



AMIEU
NEWCASTLE & NORTHERN

ISSUE
76

JUL
2017

WAR ON WAGES

*The new dirty
are using*

*tricks that bosses
to cut YOUR pay!*



pg 22

DOMESTIC VIOLENCE LEAVE NEW NORCO AGREEMENT



PAGE 3

NEW!

LOW INCOME TICKET

HELPING STRUGGLING
WORKERS GET RESULTS

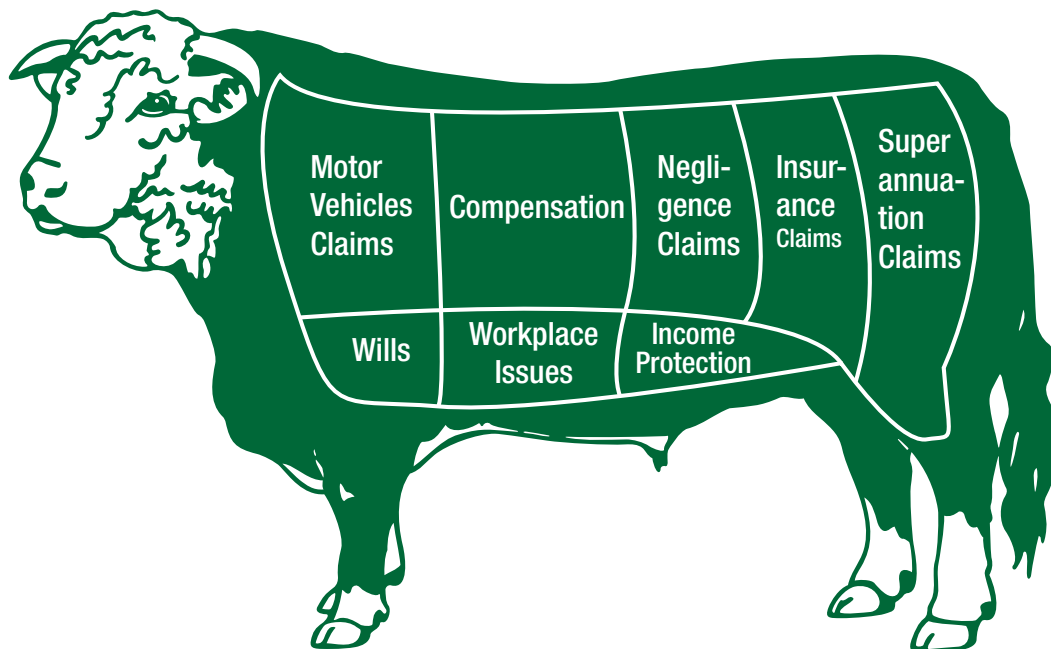
PG 12

Baiada

select poultry

**BAIADA LABOUR
HIRE WORKERS
SITE RATES
SAVED!**

PG 4



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Secretary's Report

GRANT COURTNEY

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

We're now halfway through 2017 and this has been a rollercoaster year for our members, with workers rights under attack from every angle, and many employers trying to turn the screws and make life harder.

Fortunately, thanks to the power of working people standing together, we've had some great wins this year already.

Because of your strong union membership, we've been able to negotiate some fantastic deals at our worksites. We now have a great new EBA in place at Norco Lismore which delivers great pay rises as well as the first of its kind domestic violence leave, a new gold standard.

Another great new deal is also in place at NCMC Booyong's pork operation, securing a 4%

wage increase in the first year, as well as locking in new rates and conditions.

In February this year, our delegates from all across Northern NSW attended a two-day training conference organised by the AMIEU. We hold this conference on a regular basis, ensuring that the delegates you elect have the skills and knowledge necessary to guide you in the workplace.

If you have a problem in your workplace, ask your delegate first! They are your elected representative and will look after you if you support them and work together. Remember, YOU are the AMIEU and your delegates are there to support you.

On a national level the attack on meat workers continues, with the Liberal-National Government pouring money into live export and into training up meat workers from overseas rather than local workers for local processing - all of this while local kids go hungry and youth unemployment in rural areas is skyrocketing.

The Turnbull Government is also working hand-in-hand with the Meat & Livestock Association to put future meat workers out of a job - and they're using your taxpayer dollars to do it. Read about that further on in the journal.

I want to thank all members again for their support this year so far and for the great outcomes that you've been able to achieve by showing solidarity with your co-workers and standing together. We will continue the fight for real change and your support is more needed now than ever.

Tell your friends about the benefits of joining the union and remind them they can visit us at **meatworker.net** on their phones to join safely and privately, 24 hours a day, 7 days a week.

In solidarity,

Grant Courtney
BRANCH SECRETARY

New deal at Lismore



LEFT TO RIGHT: Justin Smith, Emma'le Archinal, Joy Percival (front), Stewie Watt (back), Rob Smith

Dairy workers at Norco Lismore are celebrating with a groundbreaking new EBA.

Thanks to strong union membership, the employees of Norco Dairy Co-Operative's ice cream operation in Lismore will have access to paid domestic violence leave for the first time.

Norco employees suffering from domestic violence will be able to access three days of paid leave for medical appointments, legal proceedings and other matters arising from domestic violence.

Although it applies to all employees equally, this new agreement is a win for working women in particular, who suffer from the overwhelming majority of domestic violence incidents.

The trade union movement has been at the forefront of advancing the rights of women in the workplace ever since June of 1969

That's when the AMIEU won the first ever Australian case against an

employer to force them to pay men and women equally.

On top of the landmark domestic violence provisions, the Norco Lismore EBA also delivers great pay rises well ahead of the cost of inflation.

The new agreement lasts until 2019, locking in security and stability for Lismore workers. Unfortunately Norco Lismore management have spent the last few months making life hard for some workers, and at the time of printing, the AMIEU was representing several Norco Lismore workers in unfair dismissal cases.

As always, if you've been unfairly dismissed, talk to your union! We are here to represent you and help with the court costs.



LATE BREAKING NEWS: The AMIEU has just defeated Ingham in court to win the right to strike at Lisarow. Ingham tried to delay the AMIEU holding a ballot and failed.



**UNION
VICTORY**

WAGES SAVED AT BAIADA

COMPANY PLAN TO SLASH PAY OF CURRENT
AGENCY WORKERS DUMPED

The AMIEU Newcastle & Northern branch is pleased to confirm that Baiada's plan to slash the wages of all their agency workers by up to \$200 a week has been scrapped.

Our branch worked tirelessly around the clock to negotiate a solution with Baiada to save the wages of our agency workers.

As a direct result of our efforts Baiada agreed to drop the proposed changes for existing workers, which would have seen all agency workers nationally forced off union-negotiated enterprise agreements and onto the hugely inferior minimum award wage.

These vulnerable workers already toil for long hours with no job security in a tough, fast-paced environment. With their take-home pay suddenly slashed by \$200 each week, many would have lost their houses, defaulted on their bills, or forced to look for a second job to supplement the lost income.

Thanks to strong union representation, the wages of these workers are now safe.

The AMIEU is proud to represent some of the strongest, most unionised poultry processing sites in the country.

Our workers at these sites have been fighting this unfair wage cut ever since it was announced, and remain active and outraged about the attempt to split their workforce.

The future remains uncertain

Existing workers at Baiada may be saved, but the company has

confirmed that it will still apply the minimum award rates to all new workers moving forwards.

In 2014, Baiada gave a signed commitment to the AMIEU that it would transfer labour hire agency workers onto direct employment after they had worked a certain number of hours.

The AMIEU will continue to work very closely with Baiada to ensure that it keeps that promise, and transfers these agency workers into direct employment as intended.

The Fair Work Act has failed

Baiada's plan was only possible because of the failure of the Fair Work Act to protect the most vulnerable workers in society.

The Fair Work Act has no way of preventing employers from staffing their plants with labour hire agency workers, and forcing them to accept appalling rates of pay.

Employers take advantage of this loophole by creating a "second class" of worker who receive between \$5 and \$13 less an hour for doing the same identical work as the person next to them.

Workers who do the same work should receive the same pay. It's that simple.

A cancer in the workforce

The use of labour hire agency workers has skyrocketed in recent years as companies look for new ways to keep costs down.

