



# MARK HALL MY STORY

*"Without the Union... I'd be living in a cardboard box"*

Pg. 14



**\$50 Hoodie  
Special  
pg. 35**

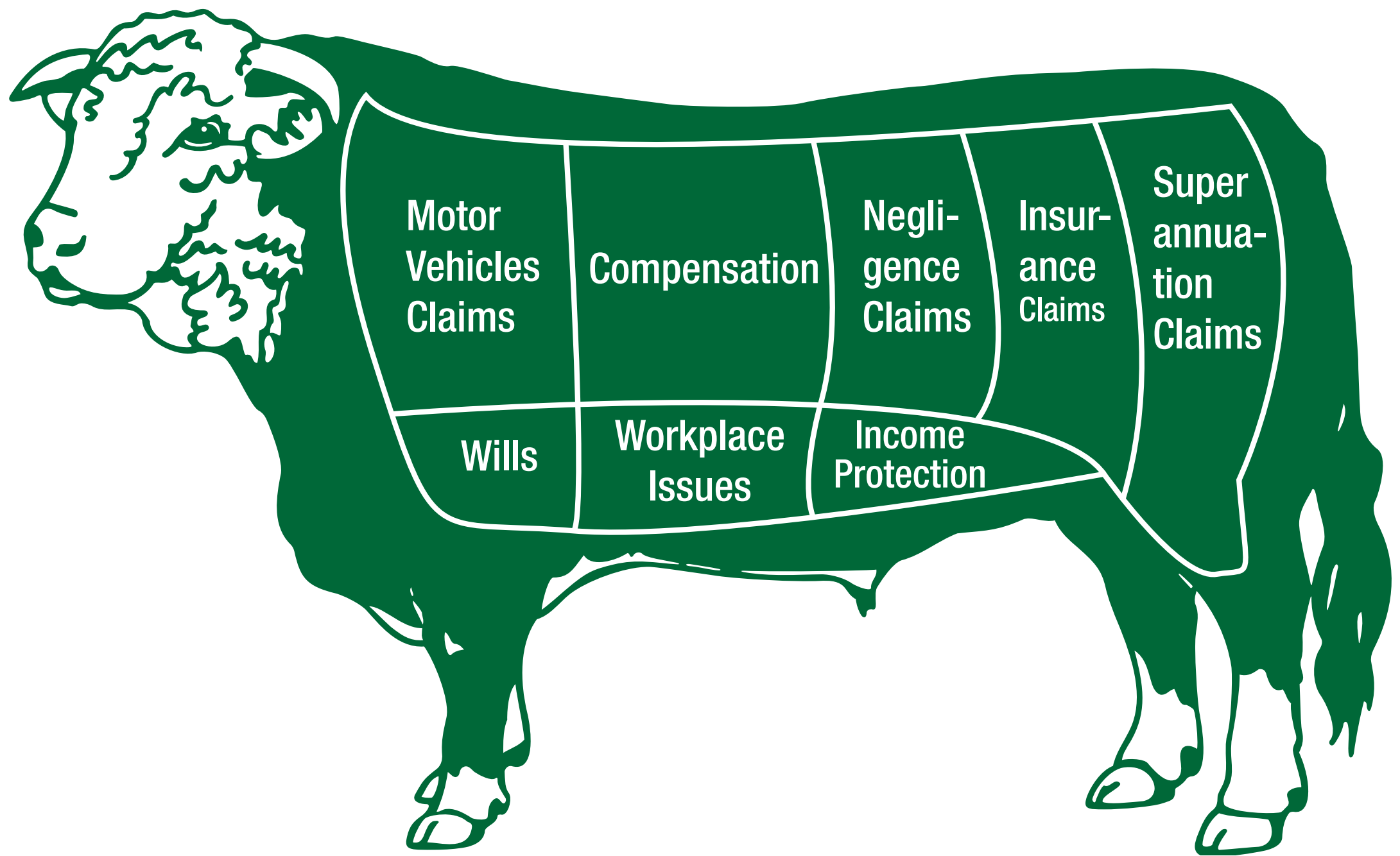
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## Talk to Carroll & O'Dea Lawyers to get your **chop**.

