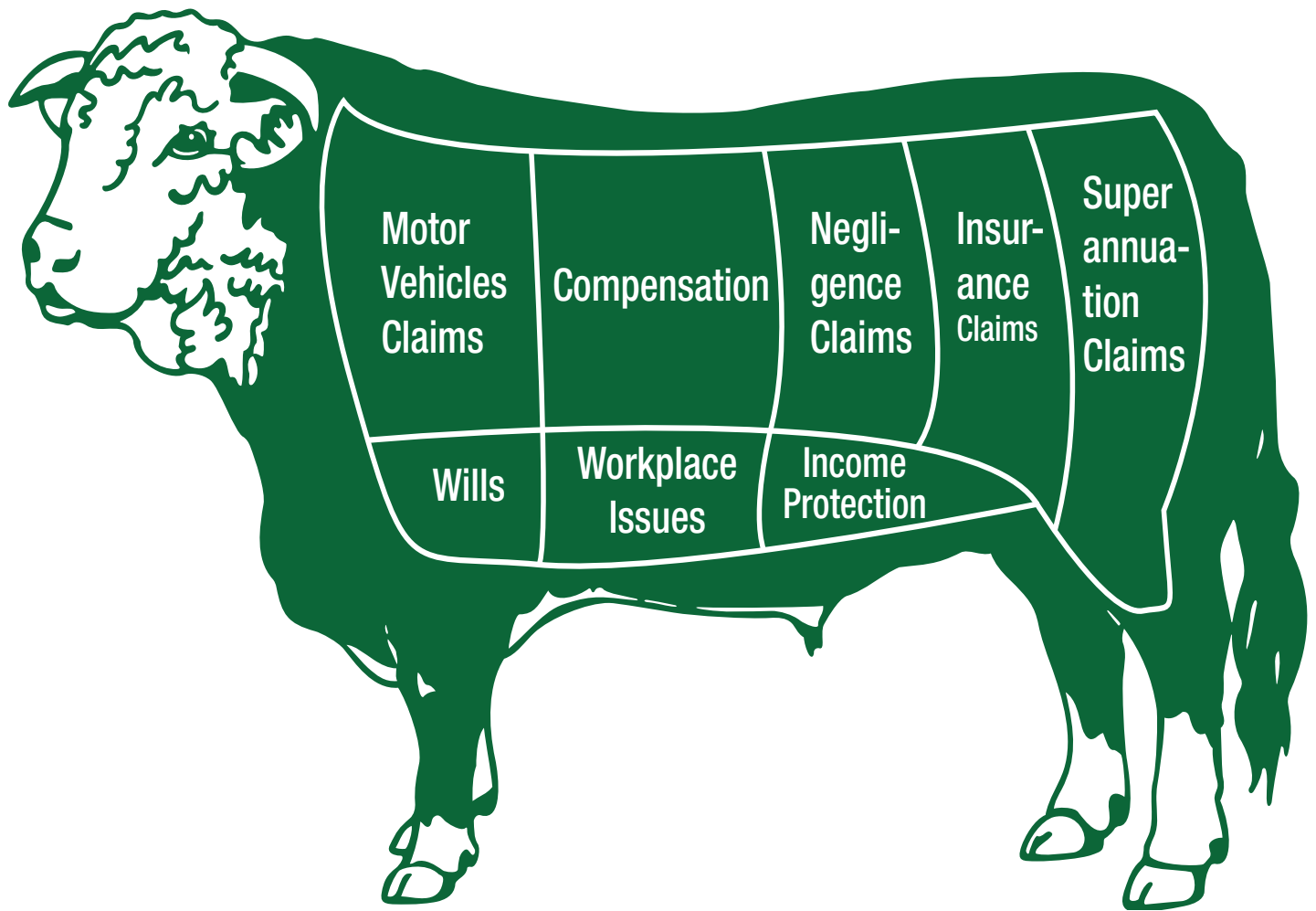
PAGE 5

Federal
Secretary news

PAGE 8

National
Call Centre

PAGE 15



Talk to Carroll & O'Dea 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.

1800 271 920

www.codea.com.au enquiry@codea.com.au
Level 5, 384 Hunter St (near Civic), Newcastle

**CARROLL
& O'DEA**
LAWYERS

When it matters

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	meatworker.net
International Website	imeatworker.net
Email	amieu@amieu-newcastle.asn.au
Telephone	(02) 4929 5496
Facsimile	(02) 4929 5401

Union Officials

Secretary	Grant Courtney 0417 118 945
Assistant Secretary	Justin Smith 0488 182 047
Organiser	Jason Roe 0421 554 774
International Liaison Organiser	Ian Tam 0411 182 059
Branch Executive	
Branch President	Mark Cooke
Vice President	Leonie Gibson
Branch Secretary	Grant Courtney
Assistant Secretary	Justin Smith
Treasurer	Stuart Watt

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 \$48.88 per year.