Labour hire agency workers have no job security, no career path, and work under the constant fear of being sacked for the slightest

mistake. And thanks to Australia's woeful employment laws, the original company like Baiada doesn't have to get its hands dirty if something should happen to the labour hire agency worker.

If a labour hire agency worker is underpaid or exploited, it's the labour hire agency like Chandler Macleod or APG that takes all the responsibility. Agency workers are the perfect employee: cheap, expendable, and too afraid to speak up.

Big supermarkets put the squeeze on

Australia's massive grocery duopoly, Coles and Woolworths, are constantly squeezing more and more out of their suppliers like Baiada and Inghams. Poultry prices are the lowest they have ever been, and with greedy supermarkets putting pressure on suppliers to lower the costs even further.

Everyone enjoys cheap chicken. But Coles and Woolworths' relentless drive to inflate their already astronomical profit margins means that tightening the screws on fresh produce suppliers results in workers paying the price.

Now Coles and Woolworths are putting the pressure on processing companies – and so once again, the most vulnerable people in the community have to suffer so that the richest can make more money. This is absolutely unacceptable.



CLARENCE CAUSE
25 YEARS SERVICE
Baiaada Beresfield



DARREN HODGES
25 YEARS SERVICE
Baiaada Beresfield



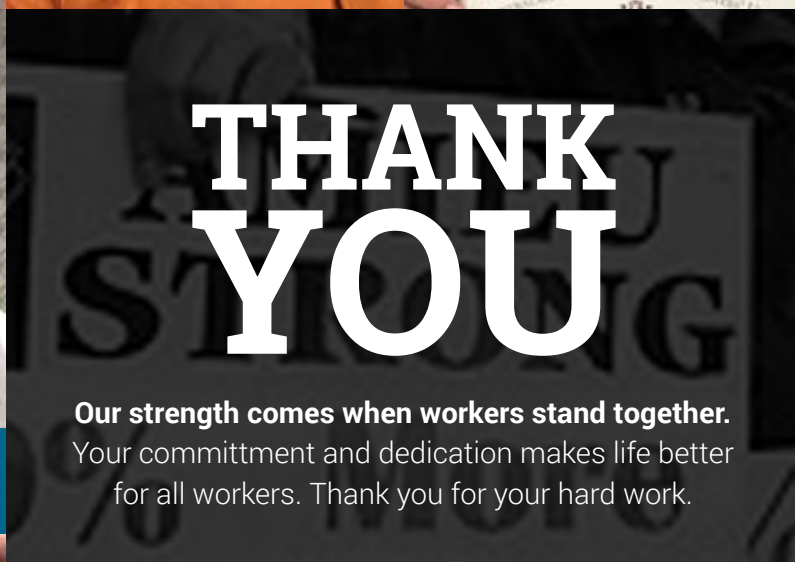
DAVID COXALL
25 YEARS SERVICE
Baiaada Beresfield



GARY LEWIS
25 YEARS SERVICE
Baiaada Beresfield



JANELLE LILL
25 YEARS SERVICE
Baiaada Beresfield



JILL HOLT
25 YEARS SERVICE
Baiaada Beresfield



JOANNE OSMOND
25 YEARS SERVICE
Baiaada Beresfield



LEANNE CATFORD
25 YEARS SERVICE
Baiaada Beresfield



MARK ALLARDICE
25 YEARS SERVICE
Baiaada Beresfield



TERRENCE CAIRNEY
25 YEARS SERVICE
Baiaada Beresfield



WAYAN GEDE KARDHITA
25 YEARS SERVICE
Baiaada Beresfield



ALAN FREER
35 YEARS SERVICE
Baiaada Beresfield



ANNE REYNOLDS
35 YEARS SERVICE
Baiaada Beresfield



DEBBIE DAY
35 YEARS SERVICE
Baiaada Beresfield



ROBYN TAYLOR
35 YEARS SERVICE
Baia da Beresfield



RUTA NATAI
35 YEARS SERVICE
Baia da Beresfield



WAYNE BRASINGTON
35 YEARS SERVICE
Baia da Beresfield



CARINNE PHILLIPS
25 YEARS SERVICE
Coles Supermarkets



RICHARD WHITE
25 YEARS SERVICE
Bindaree Beef



COLIN McCORMICK
25 YEARS SERVICE
Bindaree Beef



GEOFFREY SPINNER
50 YEARS SERVICE
Bindaree Beef



STEPHEN KROEMER
25 YEARS SERVICE
Ingham Lisarow



DAVID CHADBURN
25 YEARS SERVICE
Northern Co-operative Meat Company



MARK AYSHFORD
25 YEARS SERVICE
Northern Co-operative Meat Company



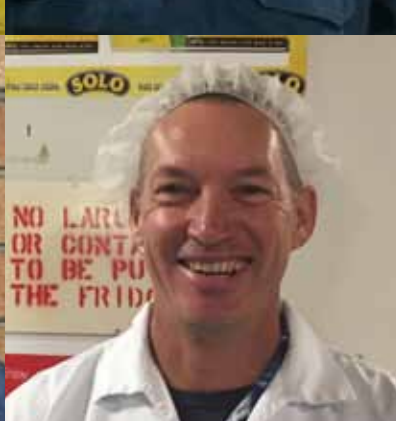
MICHAEL RUTTLEY
25 YEARS SERVICE
Northern Co-operative Meat Company



PAUL HEATLEY
25 YEARS SERVICE
Northern Co-operative Meat Company



RUSSEL HEATLEY
25 YEARS SERVICE
Northern Co-operative Meat Company



ANDREW FULWOOD
35 YEARS SERVICE
Northern Co-operative Meat Company



ANTHONY JACKSON
35 YEARS SERVICE
Northern Co-operative Meat Company



JOHN PARKER
35 YEARS SERVICE
Northern Co-operative Meat Company



MICHAEL GRIFFITHS

35 YEARS SERVICE

Northern Co-operative Meat Company



ROSS PEDRINI

35 YEARS SERVICE

Northern Co-operative Meat Company



SCOTT CORRIGAN

35 YEARS SERVICE

Northern Co-operative Meat Company



SHAUN VIDLER

35 YEARS SERVICE

Northern Co-operative Meat Company



ANTHONY WELSH

45 YEARS SERVICE

Northern Co-operative Meat Company



BRIAN BODLEY

45 YEARS SERVICE

Northern Co-operative Meat Company



KEVIN MORRISSEY

45 YEARS SERVICE

Northern Co-operative Meat Company



TREVOR KENNY

45 YEARS SERVICE

Northern Co-operative Meat Company



MARK GILMORE

25 YEARS SERVICE

Nestle Smithtown



PETER WATERS

25 YEARS SERVICE

Nestle Smithtown



STEPHEN DORNAN

35 YEARS SERVICE

Nestle Smithtown



SUSAN McDONALD

35 YEARS SERVICE

Nestle Smithtown



ANDREW GOLLAN

25 YEARS SERVICE

Norco Lismore



RALPH MURPHY

35 YEARS SERVICE

Norco Lismore



ADAM CARPENTER

25 YEARS SERVICE

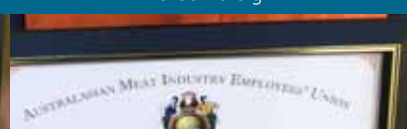
Norco Raleigh



ERIC BEAZLEY

25 YEARS SERVICE

Norco Raleigh





MERV ROSE
45 YEARS SERVICE
Norco Raleigh



ALLAN ROSE
25 YEARS SERVICE
PFD Food Services



JAMIE PIKE
25 YEARS SERVICE
Wingham Beef



PETER LAMBERT
25 YEARS SERVICE
Wingham Beef

AMANDA HARVEY

Get to know our newest organiser

Amanda, tell us a bit about yourself.

I'm 26, I'm originally from Orange. I got into meat working because I got poor and needed money, and the closest place for me to go to work was Inghams at Lisarow! Then I basically got stuck there for 7 years. I was a co-delegate there.

What made you decide to step up and try your hand at the organiser role?

The challenge. I like to help other workers. I'm enjoying it a lot so far. What I'm enjoying most is being able to get out and mix with other meat workers and be helping them.

What are you most excited to achieve?

I want to stamp out the unequal pay between direct hire and labour hire workers. We need equal pay for everyone!

