



AMIEU
NEWCASTLE & NORTHERN

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2017

INDUSTRIAL BLACKMAIL

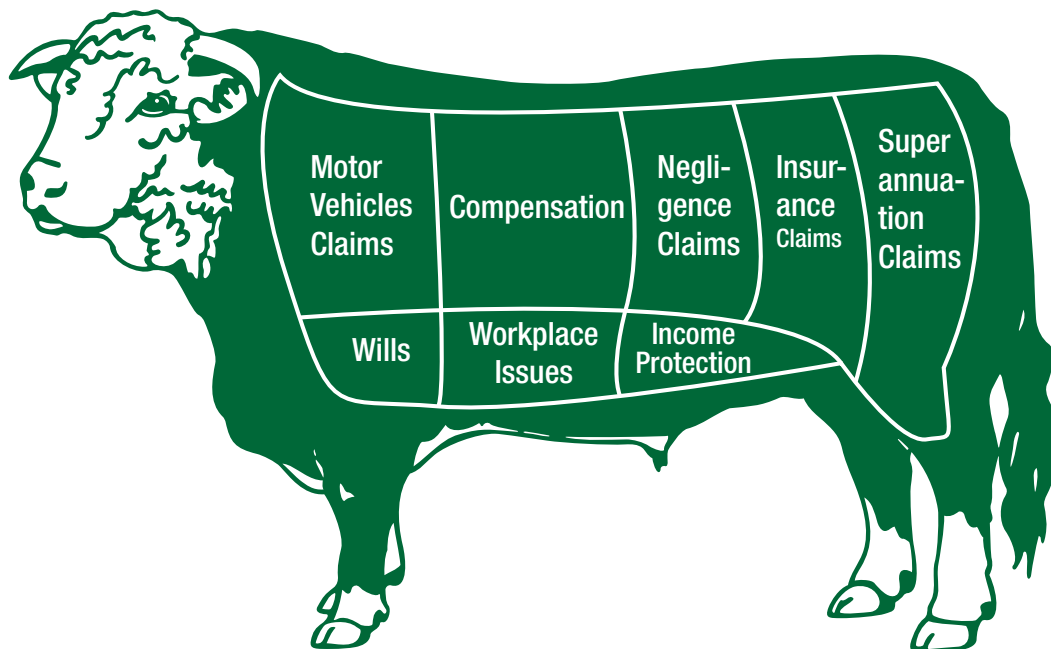
how bosses are black mailing workers into voting
for bad agreements – and how you can stop it

PAGE 6



ALSO INSIDE

AUSTRALIA'S ECONOMY BOOMING · TAMWORTH BLACK MARKET LABOUR
STRONG NEW AGREEMENTS AT BRANCOURT SAND INGHAMS



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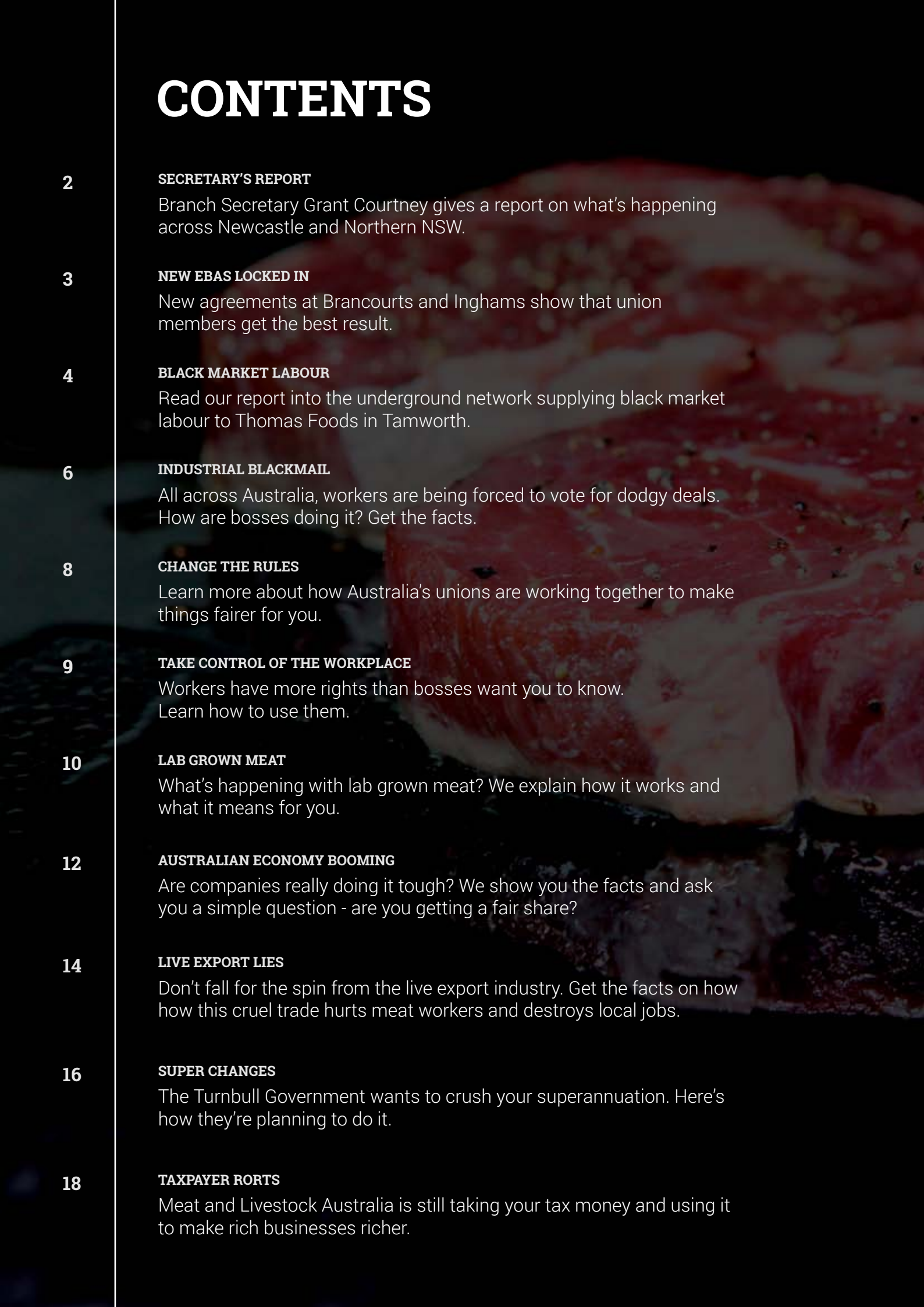
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Secretary's Report

GRANT COURTNEY



Hello comrades and welcome to another edition of the AMIEU Newcastle & Northern NSW Journal.