Contact the Office on (02) 4929 5496.

SIGN UP ONLINE

Join the AMIEU online. All you need to do is visit the AMIEU Newcastle and Northern Branch website:

meatworker.net

Follow the "join us" links to join online,

Direct Debit deductions:

Weekly, Monthly or six monthly

Credit Card deductions:

Monthly or 6 Monthly

CONTENTS

- 2 Branch Secretary's Report
- 3 Local Community Labor Market testing
- 4 Equality Campaign
- 5 70 year member
- 6 Northern Rivers Update
- 8 Federal Secretary's Desk
- 10 Obituary
- 12 Out with the Old in with the new
- 13 Delegate Training Seminar
- 14 Federal Inquiry into Visa workers exploitation

A Laugh for Christmas



SECRETARY'S REPORT



**"No livestock means no
work
it's that simple."**

Our industries, in particular the red meat sector, have continued to achieve record profits investing back into their operations. Whilst many of the conservative commentators are stating the Agrifoods sector is pleading industry poverty, nothing could be further from the truth when it comes to the Red meat processing industry. The major players in Northern NSW, Thomas Foods International, Nippon Wingham, Northern Co Operative Meat Company and Bindaree Beef have spent 100's of millions in plant upgrades over the last couple of years.

Whilst it is great to see the major employers re-investing in our industry, it is disappointing that most companies have not expressed their concerns with the recent Turnbull government's multimillion dollar taxpayer funded advertising campaign supporting 2 very disturbing international trade agreements. The China Free Trade Agreement and the Trans Pacific Partnership. Further information on the TPP is on page 17 of this journal.

The silence from the processors on these deals is a disgrace. AMIEU members do not understand why the Processors have lost their voices on challenging these agricultural agreements. The last time I experienced this Processor constructed silence was in 2009 when AMIEU Officials met with the major Meat Processors and their union the Australian Meat Industry Council (AMIC) to seek public support to change live animal export policy. On that occasion the employers talked a lot but did not commit to assisting the union with campaigning to wind back live animal exports.

The end result was the AMIEU Campaign received support from Animal welfare movement where we nearly achieved changing the Labor party's position at the ALP National Conference. Our resolution was lost by 8 votes.

When you have a good look at the China Free Trade Agreement even Blind Freddy can see this deal is bad for ongoing regional employment. Take this scenario, if China take 1 million additional live cattle as the CFTA suggests, that will be 1 million less cattle to process locally which means 3000 Australian meat workers out of work. Cattle do not grow on trees nor can you simply dig up a further million if you were to compare our commodities (livestock) to the mining sector.

Barnaby Joyce, Federal Agricultural Minister who is the New England representative has taken ownership of the China Free Trade Agreement and states the deal will deliver more jobs. Jobs for who is the question Barnaby needs to answer. It certainly won't deliver any more work for locals at the 4 major meat works in his electorate who engage 2000 meat workers.

**"These deals need to be
scrapped
to save Aussie jobs"**



Local community Labor market testing

"Aussies want to work in the meat industry?"

AMIEU officials recently spent a week in the New England area to collect evidence on whether local residences genuinely were willing to work in the meat industry. The purpose of this decision came about by some employers in the area stating that certain locals were lazy, drunk, stoned or were not reliable.

Further comments from some of the local Chamber of Commerce reps indicated that locals would not work in the industry. With the Tamworth estimated youth unemployment rate of 20% the AMIEU took to the streets with pen and petitions in hand to ask the community directly as to whether the employers were right. Well funnily enough after the first day the union had collected 30 signatures from unemployed locals that wanted to work in the meat industry. Some of these residences had issues but we did not come across any drunk, stoned or lazy people based on our discussions with them.

By the end of the week we had over 100 local contacts that wanted work.

After receiving authority from a group of these keen job seekers, their names were given to Baiada where 15 were asked to go through the standard induction process and we understand many got a start.



We believe our Independent local community labour market testing is proof that local regional residences will work in our industry if given a chance.

We thank the local newspaper and the ABC for supporting this exercise.

The silence from the employers of New England on local community labour market testing has been deafening since the union engaged in this job market test.