What do you do when you're not organising?

I like Star Wars. I'm a mad Star Wars fanatic. Gaming too. Love it. I also breed geckos!

Tell us about breeding geckos!

Basically you just get one and then you get another and you just... well, you just put them together (laughs). We have over 400 geckos at the moment. I love geckos!



Amanda is organising in the Central and Mid-North Coast regions.

feeding the nation

MEAT WORKERS STAND STRONG

by FEDERAL SECRETARY GRAHAM SMITH

Official figures released by the Bureau of Statistics this year have revealed that the number of people joining unions in Australia has fallen sharply.

The density of working people who are now union members is only 15% across the country, and the private sector membership has fallen to a record low of 9.3%.

This is not the case in the meat industry, where our overall membership density still sits at approximately 35%!

The changing meat industry

The meat industry has consolidated somewhat over the past few years, changing from having many worksites employing small to medium size workforces, to a smaller number of worksites employing larger workforces.

In most of those meat industry worksites the workers are still strong enough with union membership to negotiate reasonable arrangements with their bosses through enterprise bargaining and collective strength.

The fact that they maintain that strength encourages other workers to join the union, because they can see the result that is achieved from having bargaining power.

In some worksites however, union membership is low (never non-existent!) and therefore the union has little strength.

In these worksites an odd thing happens: Instead of the workers deciding to grow their strength to be able to secure good working conditions by joining the union, they instead seem to take the view that it is all hopeless and that the union is a waste of time.

It is the role of our union organisers to turn that around and show people that better conditions depend on the strength of the union membership on site.

Union membership equals bargaining power!

There is a very good reason that successive Liberal Governments have attacked workers' rights to strike, and consistently attacked union organisations.

Discouraging union membership returns the workplaces to a point where management rule supreme, so that considerations like family commitments, reasonable working hours, health and safety, decent wages, and fairness are always secondary to the company profit margins.

And let's look at those profit margins.

The retail value of all meat processed in Australia is currently \$62 billion per annum. But the total wage bill for all workers in the meat industry processing plants is **only \$2 billion per annum!**

Even taking out the costs of raw material, the operating of the processing sites and then sales margins, it is still reasonably obvious that workers don't seem to be getting their fair share.



White meat is booming

Meat companies are a profitable business. You don't need to wait very long before being reminded in the media what the value of the meat industry is to Australia.

Yes the beef and sheep industry is in a period of repair from drought at the moment but that will turn around. Our pork and poultry industries however are booming.

In 1972 we killed 89 million chickens for food in Australia. Last year's kill number was 644 million!

Australians are changing their diet a little as they move more towards the cheaper meats, but overall meat consumption per person remains static at around 112 kilos of meat per person per annum.

The figures on food

From the chart shown below you can see that over the years the beef and lamb consumption in Australia has dropped from a high point of 85% of all meat intake to its current 33%.

This is predicted to drop even lower to below 30% with lamb dropping to just 7% of all meat intake. This is similar to where pork consumption was in the 1960's.

Chicken and pork are now 67% of the meat consumed by Australians each year.

We feed the nation

The population of Australia is now just under 25 million, with each of those people eating approximately 112 kgs of meat per annum on average. That's almost 3 billion kilos of meat per year!

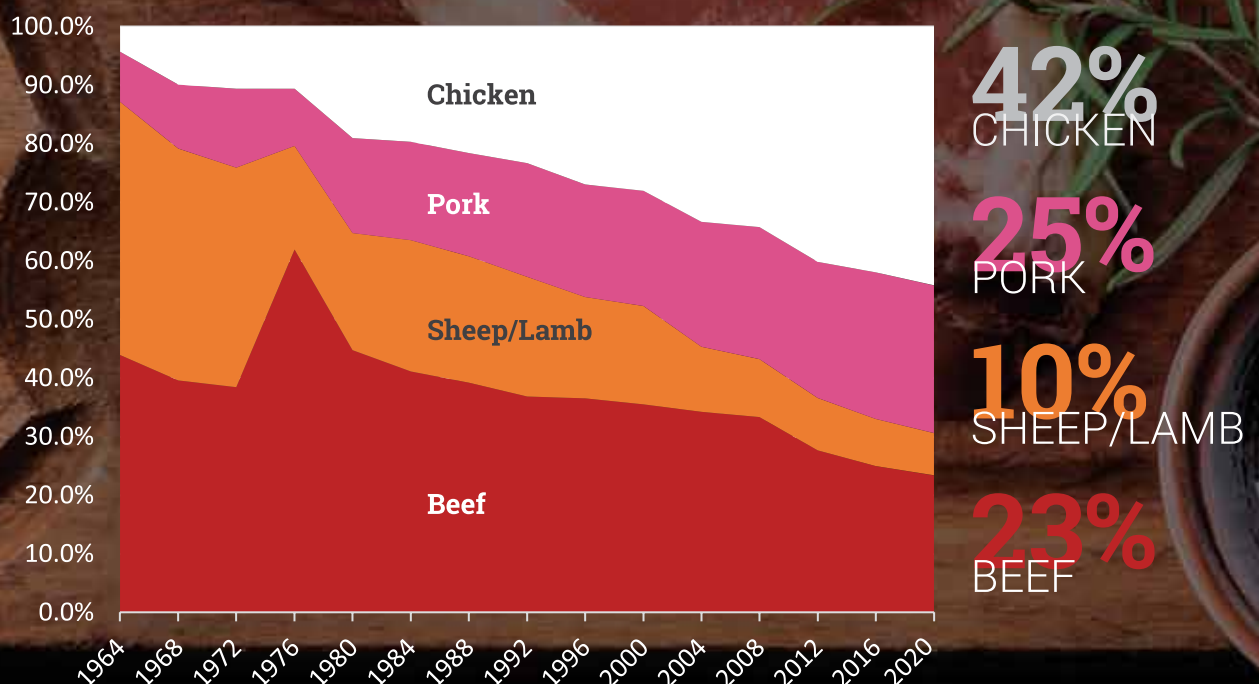
We, the workers in the meat industry are supplying all that food - and we will need to supply even more as the population increases at the rate of approximately 350,000 people every year.

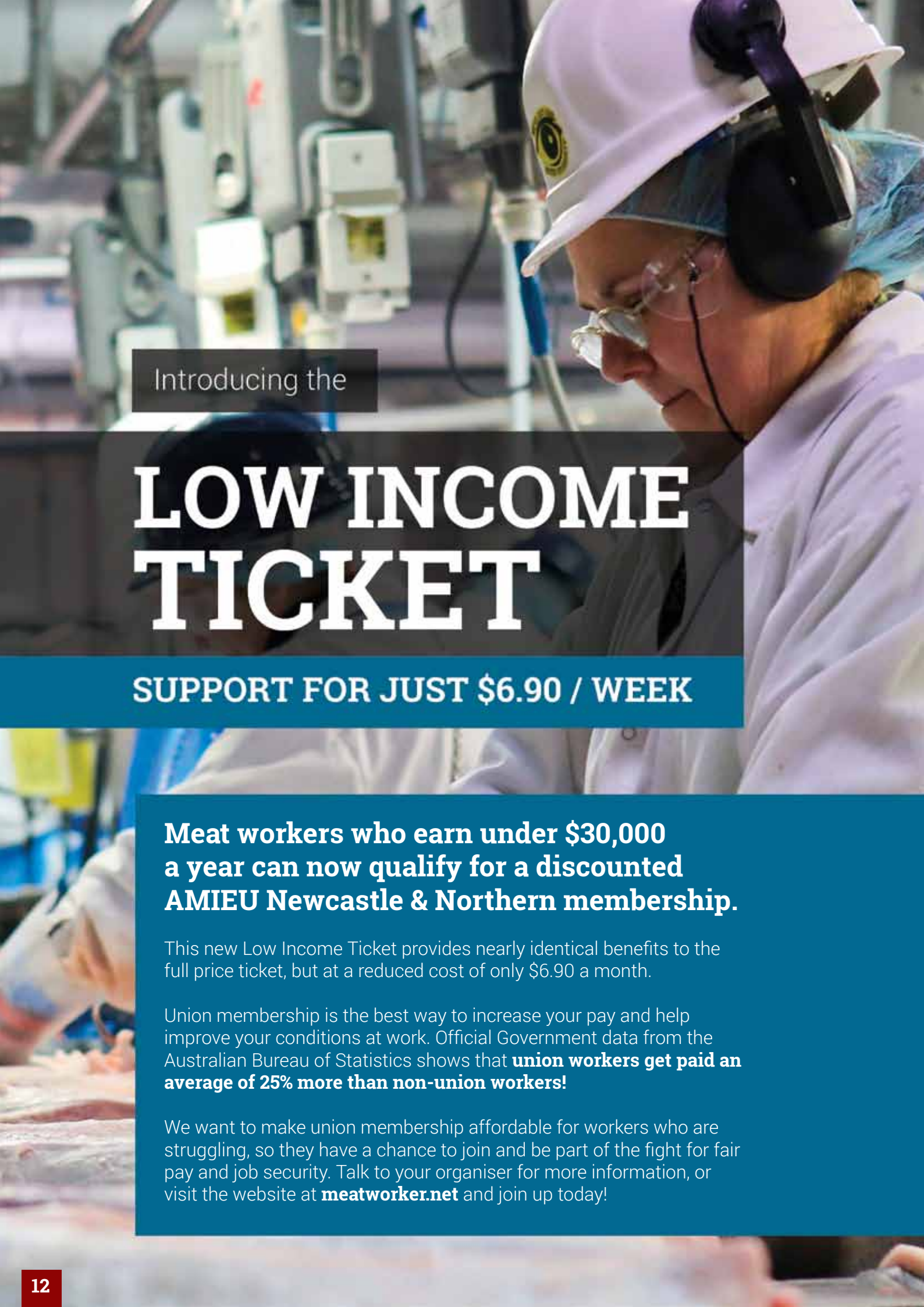
If you are in a workplace with low union membership it is time to grow the union and get a better deal for workers.