2017 is now over and once again I am reminded of the power and strength that workers have when they stand together and fight back.

We've seen an unprecedented attack by bosses on the rights of workers in this country.

More and more bosses are turning to the 'nuclear option' of industrial blackmail to get what they want. It's outrageous and workers everywhere need to know about it so they can fight back. Turn to page 6 to learn more.

But no matter what bosses do, the power of workers will always be stronger.

When workers stick together, they have all the power. When they are divided, they are weak. That's why it's so important to join a union and stand together.

Just a week ago, at the end of November, NUW members at Woolworths warehouses stood together and used the threat of industrial action to win a 4% pay

rise out of Woolies, plus huge improvements in redundancies.

That's the power of workers standing together to fight for a better future.

AMIEU members have stood together in the second half of this year to achieve some great deals at **Brancourts** in Hexham and **Inghams** in Lisarow. Look over the page for the details on these new EBAs.

We've also got some more information on lab-grown meat (page 10) and the truth behind Australia's economy that they don't want you to know (page 12).

As we head into 2018, some of our biggest red meat sites are getting ready to bargain for a new EBA.

If you work at **Bindaree Beef**, **Wingham Beef** or **JBS Scone**, you need to start thinking about what you want, and what you're prepared to do to get it.

Industrial action at these sites in 2014 secured great deals for the workers. Are you ready to fight again?

Our members at **Norco Raleigh** are right now preparing to take industrial action of their own after another low offer from the company.

They have said this is not good enough and are taking a stand!

Make sure to stay tuned to our Facebook page and our social media channels to get the latest news on that fight.

We are confident that our members will achieve what they want in these negotiations through the pressure of industrial action.

I want to thank all of our members for their support this year. Thanks to your solidarity and your strength, you've been able to achieve good outcomes and protect yourself.

Remember to tell your friends about the benefits of joining the union. Anyone can join online by visiting **meatworker.net** any time of the day or night.

The more union members there are at a workplace, the more power you have to get better pay, better conditions, and build a better life for yourself.

In solidarity,

Grant Courtney
BRANCH SECRETARY



Sweet DEALS

Two more great deals locked in thanks to your union.

Thanks to strong union membership, the poultry workers at Inghams Lisarow and the dairy workers at Brancourts Hexham are now enjoying wage rises and good conditions.

With several major rounds of bargaining coming up in 2018, now is the time to start thinking about what you want.

Remember, the only way to get the wage rise you deserve is to join the union! Your boss won't give it to you, you can't beg for it, and you can't plead for it. **You need to bargain for it, and bargaining means you need strength.** Joining the AMIEU gives you that strength.

Most Australian bosses are offering:

- 1% wage increases (or zero!)
- Probation rates at minimum Award wage
- Reduced public holidays and overtime pay

You deserve better than that. Do you want it?
Stand up and join the union!

INGHAMS LISAROW

Inghams came to the table with the same template agreement they'd rolled out at every other site - but AMIEU members said no.

Because of their bargaining strength, they were able to secure greater wage increases in the first year.

- 4 year deal
- Increases of \$91 to \$106 per week over the life of the agreement
- Expanded conditions

BRANCOURTS HEXHAM

Brancourts workers wanted an EBA that reflected their concerns while protecting their rights. Although the company wanted to introduce new clauses increasing the proof required for sick leave, they backed down after AMIEU members said no.

- 2 year deal
- Wage rises of 3% and 3%
- Rollover of conditions and protections

INSIDE THE TAMWORTH BLACK MARKET LABOUR NETWORK

An explosive report released in late November by the AMIEU Newcastle & Northern Branch has revealed a network of humiliation, intimidation and exploitation in Tamworth.

The AMIEU believes that Thomas Foods International, one of the largest meat suppliers to Woolworths, Coles and Aldi, is working with the Tamworth Regional Council to supervise an underground system of worker exploitation, intimidation, humiliation and harassment.

In the nine-page report, which can be downloaded from our website (meatworker.net) we allege that Thomas Foods International deliberately displaces local Tamworth workers by replacing them with organised backpacker workers sourced through labour hire agents.

These labour hire agents use closed social media groups to lure backpackers to Australia with the promise of a good job.

Once the workers have arrived, the labour hire agents force them into illegal, overcrowded, vermin-infested share houses and charge them per-bed rental fees and outrageous \$500 bonds.

Backpackers who speak out against these squalid conditions find that their promised work at Thomas Foods has mysteriously evaporated.

Meanwhile, workers who "play by the rules" are rewarded with a job at Thomas Foods in Tamworth, working through a labour hire agency who underpays and overworks them.

The situation is even worse for women backpackers, who are viewed as less desirable employees. Some will only be given work at Thomas Foods if they

can also guarantee to bring up to three men over with them from their home country.

The AMIEU has been provided with testimony that at least one Thomas Foods supervisor had harassed these women and tried to pressure them into providing sexual favours.

Our report lays bare the complex network operating in Tamworth, detailing how Thomas Foods happily takes the exploited, overworked backpackers while washing its hands of any legal responsibility by claiming the labour hire agencies are the ones who are at fault.