"Give a local a job, give our kids a chance. Employers surely it's not much to ask "

ATTENTION MEMBERS New staff member required at AMIEU Newcastle

Your union, The Australasian Meat Industry Employees Union, (Newcastle and Northern Branch) is looking for an energetic, enthusiastic and self-motivated person to be appointed to join our vibrant team as Union Research Social Media Officer.

Key responsibilities of the initial role are to have a strong knowledge, understanding and practical application of social media within the digital media landscape. Yours skills are to be utilised in assisting and organising AMIEU members including developing delegates, building union membership, representing and advocating for members in an employment relationship setting, and negotiating collective employment agreements.

The person we need will be a resilient team player with a positive and enthusiastic outlook, a demonstrated commitment to union or community activism, excellent

all-round communication skills, and the ability to build and maintain constructive relationships. The role is busy, varied and challenging so great organisational, time management and problem solving abilities are all a must.

The key selection criteria including job descriptions can be accessed on our website meatworker.net

Written applications to:
Applicants must address the selection criteria and supply a resume.

Address to: The Secretary AMIEU
Po Box 2263
Dangar NSW 2309
Email : amieu@amieu-newcastle.asn.au

Applications must be received by close of business 20 January 2016

EQUALITY CAMPAIGN

Secretary: Grant Courtney

Email: amieu@amieu-newcastle.asn.au

AMIEU equality campaign delivers for Baiada contract labour across Australia

The Fair work Ombudsman has stitched up a \$500,000 deal with Australia's largest poultry processor Baiada to cover underpayments of contract labour at all its National sites. The company has to set aside \$500,000 of its own money for labour hire workers who can provide evidence they have been ripped off.

This arrangement is very unusual in the sense where a major company has taken on the liabilities of workers that it does not employ. The Newcastle & Northern NSW Branch of the AMIEU has stated \$500k is just a drop in the bucket of what labour hire workers were owed by labour hire providers.

Whilst the union was initially disappointed with the set \$500,000 figure, the Union is pleased to see the company has terminated the vast majority of its labour hire contracts with the unscrupulous Parasites of the body hire industry.

The \$500k arrangement was for workers who were engaged at Beresfield, Tamworth and all other National sites from 1 January 2015 to 31 December 2015. The Newcastle & Northern branch are assisting 60 union member claimants who have worked over these time frames at the writing of this report.

This unusual deal between the Regulator and Baiada has come about due to the actions of AMIEU Newcastle Northern NSW members campaigning over the last 3.5 years. Don't be fooled, the regulator could not have placed this pressure on the company without the hard evidence of AMIEU members and its committed staff.

If you would like to check out the 34 page Regulators Findings report into exploitation of labour hire workers at NSW Baiada operations it can be found at; <https://www.fairwork.gov.au> under Statement of Findings – Baiada Group.

All outstanding union member underpayment claims against contract labour providers at Baiada Beresfield or Tamworth before January 1st 2015 are being pursued under the frameworks of Fair work Act.

The AMIEU Equality campaign has assisted 100's of workers to date in achieving significant back payments from contract labour providers across Northern NSW over the last 2 years.

WAGE GROWTH

Recent ABS statics show Wage Growth of 1.4% for private sector workers (non-union) has not kept up with the real living wage needed to sustain a quality of life Australian meatworkers are seeking. Many of our unionised sites are midterm within the Enterprise bargaining cycle which have annual wage increases at least double the 1.4% the statics are showing.

We have 6 sites with agreements expiring next year so it will be an interesting period as to what wage outcomes will be achieved. There are noises CPI increases are what the bosses will be offering. AMIEU Members put employers on notice, we will defend conditions and pursue living wage increases in real terms. The CPI does not cover for example, medical benefit insurance increases of 6-7% per year nor does it pay the mortgage interest rates of 5% either.

AMIEU LOYAL MEMBERS RECOGNITION



25 PLUS
years of
continuous
loyal service to
the AMIEU



Dale Cubis
NCMC Booyong



Doug Edwards
NCMC Booyong



Mark Gollan
NCMC



Greg Withers
Inghams Lisarow

70 YEAR MEMBER

Mr Robert Schumacher (Bob) joined the AMIEU Newcastle and Northern Branch when he first started work in 1946 at the age of 16. Bob joined the Union when Jack Larkin was the Secretary and his first pay was 11 shillings and 9 pence, this is \$1.20 in today's terms.