Get involved and grow our strength, because that's the **ONLY** way to get better hours, better conditions and a better slice of the enormous pie.

We are the people that feed Australia. Don't be taken for granted, and don't accept that you are just a worker. **People are able to eat because we feed them!**

Australian Meat Consumption Trends





Introducing the

LOW INCOME TICKET

SUPPORT FOR JUST \$6.90 / WEEK

Meat workers who earn under \$30,000 a year can now qualify for a discounted AMIEU Newcastle & Northern membership.

This new Low Income Ticket provides nearly identical benefits to the full price ticket, but at a reduced cost of only \$6.90 a month.

Union membership is the best way to increase your pay and help improve your conditions at work. Official Government data from the Australian Bureau of Statistics shows that **union workers get paid an average of 25% more than non-union workers!**

We want to make union membership affordable for workers who are struggling, so they have a chance to join and be part of the fight for fair pay and job security. Talk to your organiser for more information, or visit the website at **meatworker.net** and join up today!

Supporting injured workers

Meat worker Adam Paget was terribly injured in a bandsaw accident at the Northern Co-Operative Meat Company in Casino just before Christmas last year.

Fortunately, Adam's co-workers and fellow union members were right there to hold him together and stabilise him until the Westpac chopper arrived.

Adam's partner Gemma was overwhelmed with gratitude at the outpouring of support from Adam's fellow union members, who unanimously agreed to donate \$2,000 of union funds to help with Adam's recovery.

This father of three is now back on his feet and re-united with his family.



GET UP TO
\$9000
TO HELP YOU
RECOVER

NOW UPGRADED!

TO & FROM WORK COVER



ACCIDENT ^{AT} JBS SCONE

JBS Scone have been negligent in their safety responsibilities to workers, says the AMIEU.

A hide puller named Shayne Crowfoot was injured at JBS Scone in an accident on Friday June 16 2017. The carriage he was standing in collapsed, sending him flying three metres onto the concrete floor below.

The AMIEU was on site within the hour to talk to workers and begin our urgent investigation into how such a thing could occur.

We determined that JBS management had been notified of the carriage supports being faulty that morning, but failed to properly inspect the broken area.

After JBS management ordered the kill to commence, the carriage support collapsed in a manner similar to the concern raised by the AMIEU member earlier that morning.

The AMIEU can confirm that Shayne Crowfoot is now recovering at the time of writing and is back on his feet, although he has a crushed vertebrae and multiple lacerations.

Our investigation revealed that JBS management have been conducting spot repairs on the hide puller machine for a long time rather than replacing the flawed supports.

We are deeply disappointed that JBS management has taken such a reactionary approach to worker safety.

The AMIEU has ensured that more Health & Safety Representatives (HSRs) are now being elected on site to empower JBS workers to spot and solve hazards before injuries occur.

Properly trained HSRs have special powers to force employers to fix broken equipment and even to order evacuations or shut-downs if they believe there is a danger to workers.

You can read our full report into the incident by visiting our website at meatworker.net and searching for 'JBS'.



ARE YOU ON THE AWARD RATE AT WORK?

YOUR PAY IS GOING UP

Δ 3.3%

FROM JULY 1 2017

Any workers on the Award Rate (the minimum legal wage) can look forward to a 3.3% pay rise from July 1 2017.

Every year, the Fair Work Commission reviews the Award Rates and decides whether to move them up or leave them alone.

Big business lobby groups (unions for the rich) work very hard to try and convince the Fair Work Commission that they should stay

unchanged or even go down! Fortunately this year the Fair Work Commission saw sense and decided that a 3.3% pay rise was needed to keep workers above water.

FAQ:

Who will this affect?

This will only affect workers who are on the Award Rate (who have no EBA for their worksite).

What if I'm covered by an EBA?

If you worksite has an AMIEU-negotiated Enterprise Bargaining

Agreement (EBA) then your rates should already be better than the minimum Award Rate (they have to be by law). So this may not affect you.

When will this take effect?

From the new financial year on July 1st 2017. Make sure you check your pay slips.

Who can I talk to about this?

Call the AMIEU Newcastle office any time on (02) 4929 5496 and we'll look into your situation and see if you should be getting the pay rise.

LABOUR HIRE WORKERS

CHANDLER MACLEOD
PEOPLE INSIGHTS

Australia Personnel
GLOBAL
Recruitment - Labour Hire - Training

WORLD WORKERS
Austliam Work Solutions
Australia

ANANDA

Do you work for a labour hire agency like **Chandler Macleod**, **AP Global**, **World Workers** or **Ananda**?

Many of our members are employed through these labour hire agencies and will be interested to learn the following news.

A decision in May 2017 by the Fair Work Commission has ruled that your employer (the labour hire agency) cannot sack you simply because the host company (the site where you work) has asked you to leave.

For example, if you are a Chandler Macleod employee who works at a poultry processing plant, you cannot be sacked from **Chandler Macleod** simply because the **poultry plant** decides you should no longer attend work.

The new decision by the Fair Work Commission says that your employer (the labour hire agency) should investigate the reasons why you have been asked to leave to see if they are legitimate.

The labour hire agency you work for should also attempt to find options for you to work elsewhere.

In other words, the labour hire agency should put your best interests first and try to stand up for you, and find you more work if possible.

Remember, it's hard to stand up for your rights when you don't have anyone to support you. That's why it's so important to join the union so that you have that safety net for when things go bad.

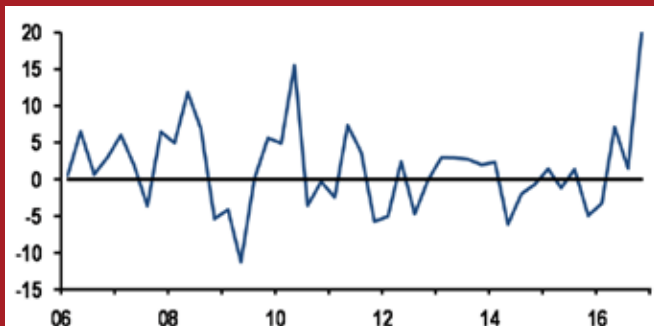
We can use our collective strength to talk to employers for you, try to find solutions, and try and get you back on your feet.

THE NUMBERS DON'T ADD UP

Where is the money going?

Company profits are skyrocketing up...

Companies experienced a record 20% profit jump last year.



While wages are going down

The average yearly pay rise is dropping every year in Australia.



Something doesn't add up - Australians are working harder than ever and doing longer hours, but bosses are making all the money.