The AMIEU believes that up to 80% of Thomas Foods Tamworth's workforce are migrant workers on working holiday or 457 visas.

Meanwhile, the Tamworth Regional Council works closely with Thomas Foods to waive environmental fines, delay inspections on illegal share houses, and develop future plans to house even more migrants in Tamworth.

The AMIEU is stepping up the pressure on Tamworth employers, local government, and regulators to stamp down on this kind of exploitation in the same way that we cracked down on backpacker exploitation at Baiada in 2013 and 2014.

We need stronger protections for migrant workers, and better chances for employment for local kids. Support the AMIEU as we work to make this happen.

The Sydney Morning Herald Business

INVESTIGATION NOVEMBER 27 2017

Fresh meat: How major supermarket supplier churns migrant staff to boost profits

LEADER News

NOVEMBER 27 2017 - 4:00PM

Tamworth Regional Council mayor Col Murray says there's no excuse for alleged migrant worker living arrangements

By Jacob McArthur

Local News

WEEKLY TIMES

National

Thomas Foods International labour-hire scandal

ALEXANDRA LASKE, The Weekly Times
November 28, 2017

WORKPLACE express

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Collaborative effort exploiting visa meatworkers: Report

Tuesday, November 28, 2017, 3:05pm

The meatworkers' union has released an explosive "black market labour investigation" that accuses a meat processing company, a regional local government authority and labour suppliers of working together to exploit temporary migrants on working holiday visas rather than employ locals.

the **TWO FACES** *of*



'times are **tough...**
there's just
not enough work
to give you a pay rise'



'we have **so much work**
that we need to bring in
more 457 workers
just so we can keep up!'



Teys is saying one thing to their workers, and another thing to the Australian Government.

At the same time they are saying there are too many "dark days" and "not enough cattle" to offer their workers a pay rise, Teys are begging the Government to let them have more 457 visa workers.

So which one is it?

Teys want it both ways. They tell their

workers that there aren't enough cattle to process, so they have no choice but to freeze their wages.

But they tell the Australian Government that there are so many cattle to process, that they need permission to bring in workers from overseas.

Sounds like Teys will say whatever it takes to get what they want. How are Teys workers supposed to know what the truth is?

Here's what is true: if your wages don't go up, you'll fall behind. **Your bills won't wait.**



INDUSTRIAL

BLACKMAIL

Bosses have a new weapon in the war on your wages, and it's one of the worst yet.

HOW IT WORKS

1

The boss wants you to vote for a new Agreement, but the deal is bad. You refuse because you don't want to lose pay and conditions.

2

The boss says "Fine. If you won't vote for my new deal, I'll ask the Fair Work Commission to tear up the current Agreement, and you'll all go back to the Award rate."

3

Faced with a choice of a dodgy new deal or going back to the minimum wage, you are forced to vote YES on a bad deal which cuts pay and conditions.

IS THIS LEGAL?

Yes! Australia's workplace laws are so broken that it is completely legal for bosses to do this. The Fair Work Commission has already torn up several agreements after bosses asked them to do it, and many companies have used this blackmail to force workers to vote Yes on bad deals.

WHO IS DOING THIS?



AGL Energy wanted to cut staffing levels, but the workers voted their offer down. Instead of continuing to negotiate with their 570 workers, they asked the Fair Work Commission to tear up the EBA.

The Commission agreed. Now AGL workers are losing tens of thousands a year.



Murdoch University wanted to cut costs and save money. After their new pay deal was rejected, they went to the Fair Work Commission and asked them to scrap the current agreement.

The Commission decided in their favour. Now, Murdoch staff are facing a 30% wage cut unless they agree to management's new deal.



Coates Hire wanted to slash the pay of all new workers. The current workers wouldn't vote for it.

Coates management threatened them with tearing up the EBA and cutting *everybody's* pay if they didn't agree. The workers were forced to vote Yes.



Streets Ice Cream workers refused to agree to a bad new deal. Rather than keep negotiating, the company went straight to the Fair Work Commission and asked them to tear up the current EBA.

Streets workers were facing a 46% pay cut, but a massive public boycott organised by the union movement forced them to back down!

HOW DO WE STOP IT?

Join the AMIEU right now (or join your union if you're not a meat worker)!

The **ONLY** way to fight back against these kind of outrageous tactics is to stand united, together, and **FORCE** companies to listen to you.

TOGETHER, workers can stop this kind of industrial blackmail - but only if they are **UNITED** against it.

If workers don't stand together, bosses will keep using extreme measures to get what they want. Together, we can fight back.

Change THE RULES

The rules in Australia are broken. **We need to change them.**

Big business refuse to pay tax, steal workers wages, and even engage in criminal behaviour like money laundering - all while taking home massive bonuses and golden handshakes.

Wage growth across Australia has flatlined. 40% of workers are in insecure casual work, and 700,000 people in retail have had their penalty rates taken away.

Meanwhile, company profits are growing constantly and Australia is more productive then ever. Why aren't the workers seeing the benefits?

The whole system is broken - and only we can fix it.

Australia's union movement has launched a new campaign to fix the broken system that allows companies to get away with these kinds of outrageous behaviour.

It's called "Change The Rules". Whenever you see this symbol, you'll know that the union movement is there, working hard to stand up for your rights.

It's not a case of "a few corrupt companies" or "a few bad eggs". The whole system is broken, and workers are the ones suffering.

When you see the union movement working to change the rules, show your support.

Join Australian **Unions**

Like the Australian Unions page on Facebook

facebook.com/AustralianUnions/
and learn more about how to Change the Rules

TAKE CONTROL

AT YOUR WORKPLACE.

Are you up to the challenge of becoming a Health & Safety Representative?

Union-trained Health & Safety Representatives (HSR's) have incredible powers that give them control over the workplace so that workers can stay safe on the job.