This was in the time when an apprenticeship was not heard of, juniors came in on an Indenture for a six year period in the butcher shops. Neville Proud was the Union organiser and would call in when he could. In February 2016 Bob will have been a financial member of the AMIEU Newcastle and Northern Branch for an amazing 70 years.

In the true retail butcher style, he remembers every shop he worked in over his approx. 46 year career, this included who owned the shop, who the new owners were, when shops changed hands and who he worked with. Bob quoted "From all of the chaps I worked with, there is only one still alive, Frankie Penfold".



**Secretary Grant Courtney
Congatulating Bob
Schumacher on 70 years of
AMIEU membership**

When Mike's Milk Bar was transformed into a butcher shop, Bob and Dennis Murphy put their hands to refurbishing, Bob continued to work at Fisher and Landor Butchers for 12-13 years, just one of the shops that had the pleasure of employing Bob until he slowly reduced his hours from full time to call-in casual in 1994.

When Bob worked in the Merewether area Morgan Street was not sealed and was very rough. Friday afternoon's Bob would deliver meat on his way home, this was on his push bike with the meat wrapped up in the basket on the front of his bike. One Friday on the way home Bob hit a bump on this road, his bike went one way, Bob went another and the meat found its own path. He had bark off him from head to toe. Bob's main concern was to present the delivery in the way it left the store. Needless to say he did just that.

At the age of 86 Bob is still a very active member of the community and as sharp as a tack, it was a very refreshing experience talking to Bob. These days Bob is happily married and a member of the Redhead Bowling club with a number of other retirees, even playing bowls in 30+ Deg heat.

Thank you for your story Bobby.

JUSTIN SMITH NORTHERN RIVERS UPDATE

Assistant Secretary: Justin Smith



Norco Raleigh

Norco Raleigh members have achieved a great outcome with the approval of their latest Enterprise Agreement in August by the Fair Work Commission. It was a long and hard fought victory with the EBA discussions starting late last year and the company offering some impressive incentives to a small percentage of the workers. Members stayed strong and stuck together, some putting the interest of the many in front of their own.

During the drawn out process Members voted to take industrial action in the form of an overtime ban and 1 hour stop work meetings, this would have seen the site stop 10 times in a 24 hour period, the machinery takes an hour to shut down and an hour to start back up, this would have caused major disruption to the site but members would only lose 2 hours pay each for the day.

The threat of industrial action worked and the company came back to the table with an offer that delegates were happy to take to members for a vote.

Major wins were.

- 9% over 3 years.
- Cash out of sick leave for current employees.
- 15% to 19% increases to Leading Hand allowances.
- Morning shift increased by 2.5% to 17.5%.
- The return of the Union picnic day.
- Paid breaks for all shifts including day shift.
- Just to name a few.

Delegates Rob, Damion, John and Mark were solid in how they informed members and in keeping members together when the company was applying individual pressure.

Delegates and members were aware the company's other sites were watching closely on how matters developed.

NORTHERN CO-OPERATIVE MEAT COMPANY LTD

Discussions have started at NCMC Casino. Delegates have put together a 52 point log of claims where 2 meetings with the company have taken place to date.

Unfortunately there has been a major down turn in veal numbers and at the time of writing this report the company has all but shut the veal floor which may see some casual employees lose shifts.

Delegates understand too well about livestock shortages however will press member claims to get a good outcome with the Enterprise Agreement. I am sure they will do a great job as we have a great mix of experience and youth on the committee with some delegates having been involved in every agreement negotiated at the site and some settling in to do their very first.

Richmond Dairies

Discussions on the Richmond Dairies enterprise agreement are all but finalised with members only claiming a rollover of the current agreement with a decent wage increase for two years. The company have agreed in principle and I will write about the full outcome in the next journal.

Until next time.
Justin Smith



the TPP Threat to local jobs

{trans-pacific partnership}

The Trans-Pacific Partnership or TPP is a huge 12 country trade deal. Australia has negotiated the worst deal for local jobs out of any of these countries.

But we've recently stopped the bad parts of a trade agreement, and we can do it again.

An unfair deal for Australia.

Under the TPP Australia will let any employer hire an overseas worker in most occupations, without having to look for a local worker first.



But no other TPP country has done this. Other countries limit their commitments to a much smaller number of highly specialised jobs or to employers with no presence in their country. Some countries, like the US and Singapore, refused to make any commitments at all.

This means that Australian workers, already dealing with high unemployment, now have to compete for a job with even more workers from countries such as Canada, Malaysia, Mexico and Vietnam.

The Turnbull Government has sold out jobs for Australians.



