

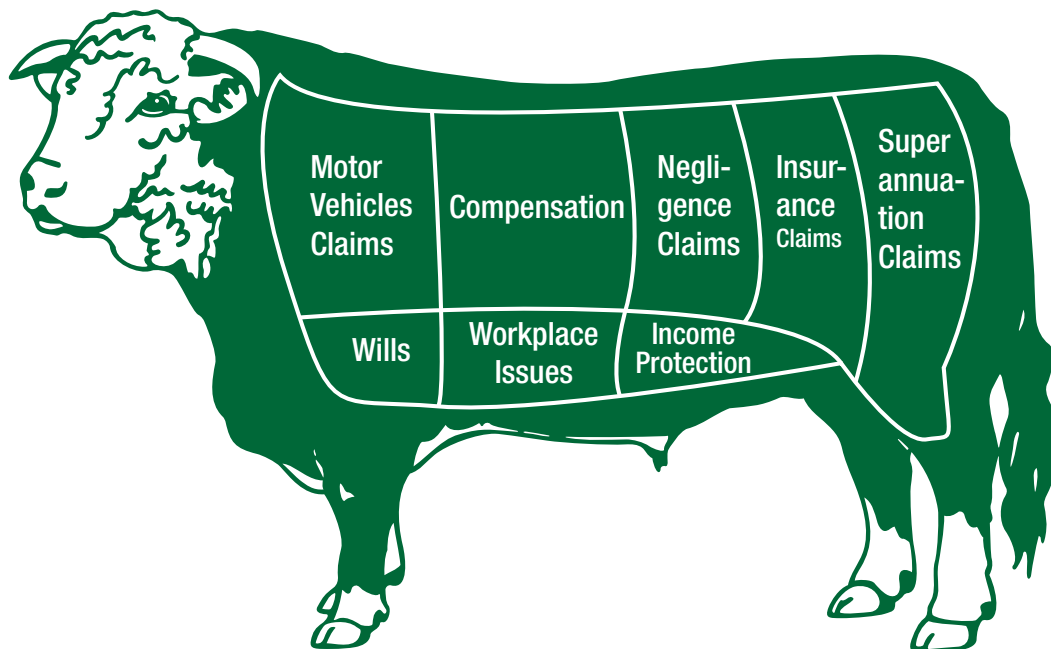
SPECIAL ISSUE



100 years of
UNION POWER
1919 - 2019

IN THIS ISSUE

NEWCASTLE BRANCH HISTORY | EBA UPDATES | WHAT ANOTHER LIBERAL GOVERNMENT MEANS FOR YOU



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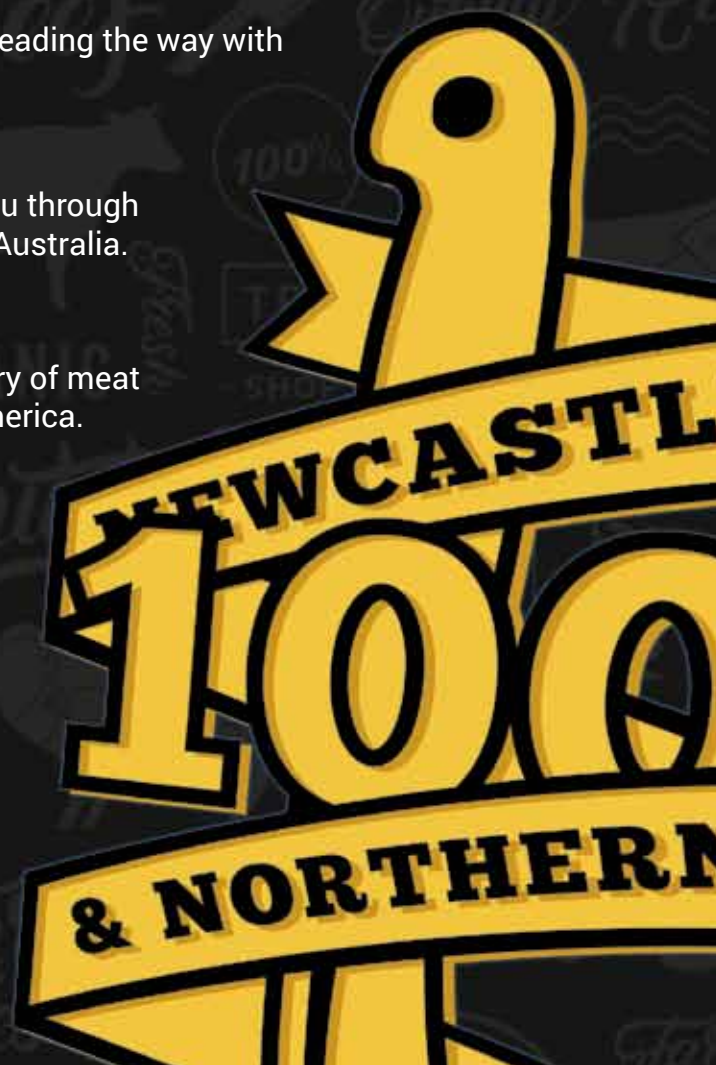
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Honouring our long serving members!





GRANT COURTNEY
BRANCH SECRETARY

SECRETARY'S REPORT

One hundred years of union power!

I'm deeply honoured to be able to say that this year, on August 20 2019, your union branch will turn 100 years old.

This is a massive achievement, especially at a time when unions are under attack like never before.

Most industries have very few union members. The Australian Bureau of Statistics tells us that the average rate of union membership in the private sector is 10.1%. In the public sector, it's 38%.

But in our region, more than 50% of all the meat and dairy workers are unionised!

In fact, the Newcastle & Northern Branch is now at our highest membership levels in more than a decade. Why? Because we keep fighting and we keep winning.

You should all be proud of yourselves for being part of this great union and for joining the struggle to build a better world for ourselves and our children.

Many unions never make it to 100 years. But the Newcastle & Northern NSW branch of the AMIEU continues to stand

strong and fight for workers rights everywhere from the Central Coast to the Queensland border.

In 2018 we saw some great industrial action at some of our biggest worksites. You would have read in our December Journal all about the strikes at JBS Scone, Wingham Beef, and Bindaree Beef, and the positive outcomes with no tradeoffs that were secured there.

In 2019 we are continuing that work with more of our biggest sites up for bargaining. Take a look at the next page to see where we are headed.

This year we are also introducing the new Fighting Fund. This will be a fantastic new addition which will allow us to win more victories, by giving workers the support they need to take industrial action and keep the heads above water.

Workers helping other workers is what a union is all about. That's why this new Fighting Fund has been launched, so that you can help out your fellow meat workers when they need it - and they can help you out in return down the line.

Please enjoy the Journal. Thank you for being part of our 100 year celebration. Here's to 100 more!

TICKET PRICE INCREASE

The price of a full ticket AMIEU membership will increase by \$1 to \$10.50 per week as of July 1 2019. All of this money raised by this increase will go into our new Fighting Fund to support striking workers. See next page for details.

ENTERPRISE BARGAINING

THE LATEST INFORMATION FROM AROUND YOUR REGION

UPDATE



NCMC CASINO

EXPIRED: 2 June 2019

Negotiations are currently ongoing. Workers are asking for a 4% wage increase, and have advised the union office that they want to hold a ballot for a strike at the time of writing this journal. We have lodged the paperwork with the Fair Work Commission and are waiting for the matter to be resolved.



EC THROSBY

EXPIRES: 1 September 2019

ECT continues to choose temporary migrant workers over locals looking for jobs. In recent events, we have assisted workers in WHS issues and underpayment inquiries, as well as concerns about public holiday rights. We look forward to negotiations and believe workers need a real wage increase.



NESTLE SMITHTOWN

EXPIRED: 29 April 2019

Members have knocked back an offer from the company of \$30 a week, with major concerns about changes to RDOs. Negotiations are ongoing at the time of writing and we are hopeful of resolving this issue shortly.



NORCO LISMORE

EXPIRED: 30 June 2019

We have an agreement in principle with the company, but are waiting on a ballot at the time of writing. The agreed outcome gives wage increases of 3% per year for 3 years, plus further changes to skills grading which could see a number of members actually increase their pay by 6% in the first year!



PFD FOOD SERVICES

EXPIRES: 31 August 2019

We have not yet started discussions with the company at this stage but look forward to beginning the bargaining process soon.

GET INVOLVED – MAKE A DIFFERENCE
**SPEAK TO YOUR
ORGANISER**

INTRODUCING THE



**FIGHTING
FUND**

**SUPPORT FOR YOU AND YOUR FAMILY
DURING INDUSTRIAL ACTION**



MEAT WORKERS LOOKING OUT FOR EACH OTHER

The Fighting Fund is a new initiative from your union which will give our members the support they need during enterprise bargaining.

Over the last three months, AMIEU organisers and officials have been visiting work sites and asking members to vote on whether or not they support a fund which will allow them to be paid while taking strike action.

The answer was an overwhelming YES.

Union members know that their real strength comes from each other. That's why they have agreed to raise the ticket price by \$1 and to pour all of this money into a special new Fighting Fund so that striking workers can keep supporting themselves and their families.

This new fund will give our members the edge they need to confidently take strike action and make sure that the bosses know they aren't going to back down.

The Fighting Fund joins the AMIEU's other benefits, such as our To & From Work Benefit, our Emergency Transport Benefit, and our many other services that make joining the AMIEU great value for money.

Please see below for more information on how the Fighting Fund works.

FREQUENTLY ASKED QUESTIONS

How much does it cost?