A union-trained HSR can:

- **force the boss to fix a safety issue**
- **walk freely through the workplace to conduct safety inspections**
- **bring the union in at any time to assist**
- **order workers to stop working or even evacuate**

There are massive fines for bosses who interfere with the work of an HSR.

If you think you've got what it takes to step up and take control in the workplace, talk to your union official about becoming an HSR.

**STEP UP.
SPEAK OUT.
STAY SAFE.**





lab-grown MEAT

As a meat worker, you've probably heard people talk about something called "lab-grown meat".

Some people in the lab-grown meat industry believe that it is the way of the future and will eventually replace traditional meat from animals.

So what are the facts about lab-grown meat?

Read on to understand exactly what's happening.



What is it?

Lab-grown meat is just that - meat which is grown in a laboratory, rather than taken from a slaughtered animal.

Scientists take animal-derived cells and put them in a machine called a "bioreactor" to grow them into meat.

The meat is then harvested, sliced and cooked like regular meat.

Why are people talking about it?

A lot of people believe lab-grown meat will be better for the environment and reduce greenhouse gas emissions.

Because no animals have to be humanely slaughtered, some vegan and vegetarian groups are also interested.

Several large companies in the USA are developing the technology and putting a lot of money into it.

Does it work?

Yes it does. But there's a catch.

It's very, very early days for lab-grown meat technology.

The process is still very new and, despite a lot of hype, is nowhere near a stage where it could replace meat from animals.

Only a handful of successful prototypes have ever been shown to the public.

All reports from people who have eaten lab-grown meat say it's nowhere near animal meat just yet - although it is definitely improving.

When will it be available in stores?

Nobody knows, although probably not for a long time.

One of the major factors holding back lab-grown meat is that there is no way to produce it at an affordable price just yet.

This will probably change as the technology improves.



Does this mean I will be out of a job?

Not at all.

The reality is that demand for clean, healthy Australian meat is increasing every year.

China in particular is investing

heavily in the Australian red meat industry.

The rising Chinese middle class are looking to Australian beef as a clean, healthy source of protein for their families.

This will hopefully mean an increase in work in the red meat sector as demand picks up (if the national livestock herd is allowed to increase rather than being shipped overseas as live exports)!



Nobody knows what the future will hold.

The only thing that is certain is change.

We don't use telegrams to send messages any more, and we don't drive around on a horse and cart. Some day we may eat nothing but lab-grown meat.

Nobody can tell you for sure when that will be, or if it will even happen at all.

The important thing to do is to make sure that you stand together with your fellow workers and join the AMIEU so you can support each other.

The best way to secure a future for yourself and your family in uncertain times is to stand strong and stand united.

WHAT ARE THEY **NOT TELLING YOU** ABOUT THE ECONOMY?

**AUSTRALIA'S ECONOMY IS DOING BETTER
THAN EVER. WHY IS NOBODY TALKING ABOUT
IT - AND WHERE'S YOUR SHARE?**

If you turn on the TV or read the papers, you'll always hear talk about how the Australian economy is barely holding together, and we need to continue "cutting spending" and "being sensible".

It's a great fairytale - particularly if you're Malcolm Turnbull and you want to scare people into re-electing you.

There's only one problem: it's simply not true.

In fact, Australia's economy is going from strength to strength.

Get the facts

In September this year, the Australian Bureau of Statistics delivered its annual report on the Australian economy.

The report was a fantastic result for Australia's big businesses. Finance and insurance service profits were up 46.9%, \$5.9 billion more than last year.



Manufacturing was up 9.9%, with \$30 billion in profits.

Science and technology was up 49.5%, with a record \$16 billion profits.

Australia's mining and energy sector was the best of all, up an incredible 60% with a whopping \$101 billion in profits.

Combined profits for all sectors was up 22%, with an astonishing \$304.9 billion coming out of Australia's corporations.

Does this sound like a struggling economy?

So why isn't anybody talking about it?

Instead of reporting that Australia's economy was booming, our politicians and financial advisors warned that things were looking "weak" because profit growth had dipped *very very slightly* from May to June (see the tail end of the graph on the right).

Headlines which should have read "Australian companies make record profits" instead warned about a "soft" outlook and the need to cut company taxes.

So why do they say this? It's simple.

If you keep people



Figure: Australia's corporate profits have exploded since the year 2000. You don't need a fancy degree in business science to see that things are better than ever!

worried, you make it easier to push them around.

When people are scared, they're less likely to ask for pay rises and less likely to demand a fair share.

That makes it easier for companies to keep making bigger profits - and spending those profits on lobbying to keep the Liberals in power.

Don't be scared. And don't fall for the lies.

Where's your share?

You deserve a fair share of company profits. After all, you're the one who actually does all the work.

Australia's booming economy has delivered massive executive salaries, huge bonuses, great shareholder dividends and record export volumes.

It's also delivered record low tax rates, with companies paying less tax than ever

(and that means less money for your schools, hospitals and roads).

The one thing it hasn't delivered is higher wages for you! In fact Australian wage growth has flatlined.

As corporate profits continue to skyrocket, workers wages have failed to keep pace - even though it's the workers who make those profits happen.

When workers don't join unions and stand together, companies are able to push them around and keep their wages low.

The only way to get higher wages is to join a union and fight for them!

If your boss tells you that things are tough and they can't afford a wage rise, demand to know the truth - is the CEO doing it tough? Are the board of directors doing it tough?

Or is it only the workers who are doing it tough?

LIVE EXPORT

HURTS MEAT WORKERS



GET THE **FACTS** ON THIS
JOB-DESTROYING TRADE.



Right now in Australia, the meat industry is rebuilding after severe drought conditions.

Successive years of drought have forced farmers to quit livestock that is needed to maintain the national sheep flock and beef herd at levels that ensure supply to all markets.

This situation caused the meat industry processing and live export industries to move into overdrive to cope with the oversupply of livestock being sent to market.