What is the TPP?

The Trans-Pacific Partnership is a huge trade agreement including Australia, Brunei, Canada, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore, Vietnam, and the United States.

FROM THE FEDERAL SECRETARY'S DESK **GRAHAM SMITH**

Federal Secretary: **Graham Smith**



"Down Down for Workers as **Coles** Profits go Up Up"

The fiasco that was the Coles enterprise bargaining negotiations of 2014 – 2015 ended up with Coles and the SDA agreeing on terms for a single national agreement that replaces all of the meat unit agreements that have been negotiated by the AMIEU since the introduction of enterprise bargaining at the end of the last century.

This agreement is a shocker for the meat unit workers as it removes not only a swag of penalty rates and entitlements including in charge allowances, it also removes a range of rostering and related conditions that workers fought hard for over the years. In some cases the workers fought for better rosters and accepted lesser wage increases at the time in order to secure more family time. These types of rosters included the requirement for three day weekends when working Sunday rosters and restrictions on how many weekends could be worked in a certain period etc.

These were all negotiated on a state by state basis with delegates present at the negotiations. At the 2014 - 2015 Coles negotiations for the national agreement there were delegates from the AMIEU and the TWU (who were also roped into this schamozzle) but none from the SDA. Our delegates vigorously opposed the Coles / SDA agenda to kill off our agreements and conditions.

You all know what happened next with the vote. Following that however we opposed the making of

the agreement in the Fair Work Commission on the basis that the agreement was not only bad for meatworkers but is in fact substandard when compared to the award. Casuals and juniors are huge losers with shift or late night workers also well below the award.

The Fair Work Commission was moved by our position and requested from Coles that they provide assurances that these workers would not be worse off than the award. Coles had no alternative at this point other than to comply with these requests or risk having the agreement rejected by the FWC.

As a consequence of this there is now a list of undertakings attached to the agreement which force Coles to pay 25% loading to casuals (the SDA negotiated a 20% loading) and higher rates for juniors. There is even a provision where all workers under the agreement, regardless of their classification, can apply to have their monthly wages compared to what the award would have paid and if there is a shortfall then Coles must pay it.

We still opposed this course because even though the comparison arrangement looks to be a safeguard, we know that in reality it would be an invitation to Coles to bully, harass or sack workers who try to activate it. Regardless of our objections the FWC allowed the agreement to come into force without any sort of hearing about our concerns.

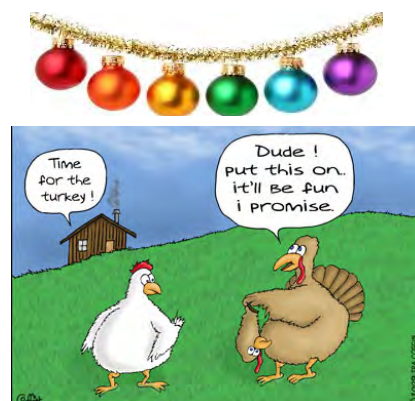
At this point a single worker in Queensland, who is an SDA member, had done their sums and worked out what they would lose and how bad it was for other workers and lodged an appeal against the decision to ratify the agreement.



The AMIEU had been contemplating such an appeal but on seeing this lodgement we decided to support the applicants appeal instead. As the process has become more complex it became necessary for the AMIEU to appeal in our own right and so we applied for an extension of time from the FWC to lodge our appeal. This was granted even though heavily opposed by a legal team from both the SDA and Coles (a team that would make even a murder trial look heavily staffed).

Our appeal is now underway on a concurrent basis to the single applicant and following many smaller hearings on preliminary matters we will now proceed to a full hearing of the appeals in February next year. If successful, we will be rid of the National Coles Agreement and in a position for all of the AMIEU members in every state of Australia to take industrial action in support of a meat unit agreement instead.

Of interest, Woolworths have held up finalising their National Agreement until they know the outcome of the Coles appeals.



DON'T SLUG WORKERS WITH THE GST INCREASE

The Turnbull Liberal government has put an increase to the GST on the table the same time as they consider cutting tax rates for corporations and the wealthiest Australians.

This is another attack on working people and our living standards. This means that the Corporations will receive even more tax cuts, kindly funded by the working class paying a higher GST rate! Increases to the GST would affect low and middle-income earners. Low-income households already pay at least 2 times as much of their income on GST than those on the highest incomes. A 5% increase to the GST will see household costs rise on average by almost \$3000 per year.

We want an economy where everyone is paid properly for their work and everybody contributes their fair share of tax.