The Fighting Fund is included as part of your membership.

The AMIEU weekly ticket cost will go up by \$1 (to \$10.50) to raise this money.

How much will I be paid?

You may be paid up to \$100 per day of strike action up to a maximum of five days. This will be paid by direct bank deposit into your account.

Is the Fighting Fund optional?

No. However, if you do not want to be paid while on strike, that is your choice.

I'm on a Low Income Ticket. Can I access the Fighting Fund?

Yes. The Low Income Ticket price will increase by \$0.60 to cover the Fighting Fund.

The payment received will be a pro rata rate determined by Committee of Management.

What happens if we don't go on strike?

All money raised will be set aside and used for industrial action campaigns.

How will this help me?

Going on strike is hard because you don't get paid.

Bosses often try to wait out their workers and hope they will run out of money.

The Fighting Fund will allow you to stay out on the picket line longer, giving you a better chance of getting the best results.

Why are you doing this?

AMIEU members have asked for extra industrial action support. The Committee of Management discussed the issue and agreed to create the Fighting Fund.

Will I be taxed on any Fighting Fund money I receive?

No.

How do I receive payment from the Fighting Fund?

To receive payment, you must:

- Have been a financial member of the AMIEU for at least six months
- Be on direct debit or fill out the form switching over to direct debit (so that we have your bank details)
- Take industrial action for at least 4 hours on the day
- Show up at the industrial action and take part (no going off to the pub!)
- Sign the form on the day of the action, authorising us to deposit the money into your bank account

When will the Fighting Fund start?

The Fighting Fund is active as of July 1 2019.

1919 - 2019

**ONE
HUNDRED
YEARS
OF
UNION
POWER**

On 20 August 1919, the Newcastle & Northern Branch of the Meat Workers Union was officially recognised.

Meat workers in the area had been organising for many years under different names before finally coming together and being recognised by the Industrial Registrar of the day.

Originally, the Newcastle & Northern NSW area was included as part of the overall NSW area. This meant that everyone from Casino in the north, to Wollongong in the south, came under the one roof!

However, the meat industry in the state was simply growing too fast for the union to keep up. In the early 1900s, the state split into two branches so that the northern and southern areas could focus their resources more effectively.

Since then, the Newcastle and Northern NSW Branch of the AMIEU has continued to lead the way as one of the most strong, active and militant unions across the country.

You can always count on us to stand up for workers and raise hell when their rights are under attack. We fight back against greedy companies, we fight back against politicians from all sides, and we certainly won't stop fighting.

We look after workers. That's all we're about! We've been fighting for 100 years, and we're not going to stop now. Join us and join the fight!

ONE UNION, MANY NAMES

From 1918 to 1952 the union changed named six times!

1907	The Australasian Meat Industry Employees Union, Newcastle Branch NSW
1918	The Newcastle and Northern District Butchers Employees Union
1919	The Meat Workers Union of New South Wales, Newcastle and Northern Branch
1921	The Australasian Meat Industry Employees Union, Newcastle and Northern Branch
1949	The Australasian Meat, Butter and Cheese Industries and Condenser and Milk Products Factory Workers Union, Newcastle and Northern Branch
1952	The Australasian Meat Industry Employees Union, Newcastle and Northern Branch



**The
beginning of
something
great.**

The official registration certificate of the AMIEU Newcastle & Northern Branch from the Industrial Registrar.

Working across NSW



Do you know how big your union is? The AMIEU Newcastle & Northern Branch covers everyone from the Central Coast in the south, all the way up to the Queensland border in the north.

The highlighted areas on the map above are our largest meat and dairy processing sites. We also cover meatworkers in supermarkets like Coles and Woolworths, cold storage

facilities, retail butchers, and other associated industries.

That's more than 190,000 square kilometres! And it's all done from one place - Union House, at 34 Union Street in Newcastle West.

Union House was opened on July 31 1973. Remember, as a union member, Union House is YOUR house. Come and drop in for a visit any time.



Secretary at the time Max Coulson (left) and former secretary Albert Allsop (right) open Union House in 1973.

Big moments in branch history

1962

NSW branch tries to take over Newcastle branch

In October 1962, the NSW branch of the AMIEU used a Federal Council meeting to propose centralising all of the union's operations in NSW under one central Sydney office. This would have meant the Newcastle branch giving up its autonomy, which the elected Committee of Management at the time refused to do. The proposal was rejected and the Newcastle branch remained separate.

1960's

Formalising the tally system

The Newcastle Branch was pivotal in establishing the new tally system which came into effect through the 1960s and into the 70's. Read more about the tally system in Graham Smith's article starting page 18.

1969

Equal pay for women

Not a lot of people know that the AMIEU was actually the first union to strike a real blow for women workers in Australia.

In June of 1969, the AMIEU took the Allied Trades Federation of Australia to court and won the right to 'equal pay for equal work' - a ruling that for the first time in Australian history, women should be paid a man's wage when they performed a man's work.

Of course, bosses immediately tried to get out of it by reclassifying certain low wage jobs as 'women's work' so they

could keep paying less. But the AMIEU kept fighting over the next several years to stamp out all of these dirty tricks.

1983 - 1985

The Mudginberri Dispute

This was one of the biggest disputes in the history of the AMIEU and a turning point for the union movement in Australia. It took place in Mudginberri in the Northern Territory, where the National Farmers Federation tried to smash the tally system that the union had set up.

At the height of this dispute, up to 20,000 meat workers went on strike around the country and Prime Minister Bob Hawke was forced to get directly involved. The entire dispute took 27 court cases and two years to settle.

1984

Mortality Fund established

In 1984, the AMIEU Newcastle Branch established a mortality fund to help the family members of unionists who passed away. This mortality fund is still operating today, more than 30 years later.

1989

38 Hour Week decision

The AMIEU had spent the last few years campaigning hard for a massive overhaul of the various Awards that governed meat work and dairy work.

In 1989 our efforts were finally recognised with a landmark decision which cemented the working week for meat workers at 38 hours, enabling overtime pay beyond that, and locking in wage increases and superannuation for the first time.

1999 - 2005

The Blackadder Case

Stephen Blackadder, an AMIEU member and delegate, was a boner at Ramsey's abattoir in Grafton. In 1999 he was sacked when he refused to do hot neck boning, a task he was never trained for and didn't know how to do.

Of course the AMIEU immediately ran an unfair dismissal case for him, and eventually we managed to get him reinstated - but Ramsey refused to let him come back to work, and just paid him to stay at home. That's how much he didn't want union members in his plant!

Our legal team at Carroll & O'Dea had to go back to court again to force Ramsey to let Blackadder back onto the site. Eventually in 2005 we took the case all the way to the High Court and were successful, scoring a massive victory which set a precedent for reinstatement cases all across Australia.

THE UNION JOURNAL



The first AMIEU Newcastle & Northern Branch Journal, published in January 1962
(Drop into the office if you want to have a read of the original!)

Even back in 1962, meat workers were concerned about the possible effects of automation on their job security.

Can-Pak Chain or Conveyor System of Beef Slaughtering in Australian Meat Industry

Intensification of mechanisation is on the agenda in the Australian Meat Industry. Particularly is this so in Queensland export Can-pak operations.

"Since the filing of a log of claims by certain meat companies for a Federal Award, substantial evidence has been taken in Queensland in respect of the present systems of beef slaughtering. The Union has now been advised by the applicants that all this evidence is now before the arbitrator and that the Can-pak system in their Queensland works and consequently would be working at award covering the Can-pak system.

These include Thomas Northwick and Sons (Australia) Limited, Merinda (Bovens), The Central Queensland Meat Export Company Proprietary Limited, Lakes Creek (Rockhampton), Queensland Meat Export Company Proprietary Limited, Ross River (Townsville), Swift Australia Company (Pty.) Limited, Alligator Creek (Townsville), Parnoo Point (Gladstone).

The Can-Pak is derived from the name of a meat company in Canada where the system was first put into operation and is now general in meat works in U.S.A. and Canada. Actually there are two systems. The latest is known as the "Rotation" and is claimed to be suitable for small sheds. It is manufactured by an American firm, "Allright Roll Co." and can be made in Australia under license. The system is nothing more or less than the conveyor or chain system now in use in all modern sheds throughout Australia, made of course to carry the heavier weight and with some difference in processing.

To install the plant at Queensland the Cairns Meat Export Co. built a completely new shed measuring approximately 80ft. by 100ft. indicating that a large amount of beef space is not required.

The cattle come through a foot bath and spray wash. The pressure from the sprays, which have considerable force, appear to thoroughly wash the cattle. No wiping or washing is necessary. After the carcasses pass the saw, the conveyor takes them through a spray wash, which is enclosed in a small housing. The pressure from the spray is approximately 160 lbs. to the square inch. These sprays are worked on a piston and travel with an up and down motion. The goal is the pressure of water that there is not a hair or speck of dirt on the side of the meat after this treatment.

The only time the meat is on the ground is when it falls out of the housing box. A chain is placed round the back of one leg and hoisted up to the rail while on the move. The operator which can be adjusted to suit the particular height of each operator.

The complete system includes mechanical devices such as a bracket saw, skin bone splitting, tail puller and hide puller, also automatic skinning knife.

The Can-pak system cuts down the number of following labour and it is claimed by the Queensland Secretary that when it was first installed at Quersah the following labour was reduced by 30 per cent. by comparison with the conventional system. A few sections was added to the Federal Meat Industry Award to cover the system at Quersah.