When your wage growth (1.8%) is lower than the rise in the cost of living (2.1%), **that's the same as getting a pay cut!** If your bills are rising faster than your wage is, how are you supposed to get ahead in life? You don't have to be a rocket scientist to realise that somebody is making a lot of money here, **and it's not the average Australian worker.**

Don't like it? **Stand up and fight back by joining your union so we can negotiate fair pay rises for you!**

Do you have a Facebook account?

LIKE us on Facebook

and make sure you're always up to date with the very latest news in our industry!



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!



We're also on Twitter
and Instagram!



@amieunewcastle




@amieunewcastle

Obituaries (2016 - 2017)

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

895	Sedgeman Dorrington	5555	Kevin Delforce	6999	Kenneth Parish
1129	Victor Judson	5731	Bruce Johnson	7014	Thomas McGuirk
2528	Donald Johnson	6155	Neville Cannon	7095	Kelvin Talbot
3139	Geoffrey Blackadder	6365	Lawrence Edmunds	7104	Allan Tisdell
3505	Margaret Baglee	6656	Gerda Klepka	9489	Gregory Woodward
4632	Margaret Willcockson	6854	Leslie Cheers	94744	Eastham Ray
5317	Gordon Adams	6857	Roydon Cheetham	122871	Robert Tindall
5525	Ken Cason	6920	Ronald Goodwin		



RISE OF THE ROBOTS

How multinational meat companies and others are working with the Government to put you out of a job

The AMIEU is calling for urgent action to protect Australian meat processing jobs, with taxpayers around Australia unknowingly contributing to technology which will undermine and eventually replace this vital industry.

Using the Meat & Livestock Association as cover, massive, multi-billion dollar meat processing companies are taking taxpayer funds and using it to research technology which will slash their wage bills and boost their profits.

How does it work?

The MLA is funded by a compulsory livestock levy paid by farmers on cattle (\$5) and sheep/lambs (up to \$1.50) bought, sold and processed in Australia. This levy is given to the Government's Meat and Livestock Association.

A percentage of that levy is then diverted towards research and development. Each dollar that is assigned to R&D is matched, dollar-for-dollar, with an additional grant from the Australian government.

Since 2003, the MLA has set aside a total of \$526 million for R&D - a figure which the Australian Government has matched, dollar-for-dollar, creating a colossal research fund of more than \$1 billion.

What are they doing with the money?

That money is not sitting idle. In its 2015 - 2016 financial report, the MLA Donor Company (the research arm of the MLA) boasted of their investment into "disruptive transformational productivity improvements" with a focus on automated lamb processing and beef rib cutting.

In fact, the MLA has borrowed \$150 million and even added another \$27 million voluntarily since 2003 (without matching Government grants), to roll out x-ray measurement technology in 90 abattoirs across Australia.

Who benefits from this?

Enormous corporations like Tey's Cargill - the Australian partnership between the \$100 billion American agriculture giant Cargill and the

Australian Teys brothers red meat company – couldn't be happier.

Tey's Australia general manager Tom Maguire is over the moon about the prospect of "lamb boning rooms where there's scarcely a person to be seen", calling the idea of these cost savings "really exciting".

But hidden underneath this fancy, modern-sounding wording is an inescapable truth: these technologies will be used to put Australian meat workers out of jobs.

Tey's Australia has already begun a war on workers, rolling back conditions and slashing rates across Australia with aggressive new agreements.

But at the end of the day, Tey's and the other major meat processing companies who make the decisions at the MLA all want the same thing - to employ less workers, and increase profit margins for themselves.

Thanks to the Australian taxpayer, they're on track to do just that.

Compulsory unionism for farmers, not workers

While Australian meat workers are forbidden from engaging in compulsory unionism, no such restriction exists for Australian farmers. Our farmers are forced by law to hand over their cash to the MLA each year - and many of them are growing increasingly unhappy.

David Byard, the CEO of the Australian Beef Association, told his members in 2016 that "there is no argument that butchers, supermarkets and processors reap the bulk of whatever gains that come out of MLA's marketing and they contribute very little or nothing towards MLA's marketing activities".

The message from farmers is clear: they don't understand why they're being forced to pay for something that increases other people's profits.

It's a fair question - how can the Government justify outlawing compulsory union fees for meat workers, but support them for farmers?

We need action now

As the MLA grows from strength to strength each year, and meat processors enjoy steadily climbing profits, the meat workers of Australia are feeling the pinch. Wage growth is stagnant across the industry, while job insecurity, casualisation, and displacement by holiday and student visa workers is rampant.

Our politicians must urgently work on developing alternative models for MLA funding that don't require tax-paying meat workers to subsidise the development of technology which will eventually put them out of their own jobs.

The AMIEU is also pressuring the Government to immediately halt the dollar-for-dollar matching of R&D funding to the MLA - an unfair double-dipping situation that allows an already massively profitable industry to pocket the difference by relying on the Australian public.



Julie Graham DELEGATES AWARD

2017



Congratulations Sally Dunne!

This inaugural award goes to Sally Dunne, who works at the Baiada Beresfield poultry plant and has been a delegate with the union for many years. Sally is always looking out for her co-workers and has been instrumental in organising workers to stand up for their rights and conditions in the face of great pressure from the company. Well done Sally!



Remembering Julie Graham

This award is named after Julie Graham, long-serving AMIEU Vice President and 29 year veteran of the AMIEU. Julie's fierce dedication to workers rights was an inspiration to all, constantly putting others before herself and serving with dignity and courage. Although Julie passed away in 2014, her memory lives on in this award.



AMIEU
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

COLOUR: Black

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

WAR ON WAGES

BE ALERT FOR THE LATEST DIRTY TRICKS EMPLOYERS ARE USING TO SLASH YOUR WAGES AND CONDITIONS!

1

WAGE RISES FOR SOME, WAGE CUTS FOR OTHERS

WHAT'S THE TRICK: The company offers current workers a pay rise on the condition that they agree to cut the pay of all future workers (usually to the minimum wage) for their first year.

WHAT THEY SAY: "We need to stay competitive."

WHY THEY WANT IT: Most new workers will quit within the first year, before their wages are scheduled to go up. This means the company saves tons of money by creating a constantly churning workforce of minimum-wage employees.

WHAT YOU SHOULD DO: Reject this offer! Stand strong and demand fair pay for ALL workers, now and in the future. Remember, your friends or your kids could be the next ones forced to do that minimum wage work - and that's not fair.

This is the latest must-have accessory for cost-cutting employers across Australia! Dairy workers at Parmalat in Victoria were locked out for refusing to agree to this, and here in our own backyard Ingham are trying the same thing at Lisarow.

2

HIGHER BASE RATES, LOWER PENALTY RATES

WHAT'S THE TRICK: The company offers to increase the base rate of pay, but says they need to reduce the amount they pay in penalty rates to balance the books.

WHAT THEY SAY: "This is fairer for everyone."

WHY THEY WANT IT: Penalty rates are one of the biggest costs for an employer. In the long run (and remember, employers are always thinking in the long run!) it's possible for an employer to save a lot of money by just paying a slightly higher base rate.

WHAT YOU SHOULD DO: Do the maths yourself! Look at your own shifts and see if you're going to be better off, or if you're being tricked. Weekend and night shift workers especially need to be careful, as they rely on penalty rates the most. If even one of you is being cheated out of fair pay, you all need to stand together and reject the offer until the company fixes the problem.

These kind of "rolled-up rates" aren't necessarily a bad thing if ALL workers are genuinely better off, but you need to be certain that what you're receiving is substantially better than the Award. The AMIEU has supported rolled-up rates in the past where base rates in our agreements are clearly 25-30% more than the Award.

WINDING BACK THE CLOCKS

3

WHAT'S THE TRICK: The company offers a pay rise on the condition that you agree to an increase in "ordinary hours" - in other words, the length of each shift.

WHAT THEY SAY: "We need to increase productivity."

WHY THEY WANT IT: It might seem fair to offer you more pay for more work, but by extending the length of each shift, they're actually REDUCING the amount of overtime they are required to pay you for. This means more savings for them, and less overtime pay for you.