We want to ensure that the tax system delivers sufficient revenue for the government to provide high quality education, healthcare, a supportive social safety net and equal opportunities.

We want everyone to pay their fair share of tax by closing tax avoidance loopholes and rorts the very rich use to pay almost no tax.

Stand together and visit the Australian Unions website: <http://www.australianunions.org.au/>

To Sign the petition calling for the Turnbull government to make corporations pay their fair share of tax – not slug working people with an unfair increased GST.



Reinstatement Objective to be axed for Unfairly Sacked Workers

If the Turnbull Liberal government takes the latest advice from the Productivity Commission, reinstatement for unfairly dismissed workers would disappear, furthermore compensation for unlawful adverse action taken against workers would be capped.

The PC advice recommends removing the principle on reinstatement of the Fair Work Act, because in practice it is largely considered "a mere formality, and is honoured more in the breach than the observance".

The Advice being seriously considered by the Turnbull government states there are "good grounds" for change.

It notes that the Fair Work Commission reported that it arbitrated 826 Unfair Dismissal cases in 2013-14, but only 34 resulted in reinstatement, and of those, 25 included orders for lost remuneration.

The advice also wants to bar reinstatement or compensation for dismissed employees when their employer makes procedural errors, and to limiting remedies in such cases to counselling or education of the employer or imposition of financial penalties. The PC is also proposing that compensation only be available in cases where employees are dismissed without "reasonable evidence of persistent underperformance or serious misconduct".

The advice says there "might be merit" in adopting a new fee system for unfair dismissal applications, with the \$68.60 filing fee to rise by a "modest amount" and tying the fee to income levels "such that higher income earners pay more to lodge applications". Grant Courtney Secretary of the meat workers union said "If this Government accepts the advice and succeeds in making the changes to the Fair Work Act, the FWA should be renamed John Howards WORKCHOICES. Any hope of a return to work will disappear".

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

7055

Ron Schneider

5964

Ricky Chapman

7160

Kenneth Woodbury

953

Clement Hayes

684

Frederic Day

MEMBER NO.

NAME

6754

Aubrey Snowball

5295

Barry Teale

4593

Amos Wall

7130

Rodney Smith

6686

Margaret Palmer

Workplace Health and Safety

stay aware - stay alert

Meat processing

These are the most common injuries to workers in the meat processing industry based on accepted workers' compensation claims

*The meat processing industry includes organisations mainly engaged in slaughtering animals, boning, freezing, preserving or packing meat, canning meat, manufacturing meats from abattoir by-products or rendering lard or tallow.

Shoulder

Muscle and tendon sprains and strains from handling objects

11%

Eye

Fragments in eyes from bone dust or contact with chemicals or animal waste

3%

Elbow

Muscle and tendon sprains and strains from repetitive use or handling of knives

4%

Forearm

Wounds/lacerations from using knives

6%

Back

Muscle and tendon sprains and strains from lifting or carrying objects

13%

Wrist

Muscle and tendon sprains and strains from repetitive use or handling of knives

10%

Knee

Muscle and tendon sprains and strains from tripping or slipping on unsafe floor surfaces

3%

Hand and fingers

Wounds/lacerations from using knives, bandsaws, hock and brisket cutters

26%

Foot and toes

Burns from contact with hot water or steam

3%

Source: Queensland Employee Injury Database. Data current as at February 2011 and is subject to change over time. Based on accepted workers' compensation claims, excluding commuting claims, between 2000-01 and 2008-09.

Injured at work? Do...

- **DO** see your **OWN** doctor, not the company doctor
- **DO** get your doctor to fill out a WorkCover Certificate of Capacity
- **DO** fill out an Incident Report Form, Injury Register, keep a copy, refer it to your HSR/Delegate and note any witnesses
- **DO** fill out a Workers' Injury Claim Form if you need any time off work or medicals paid for
- **DO** take a witness when you talk to any management person about your injury
- **DO** keep COPIES of all documents and keep a DIARY
- **DO** treat injuries **SERIOUSLY** no matter how minor
- **DO** contact your **UNION** if you need any advice or help



AMIEU- Phone (02) 4929 5496

Injured at work? Don't...