When W. W. Pirie, the Federal Secretary of the Union, first saw the Chain System of Beef at Cairns, North Queensland, in November, 1966, he said, "No major meatworks in Australia, where cattle were slaughtered could afford NOT to install a Chain or Conveyor System of Beef Dressing on their Works."

Now in 1967, we find all the meat works in Queensland following this method of beef dressing.

"This spread of the system is a very serious menace to the workers."

PERMANENT DISABILITIES

Your Union provides a free service to all its members wishing to seek advice on Workers' Compensation matters. If you have any problem or difficulty of any kind in this regard, then immediately contact the Union. Should any difficulty arise over a member's entitlement for compensation, then the Union will also provide financial and legal assistance to fully protect its members' rights.

Nature of Injury	Amount Payable \$
1. Loss of speech	3,500 1,750
2. Loss of power of speech	4,000 2,000
3. Loss of either arm, or of the greater part thereof	2,400 1,200
4. Loss of lower part of either arm, or of hand, or five fingers of either hand	3,000 1,500
5. Loss of a leg or of the greater part of a leg	4,200 2,100
6. Loss of a thumb	3,600 1,800
7. Loss of the lower part of a Leg	3,500 1,750
8. Loss of a foot	4,200 2,100
9. Loss of sight of one eye with serious diminution of the sight of the other	2,400 1,200
10. Loss of sight of one eye	3,000 1,500
11. Loss of hearing, both ears	1,600 800
12. Complete deafness of one ear	1,600 800
13. Loss of a tooth	1,100 550
14. Loss of a forefinger	1,000 500
15. Loss of a thumb	600 300
16. Loss of a joint of a thumb, middle finger or ring finger	500 250
17. Loss of a toe or the joint of a finger	300 150
18. Loss of a joint of a toe	1,100 550
19. Loss of a joint of a toe	400 200
20. Loss of a joint of a toe	400 200
21. Loss of a joint of a toe	400 200
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30. Loss of a joint of a toe	400 200

It is important for the protection of these rights that members should know the entitlements which the law provides for injuries suffered at work or on the way to or from work.

This issue of the Bulletin generally summarizes those provisions of the N.S.W. Workers' Compensation Act 1966 which relate to permanent disabilities, and the benefits payable under the Act.

It has not been the intention to produce an exhaustive statement of law, but one which will help members to be prepared to act as co-operating witnesses in the event of a claim for compensation for a permanent disability.

AN ADDITIONAL PAYMENT

The current principle recognized in the Workers' Compensation Act is that a worker who suffers a permanent disability is entitled to receive a special lump sum payment in addition to the compensation payable under the Act.

This means that a worker may now receive a lump sum payment, and at the same time continue to receive, and also be able to receive in the future, any other compensation benefits provided under the Act for the same injury.

This right also covers a worker who sustained a permanent disability prior to 16th December, 1964, and who had not "elected" to receive a lump sum payment before the commencement of the 1964 Amendment Act.

This means that a worker may now receive a lump sum payment, and at the same time continue to receive, and also be able to receive in the future, any other compensation benefits provided under the Act for the same injury.

TABLE OF INJURIES

A worker who had received an injury mentioned in the following table is entitled to receive from his employer the amount indicated in such table, which



MEMBERS EMPLOYED BY STEGGLES IN THE FUR PROCESSING PLANT AT BERESFIELD.



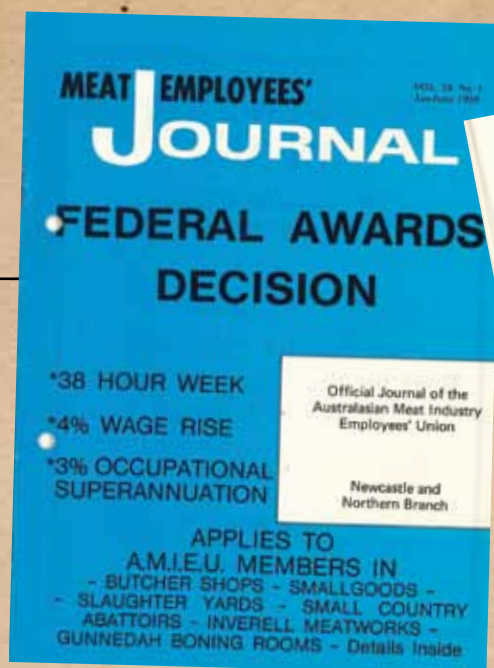
42 MEAT EMPLOYEES JOURNAL - January issue, 1969



A 1967 chart showing the dollar value of compensation for various injuries. Losing an arm was worth \$4,600 at the time (\$58,400 in today's dollars)

The 1989 Federal Meat Award Decision was a groundbreaking moment, cementing a massive 4% wage rise and locking in the 38 ordinary hour week.

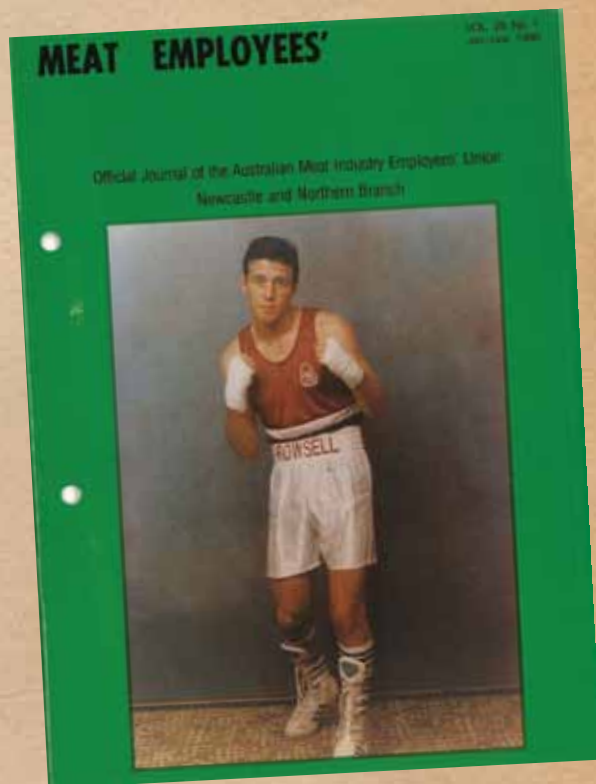
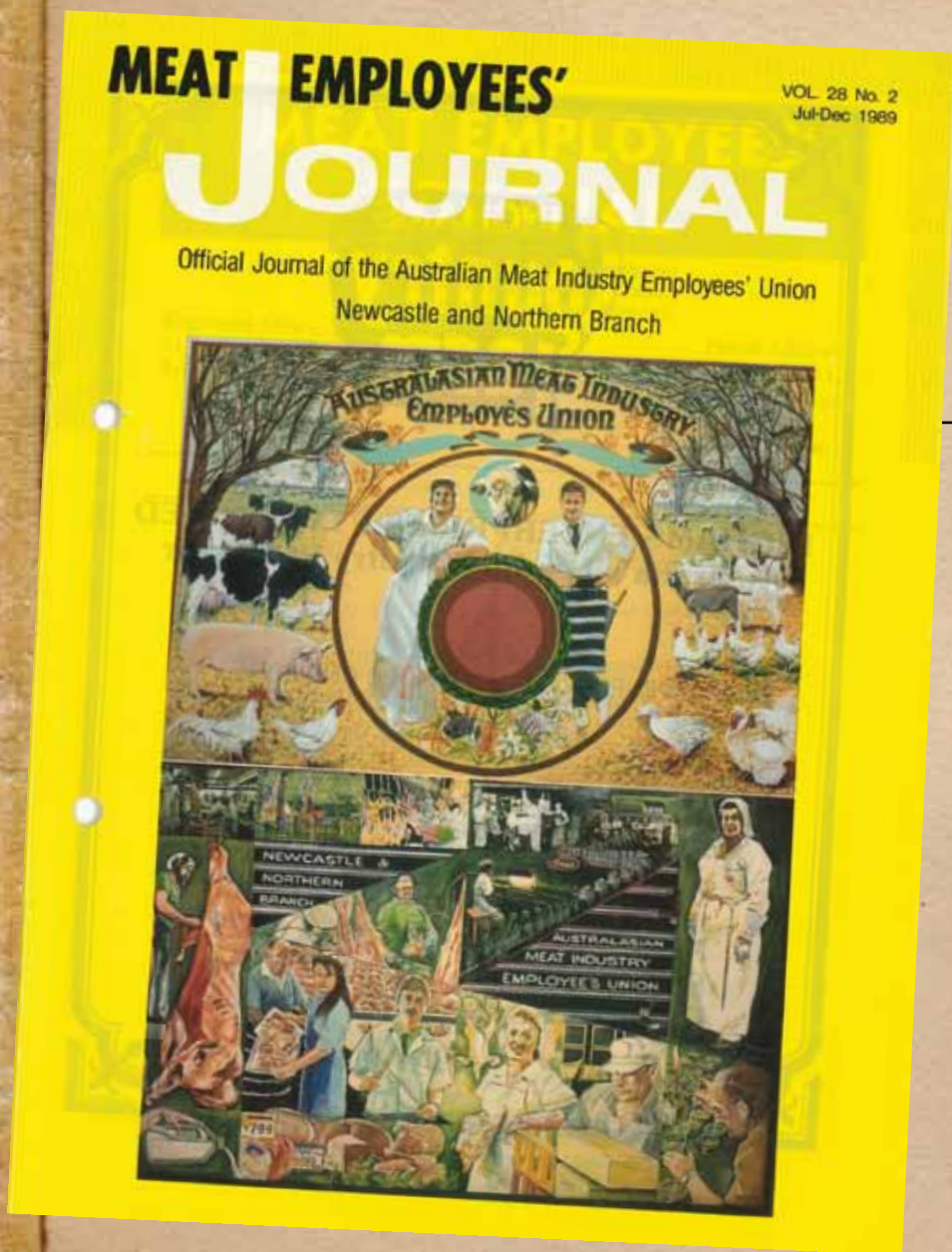
Poultry workers at Steggles Beresfield in 1989. Some of our members in this photo still work there!