Now farmers are in the restocking phase and the opposite applies, where meatworkers and live exporters must compete for the vastly reduced numbers of livestock available to process. The sheep and lamb industry has

now seen closures of meatworks across the country and a large-scale winding back of other operations in response to the limited supply.

The beef industry has seen the same winding back as the sheep and lamb sector but is predicted to take much longer to recover.

You can see from the chart below that the national beef herd has plummeted to a level that cannot supply enough replacement stock to process high volumes through the meatworks or via live exporting.

In simple terms, a herd of 29 million head of cattle can reproduce enough offspring to maintain a supply of 10 million head for slaughter or export. At 26 million head, the supply

reduces to 9 million. To pick up the 3 million head shortfall and increase back to a herd of 29 million means more must be withheld by farmers leaving even less (around 600,000 head) available to process.

Around 600,000 per year are required in the calf market. The remainder are split between processing through meatworks and the live trade. Australian meatworks can, and have, processed 9.5 million head a year which, between the sheep and beef sectors, employs around 33,000 workers directly in the meatworks.

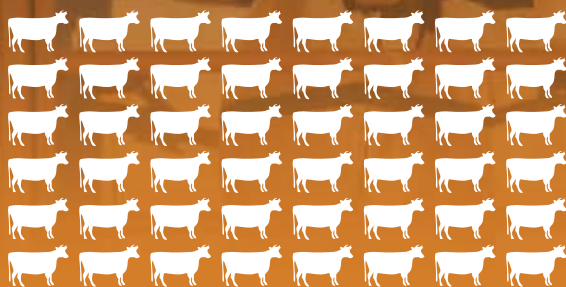
There are then other indirect jobs generated from the meatworks that increase with the increased volumes through the meatworks.

These include tanneries, hide stores, pet food operations, freezing works, offal processors, gut processors, transporters and so on. The indirect jobs also number in the thousands, along with flow on effects that are normally calculated at seven times the number of direct jobs!

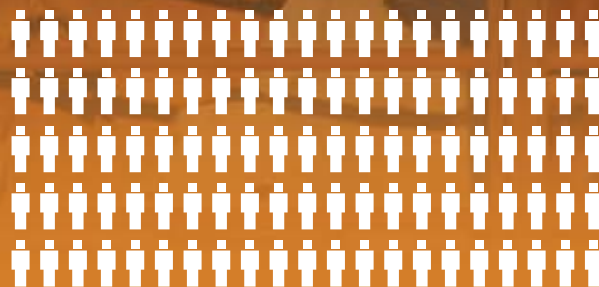
And then there is the flow-on effect of having wages spent in local communities.



WHAT HAPPENS WHEN CATTLE GO MISSING?



ONE MILLION HEAD OF CATTLE



3,000 DIRECT MEAT WORKING JOBS

Most meatworks are in regional towns which thrive because of the money generated from the meatworks. As work at the meatworks slows down and shifts are lost, those communities feel the loss in the local businesses.

In the beef sector, we can readily assess that **each million head that is unavailable for the meatworks to process equates to around 3,000 direct jobs!** And that's not counting the flow on to indirect jobs and the local communities.

The live export trade increased to well over a million head per annum for the past couple of years. It has dropped back to a little below a million head in 2017 but their aim is to expand the live trade as much as possible.

Gina Rinehart has bought up vast cattle stations across Australia and intends to export as many as she can as live animal trade.

The processing sector will only get to process around 7.5 million head this year. That's around 6,000 direct

meatworker jobs on the line!

It is a simple fact that the more animals that go out from Australia in live trade, the less animals there are to process in Australian meatworks which then costs your jobs, and your communities health.

Make no mistake, increasing live exports hurts Australian workers, hurts Australian processors, hurts Australian businesses, and hurts Australian communities!

COMMON MYTHS ABOUT LIVE EXPORT

MYTH: The live trade is good for the Australian economy.

FACT: The spin to this is that all trade is good for the economy. What they don't tell you is that processing in Australian meatworks is better. Why? Because of the vast number of jobs generated to process the animals into meat for human consumption, which well and truly outnumber the jobs created by the live export trade.

MYTH: The live export trade generates 10,000 Australian jobs.

FACT: This is simply spin, and to be frank is untrue. Australian farmers raise cattle and sheep for sale at the best price. If there was little or no live trade then most of the animals would go to the abattoirs. The farmers who supply the live trade are counted in the creation of jobs in the live export industry but in fact they are the same jobs that apply to the processing side through meatworks. The drivers who transport the cattle and sheep to the port to be loaded onto ships are the same jobs that apply to driving the

animals to the meatworks. At this point the choice is to go to the port and be loaded by a handful of workers who are already employed to load all kinds of freight in any event, or to go to the meatworks where thousands of jobs are created. In reality, the number of jobs created *specifically because of the live export industry* are negligible.

MYTH: What's good for the farmer is good for Australia.

FACT: This old adage comes from an era when the farmers fed the country. These days the farms are large conglomerates who trade in many ways both within and outside of Australia. On top of that Australia now imports an ever-growing amount of food from other countries. Whilst we have no issue with farmers making a profit, it needs to be pointed out that monies achieved from the sale of livestock overseas benefit only a small number of people, whereas processing through Australian meatworks generates money that is spread and spent throughout the community by a much larger number of people.

MYTH: Some animals are raised specifically for the live export market.

FACT: This is true of a small number of animals. In the business of making money however, farmers will grow animals for sale at the best price and whoever pays it will get them. Simple fact.

MYTH: Wages and conditions in the meatworks make them uncompetitive.

FACT: This is simply untrue, and the alternative is dire. Meatworkers earn a wage that recognises the damn long hours, hard work and unsociable start and finishing times that they work. The alternative – live export – takes Australian livestock offshore for processing in unregulated labour markets where animal welfare, wages, workers rights and occupational health and safety are low priorities for many of those abattoirs.