WHAT YOU SHOULD DO: The cost of living rises every year, and your pay should rise too. You don't need to do more work to justify more pay, especially when your bills are always going up. If the company wants to increase your work hours, they need to offer you something much better than a standard pay rise. Stand strong with your union and negotiate.

Remember to stay in touch with your union to find out what kind of pay rises other sites are getting, and to make sure that you aren't getting the short end of the stick!

SIMPLE DEALS, COMPLEX RIP-OFFS

4

WHAT'S THE TRICK: The company tells you that their new agreement is better than the old one, because it's simple and easy to understand.

WHAT THEY SAY: "We've created a simple, easy-to-read new agreement that is only 10 pages instead of 50!"

WHY THEY WANT IT: Simple, shorter agreements are often used as a way to make sweeping changes that remove well-tested, long-standing union-negotiated arrangements designed to benefit you. This allows them to reduce costs by pretending that making things "simpler" is the same as making them "fairer".

WHAT YOU SHOULD DO: Agreements should be comprehensive and complex – not simple and streamlined. Don't listen to the company spin – read the agreement for yourself and compare it to your current agreement to see what they want to take away.

Teys Tamworth just tried this on last year with their new deal, slashing the agreement from 45 pages to just 19. Those workers lost conditions, lost penalty rates, and lost holiday pay, all because Teys was able to use this trick to make them think a "simpler" agreement was "fairer".

OUTSOURCED AGREEMENTS

5

WHAT'S THE TRICK: The company promises to take care of you by including parental leave, redundancy provisions, flexibility arrangements, and other great conditions in their agreement – but the actual agreement only commits them to obeying the minimum laws around those conditions.

WHAT THEY SAY: "This agreement includes parental leave and other conditions in line with the National Employment Standards."

WHY THEY WANT IT: If their agreement only makes reference to a National Employment Standard, that means the Employment Standard can be lowered, and then your agreement will change too and you'll be worse off. The Liberals are constantly working to lower the employment standards, and big businesses like your employer are donating lots of money to make it happen!

WHAT YOU SHOULD DO: Insist that your agreement actually provides for conditions like parental leave and flexible working *in the agreement itself*, rather than outsourcing them to the National Employment Standards. That way if the standards are lowered, your conditions are locked in and you won't be hit.

When Ingham Cardiff closed last year, workers received an incredible redundancy of up to 52 weeks leave because of a strong AMIEU agreement. The National Employment Standards for redundancy only allow for a maximum of 12 weeks! You can see the difference that having conditions locked down in your agreement makes!

SHORT-TERM DEALS, SHORT-CHANGED WORKERS

6

WHAT'S THE TRICK: The company offers you a new deal, but the deal only lasts for 1 year rather than the industry standard 3 or 4 years.

WHAT THEY SAY: "This is the best deal for all of us right now."

WHY THEY WANT IT: A one-year deal is great for the company because it means they only need to agree to a year's worth of pay rises at a time, rather than three or four years of consecutive pay rises. This allows them to keep workers in a state of uncertainty about the future, and less likely to cause trouble.

WHAT YOU SHOULD DO: Reject any agreement that only lasts for 12 months. There is no need for a deal to be this short - if you stand strong with your union you can negotiate a proper, industry standard, three or four year deal which locks in great pay rises and gives you peace of mind.

This is another favourite tactic of Teys - they're rolling out new agreements all across Australia that only last for a year at a time. All of this while the company's profits skyrocket up 400%!

These six tricks are just some of the reasons why our current workplace laws are broken and need to be amended. **REMEMBER:** Strong union membership means a better chance of having the laws changed to protect you and people like you from unfair exploitation!

DELEGATES CONFERENCE 2017



DELEGATES FROM ACROSS NSW ATTENDED A TWO-DAY TRAINING COURSE IN TWEED HEADS



FEDERAL SECRETARY GRAHAM SMITH
EXPLAINS THE HISTORY OF WORKERS RIGHTS





DELEGATES SHOW THEIR SUPPORT FOR
LOCKED OUT DAIRY WORKERS IN VICTORIA

DEATH OF A THOUSAND CUTS



In February, the RSPCA expressed its fear that increasing live exports would not only mean an increase in animal cruelty, but also lead to a cut in local abattoir jobs.

As reported by the ABC, the RSPCA is worried that “job cuts had already been made in Queensland because of exports, and that could happen in Victoria too”.

We have some unfortunate news for the RSCPA. Those jobs cuts have already happened.

As a matter of fact, they’ve been happening for years. At a conservative estimate, the AMIEU believes that over 40,000 meatworking jobs have been lost nationwide since 1990.

The Australian meat processing industry is in the middle of a quiet but devastating crisis — and it’s one that the live export industry has helped to bring about.

Exporting cattle, exporting jobs

The live export lobby has powerful friends in Canberra, including

ex-Labor leader Simon Crean who turned his back on the Australian working class to take up the chairman position (and the fat salary that comes with it) of the Australian Live Exporters Council (ALEC).

This council has deep pockets and great influence within the halls of power, and has very successfully managed to convince politicians from both sides of the divide that the scandal-plagued live export industry is a vital part of a functioning meat sector.

Nothing could be further from the truth.

The simple fact is that cattle are either exported live to be processed elsewhere in Australia, or processed here. You can’t have it both ways.

Cattle that are sent offshore are cattle that don’t contribute to jobs for Australians, and that don’t contribute to the economy.

Cattle that are grown especially for live export take up pasture, feed and water that could be used to grow cattle for processing here in Australia.

Every single head of cattle that is sent offshore is another in

the thousands of cuts slowly bleeding the meat industry dry.

Short-term profits or long-term futures?

We need to be perfectly clear about what the live export industry is: a quick and dirty money-spinning exercise that requires minimal investment and returns almost nothing back to the Australian community.

At a time when the Australian meat processing industry is hurting so badly, when so many local jobs are drying up, and when so many companies are paying so little tax, it’s absolutely vital that our nation’s leaders wake up to the simple, undeniable fact that local meat processing gives back to the Australian community and the Australian economy — and live exports do not.

Live export makes its profit by offering a higher price for cattle than local processors can afford to pay, uses a skeleton crew of exploited visa workers to send them overseas, then flogs them off at a massive mark-up to be butchered in inhumane conditions by untrained, underpaid overseas butchers.



HOW LIVE EXPORT IS KILLING AUSTRALIAN MEAT WORK

It's no surprise that live exporters can offer a good price for cattle: their running costs are so low because they are a **parasitic industry that gives nothing back to the community or the economy**.

Local processing means better results for everyone

Live export supporters often suggest that "the costs of processing in Australia are just too high" and "live export is the only way to make money in a tight market".

This, again, could not be further from the truth.

Two comprehensive studies undertaken by economic and strategic modelling firm ACIL Tasman show clearly the benefits of local processing – not only for meat processors, but for local farmers as well.

One study in 2009 specifically around live export of sheep demonstrates that a sheep processed locally adds 20% more to the Australian economy than one which is sent overseas.

A further study in 2012 proposes that building a new processing facility in north-Western Australia would actually increase earnings for farmers by 245% – and create more than 1300 local jobs at the same time.

Being comfortable with cruelty

Last year the Australian public witnessed yet another horrific animal cruelty scandal from the live export industry after appalling footage from Vietnam was aired on the ABC TV's 7:30 Report.

This is nothing new for the industry. As the Department of Agriculture's own website shows, the live export industry has been subject to an incredible 107 animal cruelty investigations in the last four years – that's one every two weeks.

When the live export industry's own staff veterinarians speak out and blow the whistle on this cruelty, they are immediately sacked.

The industry closes ranks to protect itself, sends lobbyists like Simon Crean off to Canberra to smooth over ruffled feathers with politicians who are worried about possible public outrage, and the

cycle of cruelty continues.

Australia's own deputy Prime Minister Barnaby Joyce is particularly comfortable with cruelty. He's one of the live export industry's most ardent supporters – so it must just be a total coincidence that one of the biggest live export suppliers regularly flies him (and his family) around Australia for free, right?

We welcome the RSPCA joining our call to put local jobs ahead of the greedy live export industry. We urge all politicians to wake up to the fact that the live export industry is irredeemably compromised by cruelty and self-interest. We congratulate the recent protest action by animal rights activists at the horrible situation currently unfolding on live sheep export ships in Port Adelaide.