Fishing competition at the Macksville Meatworks



The first appearance of the iconic AMIEU Newcastle & Northern mural, which still hangs on the wall in Union House. Come and visit us if you want to check it out!





Aberdeen Meatworks Centenary 1892 to 1992

The 1993 Journal celebrates the centenary of the Aberdeen Meatworks.



1993 was also the anniversary of the NCMC meat works at Casino, one of the AMIEU's longest and strongest sites.

NORTHERN CO-OPERATIVE MEAT COMPANY CELEBRATES 60TH BIRTHDAY!



Link with history

When the Northern Co-operative Meat Co. Ltd., was incorporated in 1933 it was, in effect, a long overdue recognition of the logical next phase of the industry that brought the birth of Casino 97 years earlier. The actual development of the first abattoir and auxiliary buildings of the meatworks on their present site had its official opening on the eve of the centenary commemoration for the town.

The attention by George Stapleton and Henry Clay on the southern bank of the Richmond River, near the present site of Living Bridge at Casino, came through an odd compromise with two Upper Clarence suitors, Peter Pagan and W.C. Evans - an agreement under which Clay and Stapleton left the land they held under license, properly established by payment of the required Crown fee in Sydney. They arrived at Tahlan a few weeks after the six-month deadline promised for completion of their land and found Pagan and Evans had "jumped their clock".

Continued on page 14



The clock of the pig club was given at Casino, replaced by an ornate wall clock and a modern, without head slaughterhouse. Since 1993 the pig slaughterhouse has been replaced.

CASINO MEATWORKS celebrates 60 years in the beef industry in 1993. The works employ over 700 people and produce 22 million dollars in wages and salaries to the Casino community annually. They currently process over 3400,000 off and cattle per year and produce 65 million kilograms of meat and offal. They also export over half a million kilos annually.

All employees in the processing side of the operation belong to the AMIEU and have had a long and proud association directly with the management and policy of the Newcastle and Northern Branch. Our record shows that for at least the last 30 years Casino Meatworks has been represented on the Branch's Committee of Management. Delegates from Casino Meatworks have always played a leading active role as part of the Union's Committee of Management with the current representative, Mr John Smith, also being a Senior Meatworks Delegate in the Newcastle and Northern area.

The Union would congratulate the Northern Co-operative Meat Company on attaining their 60th Birthday. For 60 years this company has provided stable and secure employment for AMIEU members combined with consistent high earnings.

Photos of Nostalgia



The late Gordon Smith, Aberdeen, celebrating his 60th birthday. He is the 10th in the line of the Aberdeen line of Meat Industry.



Gary John, Aberdeen, with his son, David, in front of the Aberdeen line of Meat Industry. David was also a Meat Industry member for many years. Photo taken in 1978.



Mr. Pagan, Senior Meatworks Delegate.



A young Gordon McDonald, Aberdeen, celebrating his 60th birthday. He is the 10th in the line of the Aberdeen line of Meat Industry. Photo taken in 1978.

An early photo of Nestle Smithtown legend Gordon McDonald as he takes over from Vic Hudson as site delegate.

Recipes For One

And All

Lovely Chicken Legs

1 pkt French onion soup
3 tablespoons honey
8 chicken drumsticks
4 cups water
Place soup mix into bowl. Add the honey & water slowly stirring until well combined. Place chicken legs into large casserole dish. Pour the mixture onto the chicken & bake in oven at about 180 deg C until golden brown and sauce reduces (turn chicken during cooking). Use the sauce to pour over the top. Serves about 4.

Fork in Plum Sauce

1 pork fillet
2 tablespoons plum jam
1 carrot thinly sliced
1 cup cooked spiral pasta
1 packet Oriental Spicy Pork & Plum sauce
1 onion
2 tablespoons vinegar
1 tablespoon soy sauce
1/2 tsp garlic and ginger (optional)
Slice onion, cut pork into strips - cook till golden brown. Add jam, vinegar, soy sauce, carrot, ginger, garlic, packet sauce & pasta. Serving suggestions with rice or vegetables.

Zucchini Slice

375g zucchini
3 rashers bacon
1 cup SR Flour
5 eggs
1 large onion
1 cup grated cheese
1/2 cup oil
salt & pepper
Grate zucchini. Finely chop onion & bacon. Combine with cheese & sifted flour, oil and lightly

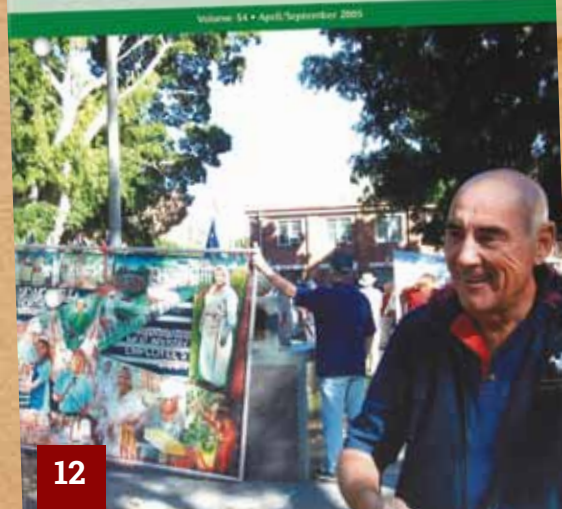
beaten egg, salt & pepper.
Pour into 11" x 7" dish. Cook 30-40 min in moderate oven.
Serve hot with hot meal or cold with salad.

Lasagne

1 kg mince
2 small cans tomato paste
2 medium onions chopped
1/2 teaspoon marjoram
1-2 cloves garlic
1 pkt lasagne sheets
2 cans tomatoes
2 sachets red wine
1 teaspoon basil
1/2 teaspoon thyme
2 beef stock cubes
Fry onions, add meat & brown.
Add all other ingredients & simmer approx. 20 - 30 mins.

White Cheese Sauce

2 tablespoons plain flour
2 cups milk
2 tablespoons margarine
250g cheese
Melt margarine, add flour & stir over heat 1 min. Add milk stirring all the time. Salt/pepper to taste. Add cheese.
Alternate layers of meat, pasta and cheese sauce. End with cheese sauce. Sprinkle top with parmesan cheese if desired. Cook in a moderate oven until top is golden brown and pasta is cooked. Test with a skewer.



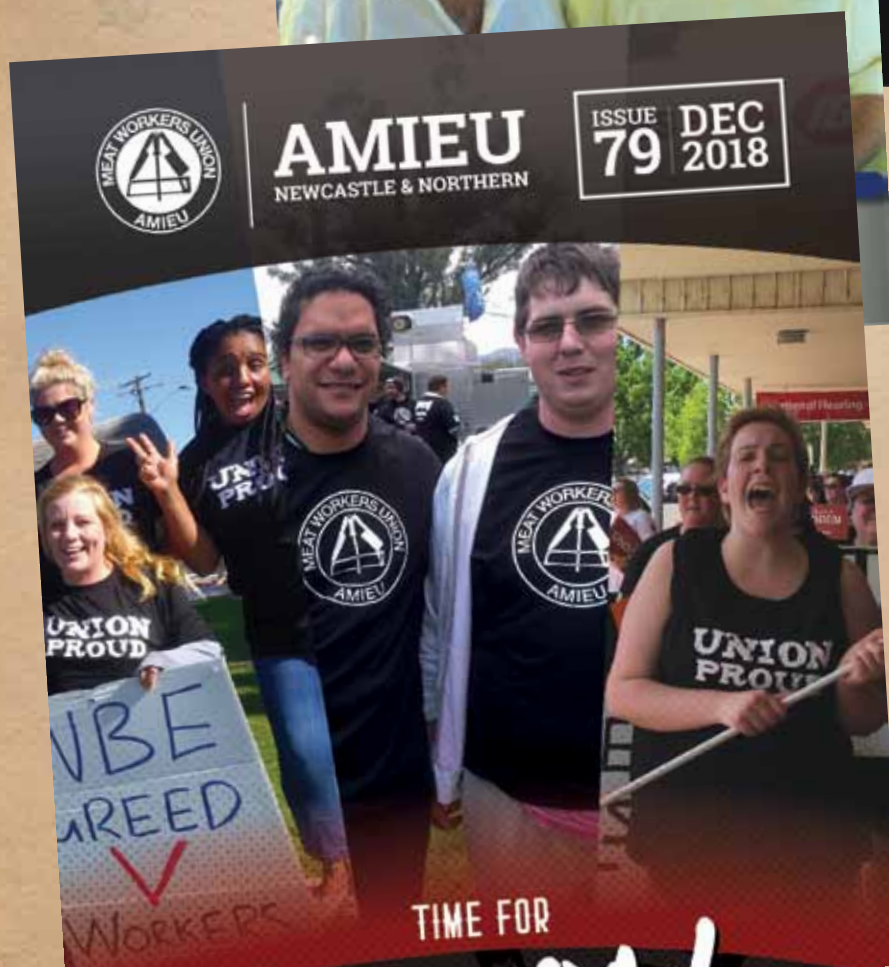
Life member and former organiser Neville Proud graces the cover of our 2005 issue. Neville is still active in the movement today and often pops into the Newcastle office to catch up with the latest developments!