YOUR *retirement* UNDER ATTACK

Malcolm Turnbull and the Liberal Government are cooking up a new law which directly attacks the retirement savings of working people like you.

Working people store their superannuation in **industry super** funds, which are run by workers. The other type of super fund is a **retail super** account, run by the big banks.

Industry super funds always deliver better results and greater returns for their members than retail super, because they're run by workers for workers - not by banks for profit.

Now Turnbull and his mates want to pass a new law which would force industry super funds to remove union representatives from their boards and replace them with banking executives!

Instead of working people like you being in charge, Turnbull wants to hand your money over to the same big bank bosses who have paid out more than \$480 million in compensation in the last two years because of their misconduct, fraud and deception.

All four of the big banks are currently involved in money-laundering investigations, and the Commonwealth Bank is even being investigated for sending money to terrorists!

Turnbull wants to put these fat cats in charge of your money. It's simply outrageous.

Support the union movement as we work to change the rules so this sort of thing can't happen.



Are you on **Facebook**?

LIKE us on Facebook

and make sure you're **always up to date!**



Just search for '**AMIEU Newcastle**' in your web browser, or in the Facebook app on your smartphone.

Then once you've found us, press the '**Like**' button to subscribe to our news and updates!



After hours? Not near a phone? Want to join the union or update your details? Or just got a question about something at work?

You can use Facebook Messenger to contact us 24 hours a day, 7 days a week.

We are always monitoring our inbox and we will respond as soon as we can.

If you are an AMIEU member, we may ask you for some identifying information (like your date of birth) so that we can be sure we are speaking to the right person.

Don't get your news from the boss... **get it from the people who put workers first.**

Obituaries

The AMIEU Newcastle & Northern NSW Branch pays its respects to our fallen members and comrades. We thank you for your service and your dedication.

1406	Kevin Yeo	6855	Leonard Dean	7102	Wilma Thompson
4484	Ralph Lowe	6857	Roydon Cheetham	7198	Hazel Fullford
5435	Gordon Bryant	6963	John Kemp	98091	Kevin Myles
6387	Ronald Irwin	7052	Carl Muller		

IT'S ALL ONE BIG CON

Australian meat workers are caught up in a huge scam, and most of them don't even know about it.

It's the kind of thing you'd see on TV in a political thriller, but it's happening right now, right here, in Australia.

Big meat processors are working together with the Meat & Livestock Association (MLA) to take your money and use it to create robots who will take your jobs.

By shuffling money around in a complex web of taxes, levies, government grants and research funds, they've been able to keep all of this quiet.

This has to stop

Big businesses already pay little or no tax. Australia's biggest tax dodger is CBH Grain, who made \$3.4 billion dollars in 2014 and paid ZERO tax.

Using all the clever tricks in the book, they dodge their tax obligations - and that means you need to pick up the pieces when it

comes to paying for schools, roads and hospitals.

Now the MLA, with the help of the tax-paying public (you), is helping them to increase profits even further.

The MLA has partnered with a company called Scott Automation to develop their meat cutting robots. Some of the largest meat processors actually own shares in Scott Automation!

This means that meat processors are using **your** tax money to pay for the development of **their** robots.

Your taxes, their profits

The MLA has received a total of \$553 million since 2003 in Research and Development funding from the Australian taxpayer.

Even farmers who pay the compulsory levy to the MLA are growing frustrated at what this highly secretive, conservative

government agency is doing with their money.

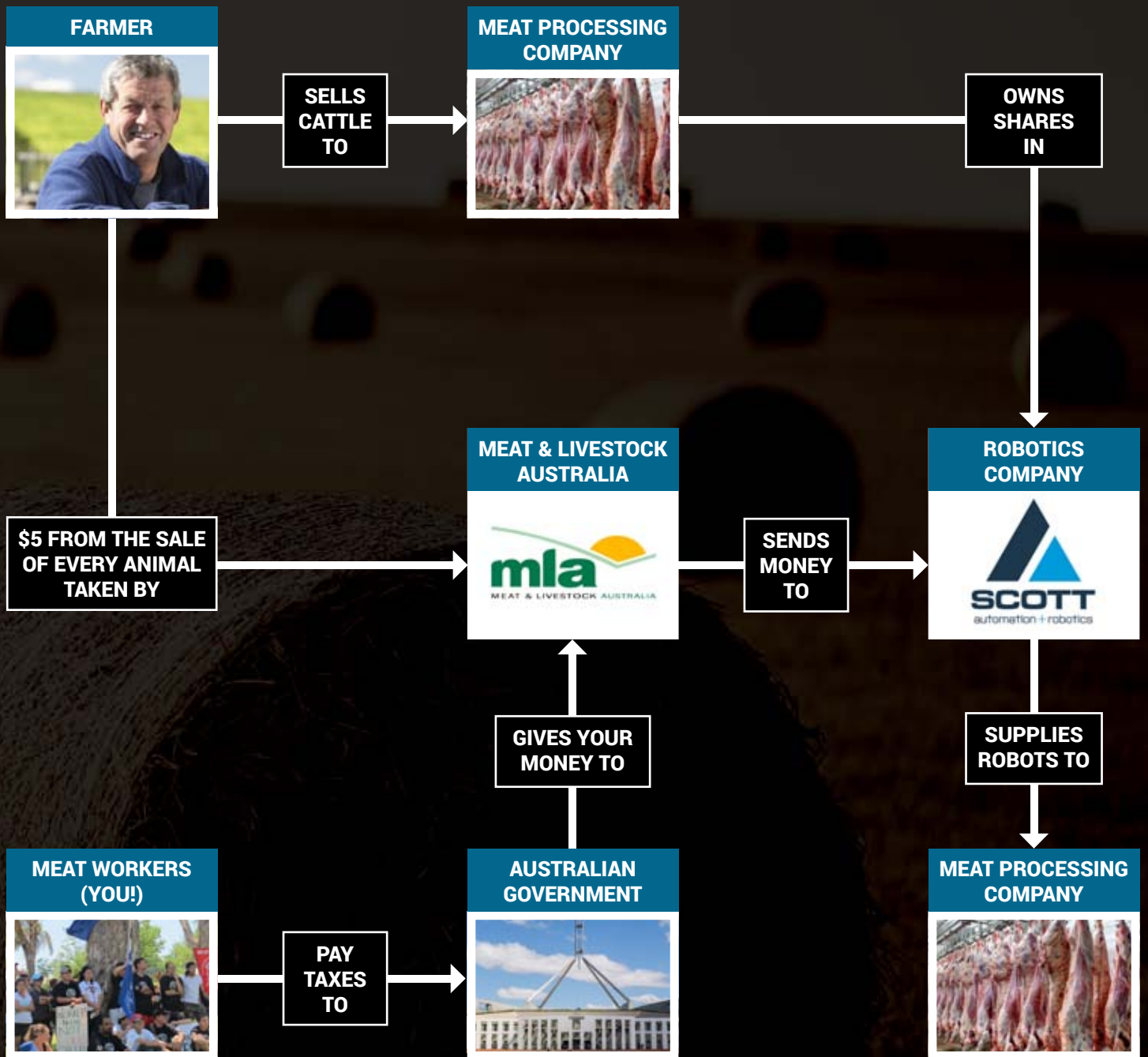
The CEO of the Australian Beef Association has complained that that "supermarkets and processors reap the bulk of whatever gains come out of the MLA".