For the good of all Australians, we must find a way to slowly and sustainably phase out live exports and return to local processing – to the local jobs and local communities who so desperately need it.



AMIEU
NEWCASTLE & NORTHERN

MAY DAY MARCH

AMIEU staff and delegates march through Newcastle to honour the sacrifices and struggles of workers.





Jimmy DONOVAN

Tasmanian Branch President Jimmy Donovan talks to us about his life, his career, and about how meat working has changed in the last 48 years.

Take us through Jimmy's life as a meat worker. Where did you get your start?

Well, I started work in the Midco abattoirs in Murrumbidgee on the mid north coast of NSW. Then I moved to Sydney, I had a few different jobs around Sydney, in the Darling Harbour area, around Pyrmont. From there I went on to work with Riverston Meatworks where I stayed for a couple of years.

There was a big fire at the meatworks there and they asked people to leave, to take redundancy. Then I got a job with Woolworths, and well I ended up staying with Woolworths between 27 and 30 years.

Then that Woolworths, they sold out to an American firm. So I became a security supervisor, looking after about 500 people on the site. From that, I moved to Hans Smallgoods, where I stayed for about 4 years until Hans made all the supervisors redundant. Then I moved to Tasmania, where I did 12 years with Greenhams. Now I'm finally retired!

How did you first join the union?

I first joined the union when I was about 20 years old. And I'm 68

now! So it's been quite a while. But it's been a good life in the meat industry, especially with Woolworths, that was back when they really looked after you.

I've had plenty of different roles - from boning, to distribution,

do that now even though I'm not in the meatworks anymore. I still walk up to young people, and I say if you go to the meatworks you gotta join the union.

You would have seen a lot in your 48 years in the union. How do you feel things are going for the workers?

Well the way the Government's got these new work agreements, I think things have gone backwards a bit since the 60's and 70's. The money you earned in those days was a lot greater than what it is now, there was more value to it.

As for us, we need to get more younger people to come in because they don't know the union movement and they don't know what it was about. When we grew up, and we went to work, we were all told: join the union. You gotta join the union.

How do you find the union movement as an Aboriginal man?

I would say the union movement are a lot friendlier towards Aboriginal people than the general public. Everyone that I've met, that I've spoken to has been great. You treat people with respect and you get respect in turn. They'll give



Newcastle President Mark Cooke receives Jimmy Donovan's hand-crafted boomerang at the Delegate's Conference in February 2017.

to receivables, to security. They really looked after you. I enjoyed my time back then. It's just a pity that Hans Smallgoods got rid of all the old supervisors and wanted to bring in their own people, but it turned out better for me - I moved to Tasmania and haven't looked back since!

What do you tell the young people about joining the union?

I always say the same thing: Make sure you join the union because you never know when you'll want them to help you one day! I still

it back to you. A lot of people will look up to you and ask you questions, and if you can help them, you help them.

I have experienced discrimination. I have. That's why... when I first went to Woolworths, there was some discrimination against me because of my colour, because I was Aboriginal. I would say that I out-thought them, I out-done 'em in the way I was acting, and the way I organised people.

When I was supervisor in Woolworths, I always had people coming up to me and asking me questions about the union movement and about signing up. I've always told people they should join because of the help they can get from the union.

Now you're retired and you're on the board of the Tasmanian Branch. Do you think it's important for people to stay active in the workers movement even after they've retired?

Yeah! Well I'm going to stay active, stay with the union and keep in touch with officials and give them my advice. Mr Greenham doesn't like me I don't think! We've cost him a bit over the years.

You seem like you're in great shape for a 68 year old. What do you attribute to your health?

Well I don't do too much physical activity these days, but I used to play football, boxing, I'd row in the surf clubs. I refereed touch football until I was 50. I gave up after I was 50, because I got diabetes. Now I do a lot of work in the garden, my vegetable garden, and I've got a walking machine I walk on.

You don't think you'll slow down anytime soon?

No! If they hadn't put me off I'd still be working until I'm 70. If I can still say in the movement and help Troy out in our Tasmanian Branch, I will.

We're very lucky to have you, Jimmy. Tell us a bit about the boomerang you made.

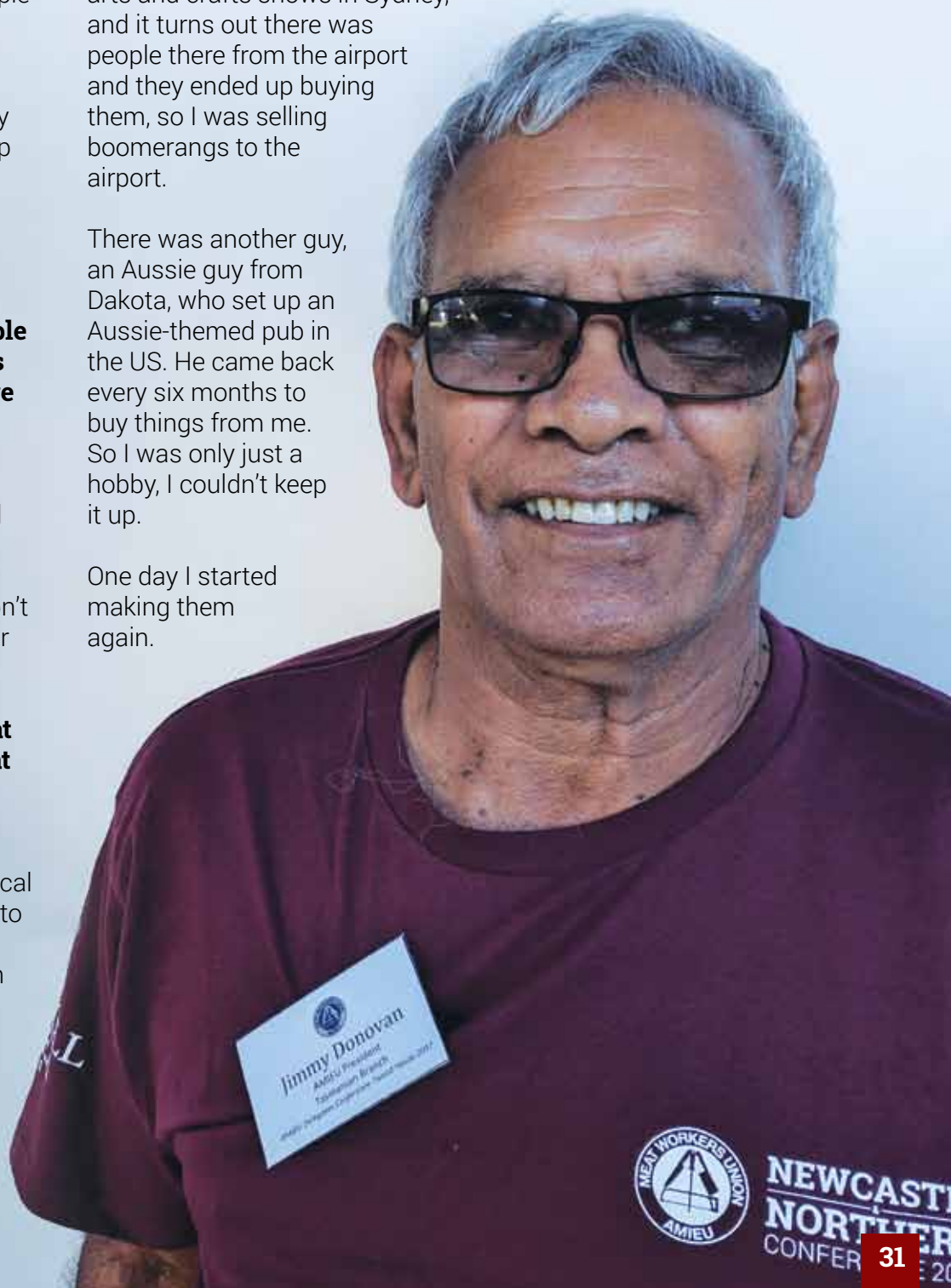
Well outside of work I used to make boomerangs on the side, as a hobby sort of thing. I used to go to a couple of Aboriginal arts and crafts shows in Sydney, and it turns out there was people there from the airport and they ended up buying them, so I was selling boomerangs to the airport.