Branch President Mark Cooke (still serving today) congratulates 50 year member David Forrester.



In 2006 and 2007, the battle over the Liberals' brutal new WorkChoices legislation was in full swing. These laws massively restricted union activity and gave bosses vast new powers. They were mostly rolled back after the 2007 landslide election.



Copies of every Journal are available in the Newcastle office for anyone who wishes to come in and read them!

Another **COALITION GOVERNMENT.** *What does it mean for you?*

As a union member, you are square in the sights of the Coalition Government's attack plan over the next three years.

Scott Morrison and the Liberal-National Coalition Government made no secret during the election campaign of their plans to attack union members.

Over the next three years, you can expect them to try everything possible to make your life harder and reduce your rights at work.

Here's just a taste of what they have planned:

They want to make it easier to deregister unions

Last term, the Coalition tried and failed to pass a bill called the "Ensuring Integrity Bill". This innocent-sounding bill in fact would have made it easier to completely deregister a union if it breaks any laws.

They couldn't pass that bill because they had a hostile Senate who wouldn't play ball. Now, they will try again. If this bill passes, the Coalition will be able to make your union illegal with the stroke of a pen.

They want to allow Enterprise Agreements which don't take ALL workers into account

Any new Enterprise Agreements have the pass the Better Off Overall Test (BOOT) which ensures that ALL workers are better off than they would be under the minimum Award.

The Coalition want to change the laws so that only SOME workers need to be better off. This will bring back the old days where bosses bribed some workers to vote 'yes' on a dodgy deal which would screw over other workers.

They want to make it harder for casual workers

There is currently a massive lawsuit before the High Court of Australia which will decide the future of casual employment in Australia.

The union movement is arguing that casuals who work regular hours for years on end are basically the same as permanent workers and should be entitled to things like annual leave, long service leave etc.

Naturally, the Coalition's mates in big business have screamed blue murder about this and forced the government to intervene. They want to keep people as casuals forever, no matter how regular their work, and never pay for entitlements.

Now that they have been re-elected, the Coalition will push ahead with this challenge. They won't stop until everyone in Australia is a casual employee.

They will keep cutting penalty rates - and meat work is not safe

Your friends working retail and hospitality have already had their penalty rates cut, thanks to the Coalition. On July 1 2019 they are going to be cut again, and then again next year as well.

Big business bosses from other industries have already told the Coalition that they want to cut penalty rates in their industries as well, and the Coalition has signalled it will look into it.

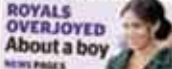
They will be coming for the manufacturing industries soon. You need to be prepared to stand up and defend your penalty rates when the time comes.

The Sydney Morning Herald

Wednesday, May 8, 2019 \$12.50

Printed and published by the Sydney Morning Herald Pty Ltd

INDEPENDENT. ALWAYS.



PM vows to choke union power

By David Evans

Chief of the Australian Labor Party

ANALYSIS

THE MORRISON GOVERNMENT'S new industrial relations

ministry has vowed to "choke union power" and "roll back the

rights of workers."

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Raising a storm from their teacups



Bob Hawke and Paul Keating, two of the most powerful leaders of the Labor Party, are raising a storm from their teacups. The two men are sitting at a table with tea, and the article discusses their political careers and the impact of their decisions on the Labor Party.

The article continues to discuss the political careers of Bob Hawke and Paul Keating, highlighting their achievements and the challenges they faced. It also touches on the current state of the Labor Party and the impact of the Morrison government's policies.

Ice possession soars by 250% across state

Ice possession has soared by 250% across the state, according to a report from the Australian Customs and Border Protection. The report highlights the significant increase in the number of people caught with illegal substances, raising concerns about the effectiveness of current law enforcement efforts.

The report also notes that the increase in ice possession is linked to the growing popularity of synthetic drugs, which are easier to produce and distribute than natural substances. This has led to a surge in the number of people caught with these substances, particularly in urban areas.

The article concludes by discussing the implications of the report for law enforcement and the need for more effective strategies to combat the growing problem of drug possession. It also mentions the impact of the Morrison government's policies on the drug trade.

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POLITICS FEDERAL AUSTRALIA VOTES

Employers demand crack down on unions and casuals double dipping

By Dana McCauley

May 10, 2019 - 11:45pm



Employers have outlined a list of demands for the Morrison government's new industrial relations minister, calling for a bold new approach to crack down on unions and give business the flexibility they argue is needed to boost the economy.

The demands include a requirement for unions to negotiate with employers on a non-exclusive basis, which would allow employers to bypass unions and negotiate directly with workers. This has caused significant controversy and concern among union members.

The article also discusses the impact of the Morrison government's policies on the labor market, particularly the new industrial relations ministry's approach to unions and workers' rights. It highlights the concerns of employers and the potential for increased casualization of the workforce.

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FINANCIAL REVIEW

Menu Home News Business Markets Street Talk Real Estate Opinion Technology Personal Finance Leadership Lifestyle All

Relieved CEOs have a busy agenda for Morrison

Simon Evans, Patrick Durkin and Brad Thompson

May 20, 2019 - 12:00pm

Westfarmers chairman Michael Chaney said Labor lost the election because voters were concerned about the economic outlook and employment under its higher taxing, big spending agenda.

KEY POINTS

- Westfarmers chairman Michael Chaney says voters were worried about the high...

YOUR RIGHTS *will* BE UNDER ATTACK

BIG WIN FOR NZ

Putting on and taking off your work gear is now paid work time in New Zealand.

Have you ever thought you should be paid for the time you spend donning and doffing your work gear?

We think you should, and our Kiwi comrades at the NZ Meat Workers Union think so too. They've just won a big court victory making it the law that workers must now be paid for this time.

Bosses tried to appeal the ruling of course, because they would much prefer you to do this kind of thing for free. But their appeal failed and the NZ MWU was successful. Now it's the law.

This is a massive victory and we congratulate the NZ MWU for their hard work.

We believe that meat workers here in Australia should get paid for their time spent putting on and taking off work gear as well.

The hard work of the NZ MWU shows that a better way is possible. Now we need every Australian meat worker to join the AMIEU so that we can push for our rules to be changed.

It's not fair that bosses can force you to wear special clothes and gear, but won't pay you for the time it takes to get into and out of them.

WORK TIME. WORK MONEY.

We believe that companies could be saving as much as \$1,000 per worker per year for some classifications of workers, by not paying them for this time.

That time is work time and you should be paid for it. If you agree, talk to your friends about it and get them to sign up to the AMIEU!





WE ESTIMATE THAT COMPANIES COULD BE SAVING UP TO

\$1,000

PER WORKER PER YEAR

“100% of our surpluses are used to benefit our Members”

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- Credit Cards
- Term Deposits

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email **mail@unitybank.com.au**,
call **1300 36 2000** or visit **unitybank.com.au**



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DINH NGUYEN

OUR NEW VIETNAMESE ORGANISER JOINS THE TEAM

You'll be seeing a new face at your workplace over the next few months - **Dinh Nguyen** has joined the AMIEU office as a new organiser.

Dinh comes from Vietnam and will be assisting the AMIEU in organising migrant workers

from a range of international backgrounds, ensuring they have access to the same fair pay and protections that other workers do.

Dinh is an experienced organiser with the AMWU, the manufacturing union, and just moved to Newcastle from Victoria.

Please make Dinh welcome when you see him. If you need to speak to Dinh, you can contact him by:

EMAIL:
dinh.nguyen@meatworker.com.au

MOBILE:
0428 760 086

Lessons from history

THE HISTORY OF THE AMIEU AUSTRALIAN MEAT WORK 1900–2019

by *Graham Smith*

History is always worth looking at, because it seems to endlessly loop and repeat itself.

This is absolutely true of the meat industry and organised labour in meat processing factories.

Let's be honest: despite all the rhetoric about technological advancements and occupational health and safety improvements, the work at abattoirs and similar processing factories and boning rooms is damn hard. Always has been, always will be.

One of the major goals of the bosses in the meat industry is to keep you working damn hard for as many hours in every day as they possibly can. Again, always has been, always will be. Then of course they complain that people don't want to work in these factories. The truth of it is that people do want to work and will happily work in those factories, just not at the pace and for the hours demanded by the bosses. It is just too damn hard!

When the meat workers union in Australia first became a

national union back in the early 1900's, it was a collection of small numbers of workers in each state who had formed local state based operations and wanted to expand to work together nationally for the advancement of workers. The AMIEU did not suddenly spring into operation, and its very first members were predominantly shop butchers.

We were a little bit lucky that several factors came together to make the union grow rapidly.

In 1904 Australia introduced a legal framework for the resolution of industrial disputes called the Commonwealth Conciliation and Arbitration Act. This allowed for a Commission (a panel of quasi-judges appointed by government) to hear and determine industrial disputes, and hand down binding judgements. In 1907 this Commission made its first Award, where it was decided what a fair days pay should be to ensure that a worker had sufficient money to maintain their family.

It should be noted here that this decision follows the logic of Scottish economist Adam Smith (no relation), who in 1776 declared that workers should not be paid less than a certain amount of money because if

they could not keep alive and raise at least two of the usual four children they procreated on average at the time, then there would be a shortage of future workers, which would be bad for the factory owners. Never doubt the motivations of those in power!