A national disgrace

The MLA was supposed to look after the interests of **everyone** in Australia's agricultural industry, including the food manufacturing workers.

Instead, the MLA is just looking after the interests of big businesses like meat processors and CBH Grain, while the workers suffer.

Enough is enough. We need to stand up to the powerful agricultural lobby and stop them from destroying the livelihoods of Australia's meat workers.



THE SCAM EXPOSED

Big businesses are taking your money and using it to put you out of work.

The Meat & Livestock Industry (MLA) is using your taxpayer money to make robots which will put you out of a job.

When you pay your taxes, the Government sends some of that money to the MLA, who pass it on to robotics companies owned by major meat processors. That means these meat companies are tricking you into paying for the development of robots designed to replace you!

This scam must not be allowed to continue. Contact your local MP and tell them how you feel!





**NEW ENGLAND
WORKERS**
*community
BBQ*

HOSTED BY



AMIEU
NEWCASTLE & NORTHERN





Thank you to all our members who came to the New England Workers BBQ.

It was great to see so many workers from Teys, Thomas Foods and Baiada all come together to talk about the issues that matter.



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NEWCASTLE & NORTHERN

ORDER BY PHONE: (02) 4929 5496
OR EMAIL: amieu@meatworker.com.au

MERCHANDISE



SHORT SLEEVE T-SHIRT

COLOUR: Black

SIZES: Small to 5XL

COST: \$22.00

100% cotton. Australian made.



SLING BACKPACK

COLOUR: Blue

COST: \$18.00



BASEBALL CAP

COLOUR: Blue

SIZES: One size fits all

COST: \$12.00



SHORT SLEEVE T-SHIRT

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SIZES: Small to 4XL

COST: \$22.00



ROLLED-DOWN BEANIE

COLOUR: Black and grey

SIZE: One size fits all

COST: \$10.00



AMIEU BADGE

COST: FREE for financial union members! **No postage costs either!**

LIMIT ONE PER MEMBER.

FLAT \$6.00 SHIPPING RATE FOR ALL ORDERS AUSTRALIA WIDE

FIVE REASONS TO JOIN THE UNION

(turn over the page for an application form!)

1 BETTER PAY AND CONDITIONS

Union workers on average get paid 25% better than non-union workers, and have their disputes resolved faster. Check with your union official to see how joining can benefit you.

2 WE'VE GOT YOUR BACK IN A FIGHT

Dismissed unfairly? Harassed at work? Union members have access to the best legal representation. To pay these legal costs on your own you would be looking at thousands of dollars just to be heard.

3 SUPPORT WHEN YOU'RE INJURED

Your union membership automatically includes a To and From Work Benefit so that you can be paid while recovering. We also cover all emergency transport costs like ambulances for you **and your family** so you're not out of pocket*. Talk to an official to learn more.

4 GREAT TOOLS AT GREAT PRICES

Union members have access to the best quality tools at cost prices. We buy great tools for our workers and pass the savings onto you. Speak to an official to get a catalogue.

5 UNION FEES ARE TAX DEDUCTIBLE

Union fees are 100% tax deductible when tax times comes around.

*some conditions apply

When workers stand together, great things happen.

AMIEU MEMBERSHIP APPLICATION

The Australasian Meat Industry Employees' Union is an employee association and organisation registered under the Fair Work (Registered Organisations) Act 2009 as amended from time to time.

PERSONAL INFORMATION:

You must fill out ALL of the fields below.

Title (Mr/Ms/etc): _____ Gender: _____

Surname: _____

Given Names: _____

Known Name: _____ Language: _____

Address: _____

Suburb: _____ Postcode: _____

Home Ph: _____ Mobile: _____

Date of Birth: _____

Email: _____

Membership Type: ☐ Standard ☐ Low Income

Low Income membership is only available to workers earning less than \$30,000 per year. Talk to your organiser for more information.