- **DON'T** be told which doctor to see - it is your **RIGHT** to see your own doctor
- **DON'T** go to a company doctor for medical treatment. In a disputed claim you would be relying on their evidence
- **DON'T** be talked out of making a WorkCover Claim
- **DON'T** assume that ALL managers will advise you correctly
- **DON'T** rely on management to fill in the claim forms for you - contact your union
- **DON'T** accept a supervisor or management person coming into your doctor's rooms with you - your medical details are **PRIVATE**
- **DON'T** argue with management alone - contact your HSR/Delegate



AMIEU- Phone (02) 4929 5496

JASON ROE

Hunter Valley Quality Meats Scone

Organiser: Jason Roe



**"Out with
the old
and in
with the
new"
What a
change:**

With major player JBS taking control of the Primo group earlier this year, it must have been Ground Hog day for our old union foe site manager Peter Allen. JBS made some very quick business decisions that certainly adjusted the workplace culture at Scone with a happier workforce being displayed. With the decision to clean out the management structure including a new direction of who the company wants to employ in the future, the existing workforce seems much happier.

One thing the union is aware of is this company would not have liked the previous dictatorship style of management nor would it have turned a blind eye to the disgraceful discriminatory conduct of the site's previous contract labour hire bosses.

JBS are in the process of gradually phasing out the use of temporary international labour with the goal of employing more local people and permanent residents. Former employees have also been given another chance where under the previous Regime they had no hope. The site is still very multi-cultural, with large variety of nationalities represented by the union.

Talking with AMIEU members they feel the change in management has brought a more positive ideology to the site with communication levels between employees and management more open and transparent.

There has also been a reduction in the chain speeds which is enabling the company to produce a better quality product and less wear and tear on the employees. This site has a more progressive atmosphere allowing AMIEU officials to better access its members. A prime example was the company allowing a paid general meeting to be held in the lunch room permitting the Branch Secretary and Branch Organiser of AMIEU to address the whole workforce at the same time. A refreshing change.

A little local bird has told us our dear friend Peter has bought a local watering hole. We wish him well into the future.

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.



Delegate Training Seminar

Recently the AMIEU Newcastle and Northern branch conducted a training seminar on the 5th and 6th of November at Trades Hall in Newcastle. 50 delegates from all over our region attended the training over the two days which was conducted by Chris Hughes from the ACTU. The training revolved around Work Place Health and Safety (WHS), allowing the delegates to have a clearer understanding about WHS in their workplace, how to support their Health and Safety Representatives (HSR's) and realise the union plays a big part in WHS.

It was great to see a lot of new faces at the training interacting and sharing ideas with our long serving delegates, this is a great opportunity to not only promote the union but also using the tools to make their own site a unionised and safe site to benefit all that work there.

The feedback which the office has received from those in attendance has been very positive and at the time of writing this article some sites are already implementing what they learned into action.

The delegates attended a dinner where the Life Members were invited, this gave our new delegates the opportunity to talk with our Life Members. Thank you to Neville Proud, Kath Evans and Jock Needer for attending. A big thank you must go to the tireless effort from the Administration staff in the office who put in a lot of time and effort in to making the training run so smoothly. To our sponsors Carroll & O'Dea, AMIST and National Meat Industry Training Advisory Council (MINTRAC) thanks for their ongoing support.

The AMIEU Newcastle and Northern Branch would like to thank the companies for allowing the delegates to attend and finally thank you to the delegates for their great interest, input and behaviour over the two days and we look forward to seeing you all for more training in the future.



Ian Tam

Senate Inquiry into Visa Workers Exploitation

International Liaison Officer: Ian Tam



Senate Inquiry into Visa Workers Exploitation

The exploitation of international workers in Australia is a serious issue. Since 2009, the Australasian Meat Industry Employees Union (AMIEU) has raised concerns on this matter, resulting in the allocation of resources to run an ongoing campaign to ensure international workers' rights are secure. Through a recent campaign targeting sham contracting and the underpayment of international workers, the AMIEU has achieved remarkable results, gaining recognition from both local and international members.

Through the combined efforts of unions and groups that are concerned with worker's rights, a Senate inquiry into the exploitation of visa workers was successfully established. This inquiry differed from those in the past, as it was not only focused on the 457 visa, but also on a broader range of temporary working visas.

As one of the most active organisations representing and fighting for the rights of exploited visa workers, the AMIEU attended hearings and provided submissions with evidence from different states. Three brave international members from Newcastle and Northern Branch attended the hearing in Sydney. They provided verbal accounts of their experiences, which served as evidence to inform the Senate of their experience of exploitation, including \$11 an hour in cash, over 90 hours of work a week, and up to four weeks of unpaid work during their training period.