This declaration was made in a book called *The Wealth of Nations* and which has become the centrepiece of modern conservative policy.

The other factor that worked in our favour was that each state had a government-owned abattoir that controlled most of the meat processing and had large workforces. When there are large numbers of workers concentrated together, and where competition from other companies is limited, it is easier to organise labour and win conditions and improvements.

The government-owned abattoirs were not the only processors, but others were either very small country based operations, or mainly concerned with export, whereas the government abattoirs were only concerned with local supply. This meant that competition was more focused between the growing export companies rather than the government abattoirs.

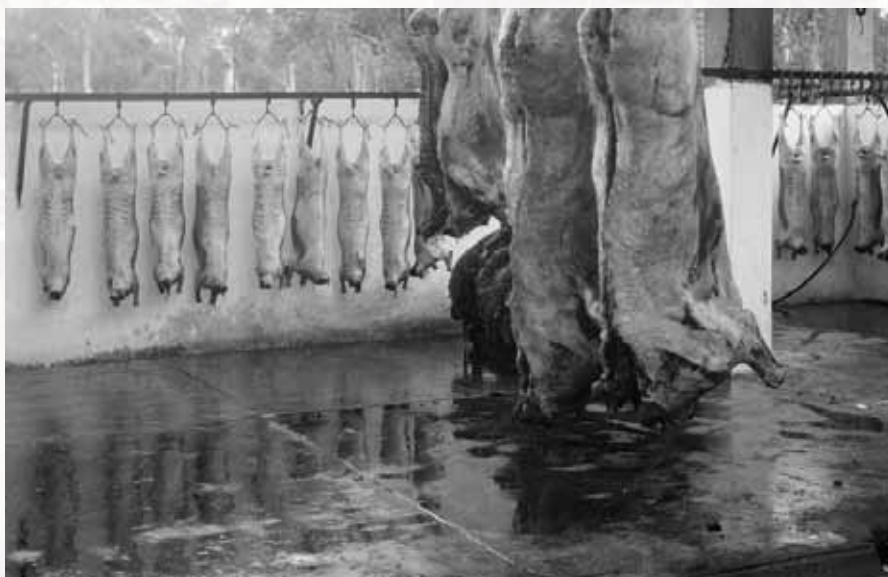
But this also meant that once conditions had been achieved in the government abattoirs, it was then practice for the workers in the export factories to push for the same or better.

In the 1930's the mechanical conveyor was introduced into meat factories in Australia which split jobs into smaller tasks, thereby deskilling the work. Workers at the time attempted to resist this mechanisation and referred to it as 'the chain', a reference to it being the equivalent of working on a chain gang. Their efforts were ultimately unsuccessful in stopping this mechanisation, and by the 1940's 'the chain' was prevalent in the industry, as was the term itself 'the chain'.

Tallies had always been a feature of the meat industry and so with the deskilling of the slaughtering tasks, it was difficult to reach agreement on what tally would be. The boning rooms were less affected at this time but that would later change with the introduction of the side boning rail system.

In the 1950's one of the largest export meat processors in Australia, The Angliss Group, brought productivity specialist approaches from the United States to Australia and this resulted in the very scientific and mathematical approach to tallies that was later known as the Unit Tally System. This system took time and motion studies of each process on the slaughtering line and converted it to a mathematic value that determined how many "units of labour" (by which they meant "people") would be required for each task on the chain at any given line speed.

This system would in the early 1960's become the basis of the



Churchill Abattoir slaughter house, Churchill, Ipswich, 1910s – Image courtesy of Picture Ipswich

Federal Meat Industry Award 1963, an award covering all meat industry operations (with some exceptions) throughout the states of Australia other than Western Australia. It did not apply to the Territories either. This award covered all work including boning and slicing and contained extensive tables of values for work. This system was not popular with everyone in the industry.

In the 1970's the AMIEU began a campaign of getting uniform tallies across the country. The Queensland Branch was our first success with the creation of an award that was made by consent between the major processors in Queensland and the AMIEU membership, and was called the Queensland Meat Industry Industrial Agreement Award 1976 (QMIA).

The benefit to the employers was that wages and tallies were the same in all factories, and so they only needed to focus on their ability to process and sell meat to make a profit. The benefit to workers was that this Award was superior in many ways to the Federal Meat industry Award and introduced new minimum

payment arrangements, thereby guaranteeing much better minimum amounts of pay for the days that the workers did work.

South Australia was next off the rank and in 1979 achieved the same outcome, based almost entirely on the QMIA but also including tallies for sheep, which were not dealt with in the QMIA.

The beauty of these agreement awards was that they were subject to the annual wage case decisions handed down in July each year by the Commission.

The power of the AMIEU was now huge, with workers across Australia seeing the value of working together and achieving real wins in terms of wages, hours of work, and health and safety. Our mastery of tallies soon meant that we were working shorter days to process all the work and in most cases, everyone was finished and out within 8 hours of the starting time, meaning that lunch and other breaks were being absorbed into the hours.

With this strength also came better job security and much lower turnover of labour

figures. This benefited the boss who could count on a stable workforce.

With these successes in place, we turned our attention to the Northern Territory, where the lack of Award regulation meant that a very strong unionised shed in Katherine, was being undermined by smaller players who had individual contract arrangements with their workforces, and were paying far less than Katherine meatworks for the same production.

A massive standoff between the processors in the Northern Territory and the AMIEU saw the demise of most of those competitors, but culminated in our version of the *Shootout at the OK Corral* - a little works called Mudginberri.

The outcome of this dispute saw Mudginberri also ultimately go out of business, but so did Katherine meatworks. In a hollow victory for the AMIEU, the award system would now apply to the Northern Territory, but the Territory was soon to be completely devoid of processors.

However, it was this particular stoush that brought the farming community together to oppose our power and strength. A multi-million dollar war chest was established for the sole purpose of defeating unionism in agriculture, including meat works.

Now things started to change.

The 1990's saw a new approach by the bosses who got together and went on a drive to reduce conditions in the process works. Massive disputes arose in Portland in Victoria and in Queensland where a consortium of companies came together

as an entity called Australian Meat Holdings (AMH) and spearheaded the campaign to increase tallies and working hours.

They were assisted by the complete reversal of the two things that made the AMIEU powerful in the first place. The governments started selling their abattoirs to private enterprise, and the regulation of disputes and awards by the Commission was greatly reduced and undermined by the election of the John Howard government in 1996.

Howard's changes reduced the role of the Commission and wiped out the much relied upon arbitration powers, where the Commission could make binding judgements. He also introduced individual contracts, reminiscent of the Northern Territory Mudginberri style contracts (which was unsurprising as Howard and many of his 1996 ministers were involved in the dispute at Mudginberri, including the 1996 Treasurer Peter Costello, who was the legal representative against us at Mudginberri).

With these newfound tools at their disposal, and the demise of the government owned abattoirs to compete for stock and labour, the bosses went on a spree. Longer hours and less money were the order of the day. And at this time a new tool was also supplied to them by the government, the use of overseas workers on working visas. This started with 457 visas but has now extended to various others.

The bosses who were new into the industry were free to capitalise on individual contracts (Australian Workplace Agreements, AWA's) and could

write their own contracts with workers having no say in them whatsoever. This undermined the bosses who had collective enterprise agreements in place and were now forced to compete with the sites using AWA's at much reduced labour costs, so they started to use the bargaining system to achieve 'offsets' for pay rises, which translated to reductions in labour costs by other means, higher productivity and longer days etc.

As the days grew longer and the pay stagnated in meatworks, more and more local workers left the industry and the works became more reliant on overseas workers who accepted the conditions on offer, but this is usually because they are generally moving through and not staying long term at that works or in the industry.

This period of de-unionisation over the last 30 years, along with the return to long days, low pay, and damn hard work has seen the clock turn back to where workers in the Australian meat industry were in the early 1900's.

Now is not a time for apathy by workers. Now is a time to organise again and grow worker power to achieve better working conditions and better workplaces. Our strong, unionised work sites must remain strong and continue to lead the way!

Graham Smith
Federal Secretary
AMIEU



Lessons from history

UNITED STATES OF BEEF MEAT WORK IN CHICAGO IN THE 1890'S

by *Joshua Specht*

In the slaughterhouse, someone was always willing to take your place.

This could not have been far from the mind of fourteen year old Vincentz Rutkowski as he stooped, knife in hand, in a Swift & Company facility. For up to ten hours each day, Vincentz trimmed tallow from cattle paunches.

The job required strong workers who were low to the ground, making it ideal for boys like Rutkowski, who had the beginnings of the strength but not the size of grown men. For the first two weeks of his employment, Vincentz shared his job with two other boys. As they became more skilled, one of the boys was fired. Another few weeks later, Rutkowski's last remaining colleague was removed and Vincentz was expected to do the work of three people.

The morning his final compatriot left, on June 30, 1892, Rutkowski fell behind the disassembly line's frenetic pace. After just three hours of working alone, the boy failed to dodge a carcass swinging toward him. It struck his knife hand, driving the tool into his

left arm near the elbow. The knife cut muscle and tendon, leaving Rutkowski gravely injured.

The labor regime that led to Rutkowski's injury was integral to largescale meatpacking. A packinghouse was a masterpiece of technological and organisational achievement, but that was not enough to slaughter millions of cattle annually. Packing plants needed cheap, reliable, and desperate labor. Fortunately, they found it in the combination of mass immigration and a legal regime that empowered management, checked the nascent power of unions, and limited liability for worker injury. The Big Four's output depended on worker quantity over worker quality, as long as the public accepted the fate of people like Vincentz Rutkowski.