There was another guy, an Aussie guy from Dakota, who set up an Aussie-themed pub in the US. He came back every six months to buy things from me. So I was only just a hobby, I couldn't keep it up.

One day I started making them again.

I thought I'll make one for the Tasmanian Branch, and then the Federal Office came along and requested one. And then of course the Newcastle and Northern office gave me the hint (laughs) that they wanted one too, so I brought one up for them. The medal I got from you all today, well... I didn't think I did that much for it, you know.

Thanks for talking to us, Jimmy!





4

TIPS FOR A SAFE WORKPLACE

1. Don't let your boss off the hook!

As meat workers we know how dangerous our job can be. We work with dangerous, heavy machinery in a close, tight, fast-paced environment. That's why it's so important that bosses keep up their end of the bargain by providing a safe workplace, as they are required to do by law.

Section 19 of the Workplace Health and Safety Act outlines that an employer must ensure the health and safety of anyone working under their care. That's the law. If you see a hazard, alert your boss immediately so that they can fix it, and don't let them off the hook until they've done it.

Safety costs money, which is why many employers often skimp on their responsibility in order to save a few bucks. Make sure that you're constantly alerting your employer to unsafe hazards in the workplace and insisting that they fix them.

Remember providing a safe workplace is your employer's responsibility. As workers, it's your duty to hold them to their responsibility – so that you and your workmates can come home safely at the end of the day.

2. Become a Health & Safety Representative

A Health & Safety Representative (HSR) is a worker who has received special, qualified training in hazard assessment. These workers have special powers under the law.

A HSR can issue a hazard notice (called a 'PIN') on a piece of equipment, forcing bosses by law to address the fault or replace it before it breaks down. HSR's can also order an immediate shutdown and evacuation of any area they believe to be unsafe.

Bosses cannot prevent HSR's from using these powers. There are massive penalties for interfering with the work of a Health & Safety Representative.

If you think you've got what it takes to step up and protect your workmates, talk to your delegate or union official today.



3. Use the AMIEU's support options

Union members can expect on-site, personal support and advice from delegates and organisers who will talk them through the best ways to recover and to get properly compensated. AMIEU members also have access to the finest legal representation for workers compensation cases.

We work closely with lawyers who specialise in workers compensation and we will do everything we can to make sure you are protected. To pay these legal costs on your own would cost thousands of dollars for a single hearing alone.

Union members also have access to two special, exclusive funds: the Emergency Transport Benefit and the To And From Work Benefit*.

The Emergency Transport Benefit not only covers you for the cost of an ambulance, but it **also covers your family**. If you're at work and your partner or children need to be taken to hospital urgently, the union's fund will cover the costs.

Union members also can take advantage of the To And From Work Benefit. This fund helps out workers who are injured on their way to or from work (and who are therefore not eligible for Workers Compensation claims) with weekly payments to keep them on their feet until they can get back to work.

Make sure you call the office as soon as possible after an injury and ask about how we can support you.

4. Know your rights if you get injured

A workplace injury is an extremely serious matter for you – and also for your employer.

Some unscrupulous bosses will try to take advantage of the confusion and anxiety that can set in immediately after an injury, to push you into signing documents or making bad decisions. We've seen this happen.

It's vitally important that you know your rights when you are injured so that you don't do something which will make it harder for you to be properly compensated in the future.

The AMIEU provides a handy 'dos and donts' card for workplace injuries which you can see below. Ask your organiser for a copy to keep in your wallet.

This card provides a quick and easy reference for what to do in case of an injury. If you remember only the basics, remember to **document everything that happens** and that you are **entitled by law to see your OWN doctor**.

The company **cannot force you to see their doctor**. It is illegal. You are entitled by law to see your own doctor. Exercise that right.

**ASK YOUR ORGANISER FOR
A CARD FOR YOUR WALLET!**

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

* Subject to approval by the AMIEU Committee of Management.

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: _____

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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: _____

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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:

- 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;
- 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;
- 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	2015/16	5.8% p.a. (6.3% p.a. for Pension section)
Historical – MIESF MySuper	5 year average 10 year average 20 year average 33 year average	7.9% p.a. (8.7% p.a. for Pension section) 5.1% p.a. (5.7% p.a. for Pension section) 6.8% p.a. (7.6% p.a. for Pension section) 8.5% p.a. (Pension section started in 1995)
High Growth Option	With effect from 31 January 2009, the Fund offers Main section members an investment choice which is referred to as the "High Growth Option". The earnings rate allocated for the High Growth Option was 3.0% p.a. for 2015/16. The 5 year average was 10.2% p.a. and the 7 year average was 10.2% p.a.	
Net Assets at 30 June 2016	\$717 million	
Size of Fund as at 30 June 2016	Membership Registered "active" employers	23,800 1,975
Management Fees	Administration \$67.60 p.a. deducted from each account (increasing to \$78 p.a. from 1 January 2017) 0.53% p.a. of your account balance when it is invested in MIESF MySuper or 0.37% p.a. of your account balance when it is invested in the High Growth Option. These are the Fund's investment related costs. There are no entry fees, however a withdrawal fee of \$35 applies for each withdrawal from the Fund.	
Death, Terminal Illness and Total and Permanent Disablement (TPD) Insurance Cover 93% of MIESF members are insured	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. \$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 55 or over can start a MIESF Pension with the same low "Management Fees" as set out above.	
Voluntary Contributions	Voluntary member contributions can be made at no extra cost and may qualify for government co-contributions. Please note that if you are aged 65 or over, you will need to be employed on at least a part-time basis to make voluntary member contributions. If you are 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 22 October 2015. There is also a PDS for the Pension section members dated 22 October 2015.

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



Very competitive investment returns from MIESF

Investment Returns

The returns (net of investment costs and tax) allocated to the accounts of members for the year ended **30 June 2016** are:

- 5.8%** for Accumulation Members invested in MIESF MySuper
- 3.0%** for Accumulation Members invested in the High Growth Option
- 6.3%** for Pension Members

The 2015/16 financial year was a difficult period for investors. Returns achieved on Australian and International shares were close to 0%.

The 5.8% return allocated to members invested in MIESF MySuper is a very competitive return. It is about the third highest return for MySuper accounts in Australian superannuation funds.

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

If you did not receive your 2016 Benefit Statement, please telephone 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 since 1 July 2014.

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.

MIESF is MySuper Authorised

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

Government legislation requires employers, in many cases, to pay superannuation contributions to a fund that offers a MySuper account. These MySuper accounts are supposed to be a low cost, simple and efficient option for members for their Superannuation Guarantee contributions.

If you have not actively chosen the superannuation fund that your employer pays your contributions to or you have not made an investment choice; your contributions must be paid to a MySuper account.

If you are currently a member of MIESF, your employer should continue to make contributions on your behalf to MIESF.

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.

The Australian Prudential Regulation Authority has published in its "Insight Issue One 2014" details of data collected from the authorised MySuper products. The average total administration and investment fee per annum for a member with a \$50,000 account balance was \$496, within a range of \$215 to \$1,242. By comparison, the equivalent MIESF MySuper fee was \$345 in 2015/16.

Insurance Arrangements from 1 July 2013

The Fund's self insured Death cover was replaced from 1 July 2013 with an insurance policy. Death, Total and Permanent Disablement (TPD) and Terminal Illness insurance cover is provided to all eligible members.

The \$200,000 Death cover for eligible members under 65 was retained. This benefit is now payable "early" upon Terminal Illness. Eligible members under age 39 now have \$200,000 of TPD insurance cover. The level of TPD cover reduces rapidly from age 39 to age 64 and is \$0 from age 65. The deduction from each eligible member's account was increased from \$5 per week (for the self-insured Death cover) to \$5.60 per week for the new insurance cover.

The death and Terminal Illness insurance cover was extended from 1 July 2014. Eligible members aged 65 to 69 inclusive now have \$35,000 of death insurance cover. Eligible members aged 65 to 68 inclusive also now have \$35,000 of Terminal Illness insurance cover. The \$5.60 per week deduction also applies for this 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.

We are pleased that the \$5.60 per week deduction and the current insurance terms will continue to apply at least until 30 June 2018 at a time when many other superannuation funds have increased their insurance costs or made their insurance terms worse for members.

How to Contact Us

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