During the hearing, the AMIEU Newcastle and Northern Branch provided considerable evidence in the form of comprehensive data,

particularly matters regarding the 457 and 417 visas, refugees, students, and bridging visa holders. Sham contracting, underpayment, and local employment were the key issues raised in the submission. Matters that were, to a lesser extent, also raised include; international labour hire organisations and exploited overseas workers.

"AMIEU Activism kicks goals for working people"

The AMIEU Hearing Timetable was intended to last for forty-five minutes was extended to two hours by the Senate, as several senators were shocked by the exploitation of workers in the Australian meat industry. After the hearing, a large number of media sources reported the news. Most notably, the ABC 7:30 Report detailed that the exploitation in the meat and poultry industry has led to raised concerns by the community and society about international workers' rights. For more information, please visit <http://www.abc.net.au/7.30/content/2015/s4259918.htm>.

After the inquiry, international worker's conditions in the Australian meat industry went through significant changes and improvements. Several sham contracting labour hire companies ceased requesting workers use ABNs and started providing workers with legal wages and entitlements. Certain company directors finally accepted the suggestions made by the AMIEU to transfer the majority of temporary international workers from sham contracting companies to bone fide forms of legal employment.

Thomas Food International Tamworth now claims all workers covered by Identical Terms and Conditions.

Thomas Foods International is the nation's third largest meat processing company. A range of labour hire firms that provide labour services to its South Australian operations are currently facing serious allegations in relation to gross underpayment claims. However at its New England operations in NSW the company has advised the union that now no such concerns can happen at its Tamworth Establishment. Thomas foods International Director Gary Burridge has stated all workers engaged at the Tamworth site are now covered by identical terms and conditions of employment. The company (TFI) has gone from using several labour hire companies to now using 1 Labour hire firm for its temporary international workforce at Tamworth.

This is great news for meatworkers at TFI Tamworth. We believe this outcome was achieved by the ongoing AMIEU Equality campaign as members who had the courage to stand up for themselves which has delivered

a better outcome for everyone. Congratulations to those brave AMIEU members who provided the evidence which convinced the company (TFI) to change its employment practices.

International Attention

After the Senate hearing, the AMIEU was invited to provide a presentation to the Hong Kong Confederation of Trade Unions. The AMIEU presentation confirmed overseas workers could be union educated before coming to Australia. A Taiwan Labour Ministry official also supported the AMIEU campaign that protects visa workers' rights in Australia. Several Asian youth groups and unions, which include Korean, Taiwanese, and Hong Kong locals, also expressed an interest in establishing a partnership with the AMIEU to educate workers and encourage them to join the Union.

MEAT WORKERS UNION
AMIEU

National Meat Workers Call Centre
for International Workers
imeatworker.net

National Call Centre

Due to the widespread concern of international workers interested in joining the AMIEU, a national call centre was established to assist interstate members and international workers, as well as those seeking help. We encourage all AMIEU members to recommend this service to their fellow workers, especially those with limited English language skills. For those that want more information or wish to join the AMIEU, please visit: **www.imeatworker.net** or call **1800 095 400**.



The Australasian Meat Industry Employees Union **TOOL CATALOGUE**



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

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

We stock over 200 product lines from knives, steels, stones, safety equipment and accessories. Product enquiries are welcome.

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

If you are interested in viewing the catalogue and price list, please visit our website newcastle.amieu.asn.au or contact our Newcastle branch office on:

(02) 4929 5496

QUALITY TOOLS - UNION MEMBER DISCOUNT !

MEMBERSHIP APPLICATION FORM



AUSTRALASIAN MEAT INDUSTRY EMPLOYEES' UNION (AMIEU)

NEWCASTLE & NORTHERN BRANCH

PO Box 2263, DANGAR NSW 2309

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

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

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

Title (eg. Mr/Mrs):

☐ Male

☐ Female

Surname:

Given Names:

Known Name:

Address:

Suburb:

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)

CVW No.

Name on Card:

Signature of Cardholder:

Occupational **wealth** and **safety**

Over the past 20 years the meat industry has considerably modernised. Part of the reason for this is that you understand that maintaining high levels of work health and safety is crucial in our industry.

This year AMIST Super turned 30 years old!
And we've also made our own improvements.
Our prime focus has always been on helping our members improve their retirement wealth but over the years, helping them maintain financial safety has become of increasing importance.

That's why we make sure members not only enjoy low fees and competitive returns on their super, but also great insurance benefits such as income protection cover which we introduced in 2010.



Planning your Retirement Dream together.

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

30 YEARS
Solid. Strong. Yours.

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.