Meatpacking lines, pioneered in the 1860s in Cincinnati's pork packinghouses, represented the first modern production lines. The innovation was that they kept products moving continuously, eliminating

downtime and requiring workers to synchronize their movements to keep pace. This idea would prove enormously influential. In his memoirs, Henry Ford explained that his idea for continuous motion assembly "came in a general way from the overhead trolley that the Chicago packers use in dressing beef."

The aspect people today would most associate with assembly line work, the employment of machines, was not a significant part of the Cincinnati or Chicago packing plants. Differences in animal size, musculature, and fat deposits required human flexibility more than machine precision. The same packing line had to process a nine hundred pound



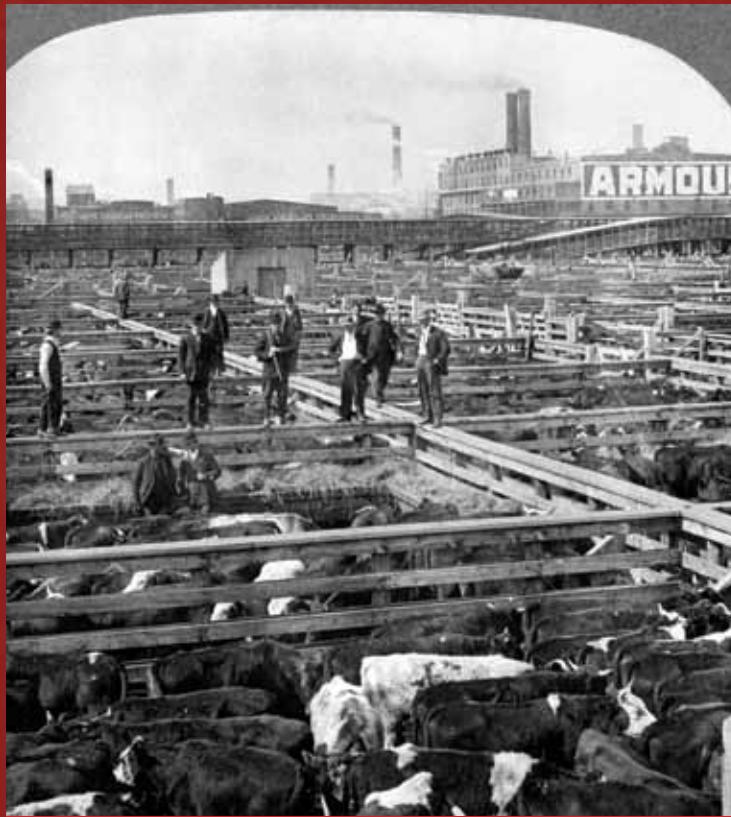
A Swift and Company meatpacking house in Chicago, circa 1906.
Photograph: Granger Historical Picture Archive/Alamy

steer as well as an eleven hundred pound beast.

Rather, these plants relied on a brilliant intensification of the division of labor. The disassembly line was no different from the pin factory that Adam Smith uses to exemplify the division of labor in the opening pages of the *Wealth of Nations*, but represented Smith's logics intensified to a previously unimaginable degree, enabled by an abundance of raw materials (cattle) and a reserve of cheap labor. Instead of allowing mechanization, the division of labor in meatpacking increased productivity because it simplified labor tasks in a process of de-skilling that made workers replaceable as well as allowing for a more total exploitation of labor through worker synchronization and pace setting. Workers like Vincentz Rutkowski could be worked nearly to death.

If the nation's motto is *e pluribus unum* — out of many, one — the slaughterhouse's motto is *ex unopluces* — out of one, many. When cattle first entered a slaughterhouse, they encountered an armed man walking toward them on an overhead plank. Whether a hammer swing to the skull or a spear thrust to the animal's spinal column, the (usually achieved) goal was to kill with a single blow. Assistants chained the animal's legs and dragged

the carcass from the room. The carcass was hoisted into the air and brought from station to station along an overhead rail.



Union Stock Yard in Chicago in 1909. Photograph: Science History Images/Alamy

Next, a worker cut the animal's throat and drained and collected its blood while another group began skinning the carcass. Even this relatively simple process was subdivided throughout the period. Initially the work of a pair, nine different workers handled skinning by 1904. Once the carcass was stripped, gutted, and drained of blood, it went into another room where highly trained butchers cut the carcass into quarters. These quarters were stored in giant refrigerated rooms to await distribution.

Though this description may make readers today squeamish, the nineteenth century public's fascination with the process was linked to a dark humor in which the animal's suffering was never out of mind. One early twentieth century Armour

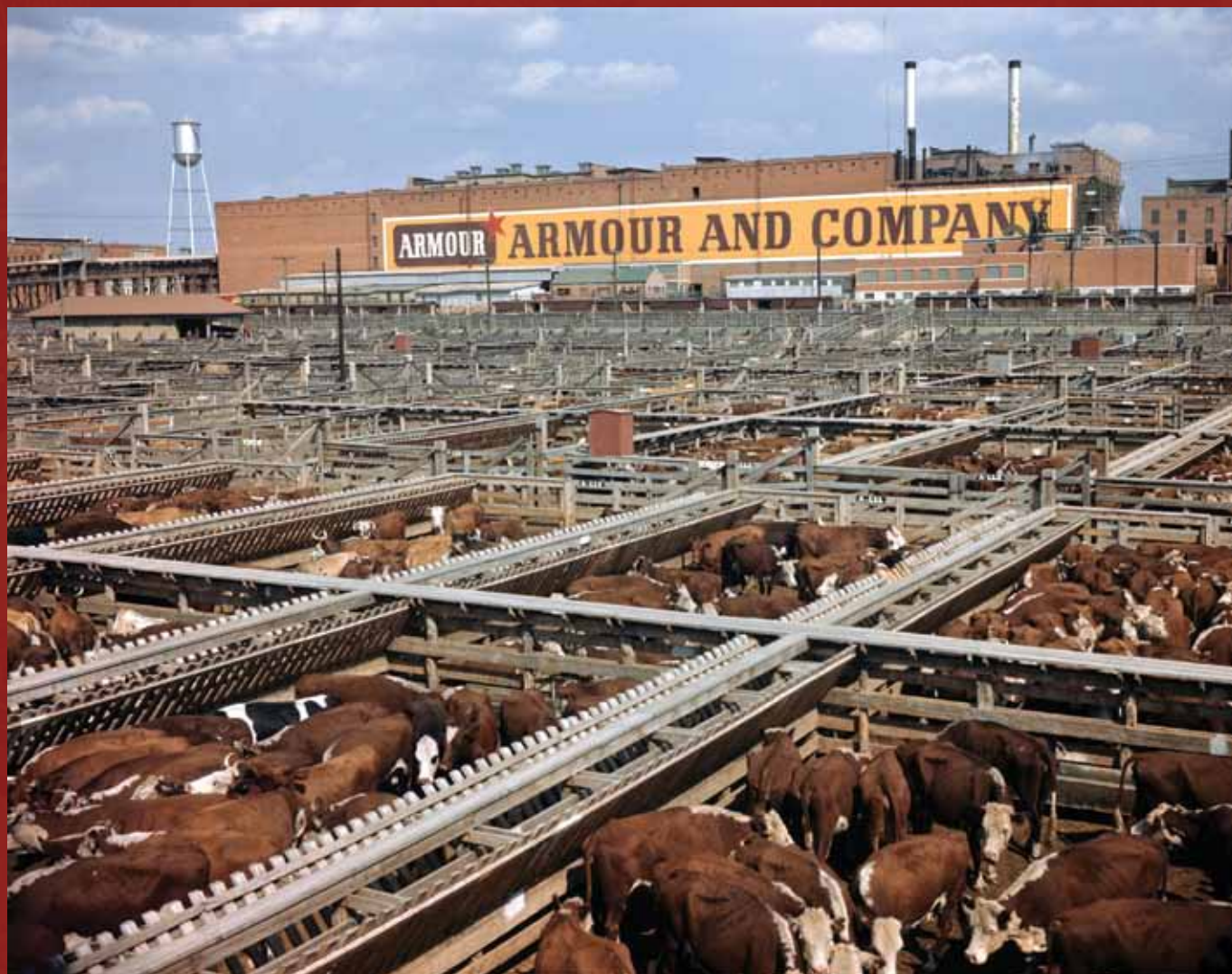
& Company postcard depicted hogs hanging from a wheel, with the caption "Round goes the wheel to the music of the

squeal." Similarly, the pamphlets of Milwaukee firm Cudahy & Company bragged that modern food processing had allowed the industry to "save the world from starvation and confound the disciples of Malthus" before joking that, from the steer's perspective, "the purgatory of the stockyards is but the entrance to the inferno of the packinghouse," with its "clouds of steam, ever evilly rising, suggest[ing] neverending torments." An

Armour pamphlet joked about "Billy the Bunco Steer" as a kind of employee. His job was:

...to lead the unsuspecting train load of cattle from the cattle pens to the slaughterhouse (...)when the time to move arrives "Billy" takes his victims in hand, and having probably communicated to them in bovine language that there is some thing good to eat over the way he marches deliberately at the head of his regiment and delivers them safely within the slaughterhouse pens. Having thus betrayed his friends, he turns coolly and marches off to perform the same service for another load.