EMPLOYMENT INFORMATION:

Employer: _____

Location: _____

Section: _____

Delegate: _____

Shift: ☐ Day shift ☐ Afternoon shift ☐ Night shift

CHOOSE A PAYMENT OPTION (ONE ONLY, **NOT** BOTH)

DIRECT DEBIT PAYMENTS

When would you like your account debited? (*tick one only*)

- ☐ Weekly (Mondays) ☐ Monthly (1st of month)
☐ Weekly (Wednesdays) ☐ Six Monthly
☐ Weekly (Fridays) (2nd Jan / 1st July)

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

Bank Name: _____ Branch: _____

Name(s) on Account: _____

BSB Number: _____ Account Number: _____

Signature of Account Holder: _____

Signature of Second
Account Holder (if joint): _____

OR

CREDIT CARD PAYMENTS

When would you like your card billed? (*tick one only*)

- ☐ Monthly (1st of month) ☐ Six Monthly (2nd Jan / 1st July)

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

Credit Card Number: _____

Expiry Date (MM/YY): _____ CVV: _____

Name on Card: _____

Signature of Cardholder: _____

DECLARATION AND SIGNATURE

I, the undersigned, hereby make this application for membership of the Australasian Meat Industry Employees' Union, and pledge myself to loyally abide by its rules and any amendments that may be made hereafter.

I/We hereby authorise and request that you, **until further notice in writing**, to debit my/our account/credit card, 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: _____

All done? Place completed forms into an envelope and mail to: **PO Box 2263, DANGAR NSW 2309**



Summary of benefits & costs

MIESF returns all of its profits to members Higher returns – Lower costs		
Earnings Allocated – MIESF MySuper	2016/17	9.4% p.a. (10.3% p.a. for Pension section)
Historical – MIESF MySuper	5 year average	9.4% p.a. (10.3% p.a. for Pension section)
	10 year average	4.8% p.a. (5.4% p.a. for Pension section)
	20 year average	6.9% p.a. (7.7% p.a. for Pension section)
	34 year average	8.5% p.a. (Pension section started in 1995)
High Growth Option (started 31 January 2009)	2016/17	10.8% p.a.
	5 year average	12.7% p.a.
	8 year average	10.3% p.a.
Size of Fund as at 30 June 2017	Net Assets	\$770 million
	Membership	24,050
	Registered “active” employers	2,250
Management Fees	Administration	\$78 p.a. deducted from each account
	0.56% p.a. of your account balance when it is invested in MIESF MySuper or 0.45% 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 aged 65 to 69 inclusive have \$35,000 of death insurance cover.	
	Eligible members aged 65 to 68 inclusive have \$35,000 of Terminal Illness insurance cover.	
	Eligible members under age 39 have \$200,000 of TPD insurance cover. The level of cover reduces rapidly from age 39 to age 64 and is \$0 from age 65.	
93% of MIESF members are insured	\$5.60 per week is deducted from each eligible member's account to cover the cost.	
	You can view the Fund's Insurance Booklet dated 22 October 2014 online at miesf.com.au/pds .	
	The various cover restrictions are explained on pages 3 and 4 of the Insurance Booklet.	
Pension Section	Members aged 57 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.	
	You may also be entitled to claim a tax deduction on your voluntary member contributions made to MIESF from your after-tax income from 1 July 2017.	
	Please note that if you are aged 65 or over, you will need to be employed on at least a part-time basis to make voluntary member contributions.	
	If you are aged 75 or over, you cannot make these contributions into superannuation.	
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 30 September 2017. There is also a PDS for the Pension section members dated 30 September 2017.

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

The Trustee of the Fund is Meat Industry Employees' Superannuation Fund Pty Ltd
(ABN 58 005 793 199) (AFSL 239953) (RSE L0001434) MySuper Authorised 17317520544110



**MEAT INDUSTRY EMPLOYEES'
SUPERANNUATION FUND**

More strong investment returns from MIESF - despite political and economic uncertainty

Investment Returns

The returns (net of investment costs and tax) allocated to the accounts of members for the year ended **30 June 2017** are:

- 9.4% for Accumulation Members invested in MIESF MySuper**
- 10.8% for Accumulation Members invested in the High Growth Option**
- 10.3% for Pension Members**

The 2016/17 financial year was a very good period for investors. Spectacular returns were achieved on Australian and International shares. Returns on cash and fixed interest investments were very low.

The 9.4% return allocated to members invested in MIESF MySuper is a strong return, however the return for many MySuper accounts in Australian superannuation funds was even higher. MIESF MySuper generally has a lower exposure to share investments than most other MySuper accounts. Whilst this may produce a lower return in some years, such as in 2016/17, it is intended to produce a smoother pattern of returns for members over time and to have a lower chance of losing money in any given year.

Members can see the impact of these investment returns on their superannuation account by checking their Annual Benefit Statement.

If you did not receive your Benefit Statement, please contact the Fund.

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

Superannuation Guarantee Contributions

Compulsory Superannuation Guarantee contributions made by your employer should be 9.5% of your ordinary earnings.

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 nominated by the Union on behalf of members.

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

We thank you for being a member of MIESF and remind you that you can contact us with any queries.

MIESF is MySuper Authorised

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

MIESF has Low Fees

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

Insurance Arrangements

Death, Total and Permanent Disablement (TPD) and Terminal Illness insurance cover is provided to all eligible members.

\$200,000 Death insurance cover is provided for eligible members under age 65. This benefit is also payable "early" upon Terminal Illness.

Eligible members aged 65 to 69 inclusive have \$35,000 of Death insurance cover. Eligible members aged 65 to 68 inclusive also have \$35,000 of Terminal Illness insurance cover.

Eligible members under age 39 have \$200,000 of TPD insurance cover. The level of TPD cover reduces rapidly from age 39 to age 64 and is \$0 from age 65.

The deduction from each eligible member's account is \$5.60 per week for the insurance cover.

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

How Super Changed from 1 July 2017

The Federal Government legislated a range of changes to the superannuation (super) system from 1 July 2017. It is important that you review these changes and consider whether any of them affect your super. You can see details of the changes on our website at www.miesf.com.au or on the website of the Australian Tax Office:

www.ato.gov.au/Individuals/Super/Super-changes.

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



UNITED WE BARGAIN. DIVIDED WE BEG. JOIN THE UNION TODAY.