This fascination with the animal's perspective accompanied a total lack of



A cattle stockyard in Texas in the 1960s. Photograph: ClassicStock/Alamy

interest in the disassembly line's other participant, the worker. The pages of *Scientific American* were filled with descriptions of disassembly lines for pork, cattle, and even sheep, but laborers were largely ignored in popular accounts of meatpacking. Yet, as much as the division of labor, the disassembly line owed its existence to a labor regime and labor pool that enabled it.

The profitability of what happened inside Chicago's slaughterhouses depended on the throngs of men and women outside them, hoping to fill a day's or a week's employment. An abundant labor supply meant the packers could easily replace anyone who balked at paltry salaries, or, worse yet,

tried to unionise. Similarly, productivity increases risked worker injury, and therefore were only effective if people like Vincentz Rutkowski could be easily replaced. Fortunately for the packers, late nineteenth century Chicago was full of people desperate for work.

Seasonal fluctuations and the vagaries of the nation's cattle markets conspired to marginalise slaughterhouse labor. Though refrigeration helped the meatpackers "defeat the seasons" and secure year-round shipping, packing nevertheless remained seasonal. Packers had to reckon with cattle's reproductive cycles and the climate's effect on the cost—if not the possibility—of summer

distribution. The number of animals processed varied day to day and month to month. For packinghouse workers, the effect was a world in which an individual day's labor might pay relatively well, but busy days were punctuated with long stretches of little or no work. The least skilled workers might only find a few weeks or months of employment at a time.

This seasonality and oversupply kept workers fighting for their jobs. Packers could choose the healthiest candidates and over work them, a practice captured in *The Jungle*. Early in the novel, the protagonist, Jurgis, is hired out of a surging crowd. The powerfully built hero

scornfully studies the broken faces around him. Later in the book, when his time in the slaughterhouse and a fertilizer plant has left Jurgis sickly and weak, he stands in a crowd watching foremen ignore him in favor of young, stronger men. Desperate workers also made it easy for the packers to black list people with even a whiff of union affiliation. In the wake of an 1886 work stoppage, the local sheriff issued a statement that men who wanted their jobs back would assemble into lines and packinghouse managers would “select from the lines such men as they desire to have come to work on that or any other day, giving each man a pass, with the name of the firm stamped upon it, and said pass to be good on presentation at any entrance to the stock yards.” Known organisers were denied passes. Once this process was done, the workers were sent home and told to report back with their passes if they wanted to be rehired.

The work was so competitive and the workers so desperate that, even when they had jobs, they often had to wait, without pay, if there were no animals to slaughter. Workers would be fired if they did not show up at a specified time before nine o'clock in the morning, but then might wait, unpaid, until ten or eleven for a shipment. If the delivery was very late, work might then continue until late into the night.

Though the division of labor and throngs of unemployed people were crucial to operating the Big Four's disassembly lines, these factors were not sufficient to maintain a relentless production pace. This required intervention directly on the line.

Fortunately for the packers, they could exploit a core aspect of continuous motion processing: if one person went faster, everyone had to go faster. The meatpackers used pace setters to force other workers to increase their speed. The packers would pay this select group—roughly one in ten workers—higher wages and offer secure positions that they only kept if they maintained a rapid pace, forcing the rest of the line to keep up. Resented by their coworkers, these pace setters were a vital management tool.

Close supervision of foremen was equally important. Management kept statistics on production line output and overseers who slipped in production could lose their jobs. This allowed management to indirectly encourage foremen to use tactics that management did not want to explicitly support. According to one retired foreman, he was “always trying to cut down wages in every possible way . . . some of [the foremen] got a commission on all expenses they could save below a certain point.” Though union officials vilified foremen and novels like *The Jungle* peppered corrupt foremen throughout, their jobs were only marginally less tenuous than those of their underlings.

The effectiveness of de-skilling on the disassembly line rested on an increase in the wages of a few highly skilled positions. Though these workers individually made more money, the packers secured a precipitous decrease in average wages. Previously, a gang composed entirely of general purpose butchers might all be paid thirty five cents an hour. In the new regime, a few highly

specialized butchers would receive fifty cents or more an hour, but the majority of other workers would be paid much less than thirty five cents. Highly paid workers were given the only jobs in which costly mistakes could be made—damage to hides or expensive cuts of meat—protecting against mistakes or sabotage from the irregularly employed workers.

The packers also believed (sometimes erroneously) that the highly paid workers—popularly known as the “butcher aristocracy”—would be more loyal to management and less willing to cooperate with unionisation attempts.

Despite sporadic worker attempts to control pace and set wages, the overall trend was an incredible intensification of output. Splitters, one of the most skilled positions, provide a good example. Economist John Commons explains that in 1884, “five splitters in a certain gang would get out 800 cattle in 10 hours, or 16 per hour for each man, the wages being 45 cents. In 1894 the speed had been increased so that 4 splitters got out 1,200 in 10 hours, or 30 per hour for each man—an increase of nearly 100 per cent in 10 years.” Even as the pace increased, the process of deskilling ensured that wages were constantly moving downward, forcing employees to work harder for less money.

Meatpackers argued that ever-lower wages were necessary because of the low prices they received for the products they sold. This may have in a sense been true, though it was disingenuous, since razor-thin margins were key to their business strategy. The packers'

efforts to constantly undercut local butchers' prices created a climate in which prices were unsustainably low without extremely low wages. Once the entire industry became organized around this principle, packers could reasonably reply to union demands with the claim that increased wages would ruin competitiveness.

The genius of the disassembly line was not merely productivity gains through the division of labor, it was also that it simplified labor enough that the Big Four could benefit from a growing surplus of workers and a business-friendly legal regime. If the meatpackers needed purely skilled labor, they

could not exploit desperate throngs outside their gates. If a new worker could be trained in hours and government was willing to break strikes and limit liability for worker injury, workers became disposable. This enabled the dangerous—and profitable—increases in production speed that maimed Vincentz Rutkowski.

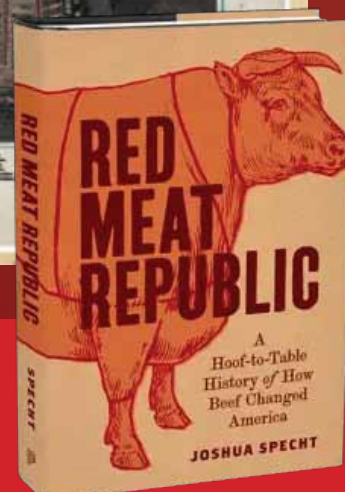
Adam Smith's praise of the division of labor is appropriate, for it is brilliant, but its power was as much in how it enabled management to coerce productivity gains as in the ways it increased worker efficiency. Management innovations and technological changes

in animal slaughter made the industry more profitable to the extent that meatpackers could coerce productivity gains from workers. Ultimately, this depended on public acceptance of, or blindness to, workers' marginality. The public accepted this marginality as a consequence of the broad turn against organized labor in the 1880s as well as a fascination with the technological marvels of mass slaughter, and this fascination subtly devalued human labor. These processes all unfolded in the late nineteenth century, but persist today.



The Great Union Stock Yards of Chicago. Charles Rascher (1878)

*Excerpted from **Red Meat Republic: A Hoof-to-Table History of How Beef Changed America** by Joshua Specht. Copyright © 2019 by Princeton University Press. Reprinted by permission and with thanks.*



DO YOU DO INCENTIVE OR TALLY WORK?

READ ABOUT THESE WORKERS COMP CHANGES

The AMIEU has scored a big win for incentive/tally workers with new changes to the Workers Compensation laws.

Thanks to years of lobbying and pressure from your union, new rules have been put in place which mean incentive/tally workers who are injured will have their incentives/tallies counted in their compensation payments.

Previously, incentive/tally workers only received compensation payments calculated on their minimum base rates, which were much lower.

This change means that many of our meat workers who are injured will be better off as they recover.

Changes like this are why it's so important to join the AMIEU so that we can all have a stronger voice when it comes to fixing bad and broken laws.

Please be aware this change is ONLY for injuries after January 1 2019. If you were injured before January 1 2019 this does not apply to you.

Contact the AMIEU office on (02) 4929 5496 if you have any questions about workers comp.





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BAIADA BERESFIELD
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ANTHONY WARD
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BARBARA RUTHENBERG
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ARCHER**

**BAIADA
BERESFIELD**

45 YEARS SERVICE



**CHRIS
OLIVE**

**NCMC
CASINO**

50 YEARS SERVICE

OBITUARIES

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

826	Jason Allen	6175	Cecil Wright	97236	Christopher Phillips
3307	George Williamson	6840	Kathlee Blakemore	97859	Joanne Schalk
4442	Noel Kelly	6866	Trevor Eade	120914	Jesus Bebita
5488	Edgar Glasby	7201	Robert Garrett	122785	Greg Serone

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:

- 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**



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Unity Bank is proud to be a Member Owned financial institution that offers a wide range of financial products and services to our Members and their families. We offer a banking alternative to the big 4 that is solely Member focused. There are no external shareholders, so this means any surplus is returned to Members in the form of better interest rates, products and services.

Today, thanks to the loyalty and support from our Members, we have grown into a strong and healthy financial institution that has remained Member Owned and focused.

We Take A Personal Approach to Banking

- Transaction Accounts
- Savings Accounts
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- Insurances
- Low Rate Visa Credit Card
- Home Loans
- Personal Loans
- Banking App
- Apple Pay, Google Pay and Samsung Pay
- PayID

Contact **Shane McDermott** on **0412 299 169**,
email **smcdermott@unitybank.com.au**,
visit **44 Mann Street Gosford**
or go to **unitybank.com.au**



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