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

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LAWYERS

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# SECRETARY'S REPORT

## Justin Smith Secretary

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G'Day Members,

2020 is a year we are never going to forget, with the COVID-19 Pandemic changing the world as we know it.

This virus has really exposed the fact that our members are essential workers and they have put themselves at risk during this time to feed the country and the world.

2020 has also seen a major change in your Union office with myself taking over as

Branch Secretary and Jason Roe stepping up as Assistant Secretary. You will also get to meet our new organisers Darrell and Pat very soon.

Both Darrell and Pat come from our industry and have been long term activists in our Union. With new leadership comes a great opportunity to make changes and get members more involved in their Union.

Your Committee of Management has made a number of tough decisions this year and have

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REPORT VIDEO** 

Contact Me  
**0488 182 047**



endorsed the view held by Jason and myself that our Union needs to get back to basics while being open to new ideas (take this online Journal for example). We need to refocus on our core task of doing the best we can for our members.

I made the decision when the pandemic first hit for our organisers not to enter sites, as well as shutting the Union office for several weeks. This was done to not only protect our office staff but so that we would not be coming to your workplace and potentially spreading the virus.

Our office is now back open and as our state opens we will be able to visit sites more regularly. I want to thank all our members for their understanding during this period, and especially thank our site Delegates for the great job they have done representing members during this difficult time.

As I write BSP Booyong is voting to take industrial action and they could be our first members to access the fighting fund. Keep an eye on our Facebook page for updates.

Throsby's Singleton had its agreement thrown out by the FWC for not passing the Better Off Overall Test. We have approached the company about renegotiating a new agreement but they are clearly stalling.

Baiada Tamworth, Norco Raleigh and CHT Casino all have their EBA's up for renegotiation this year and will start in the next couple of months.

Finally, this has been my first journal report as Secretary of the AMIEU Newcastle and Northern Branch, I am extremely grateful and honoured to be given this position and looking back at my first journal report from 2008 a lot has changed.

When I started straight from the Slaughter floor I didn't even have a mobile phone or email address. One thing that will never change is my commitment to the members of this proud and strong Union.

Union Proud, Union Strong.

**Justin Smith**



# ORGANISER REPORT

## JASON ROE Assistant Secretary

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What can we say about this year? COVID-19 has really thrown a spanner in the works.

I think we have to pay credit to our members and the way they have conducted themselves during this outbreak. Many of our sites have changed their regulations and protocols following advice from the Government.

The way our members have taken on board the changes in a positive way to keep our industry going during a tough time has been commendable.

Visiting sites and seeing the changes to everyday life our members are facing has been a real eye-opening experience for me.

Baiada Beresfield, in particular, has faced a large downturn after going from two daily kill shifts to just one. This has had a massive impact on the site. Predominantly a lot of labour-hire was forcibly removed.

The sudden death of Sally Dunne, site delegate for Baiada Beresfield has also been a massive loss

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**0421 554 774**



to not only the site but the entire Union.

At Ingham's we are now involved in a joint campaign with the United Workers Union to provide paid special leave to our members.

We feel front line workers need something in place for special leave during these difficult times as many members are having to use their entitlements to take time off. We will keep you posted on the outcomes of this joint campaign.

Some companies have addressed the COVID-19 situation well and made arrangements to provide members with compensation for stand-down time caused by the pandemic.

Many of our beef sheds have been impacted by reduced cattle numbers and therefore reduced working days.

Wingham Beef, like many of our sites, have really felt the sting of stand-down days. With only two or three shifts available per week. We know it can be extremely tough on members caught in these situations.

Making matters worse, workers at Wingham Beef and other sites have been deemed illegible for the JobKeeper payment.

We are hopeful there is a light at the end of the tunnel that sees our members going back to full production in the near future.

The past months have also seen a rise in unfair dismissals. I encourage members to read our page in this Journal on Unfair Dismissals and how to avoid finding yourself in that kind of situation.

We have had some great wins for members in Unfair Dismissal and Workers Compensation claims which you can read more about in the journal.

I would also like to congratulate Justin on his new role. I am very confident in him and know he will do a great job putting the needs of our members first.

All the best.

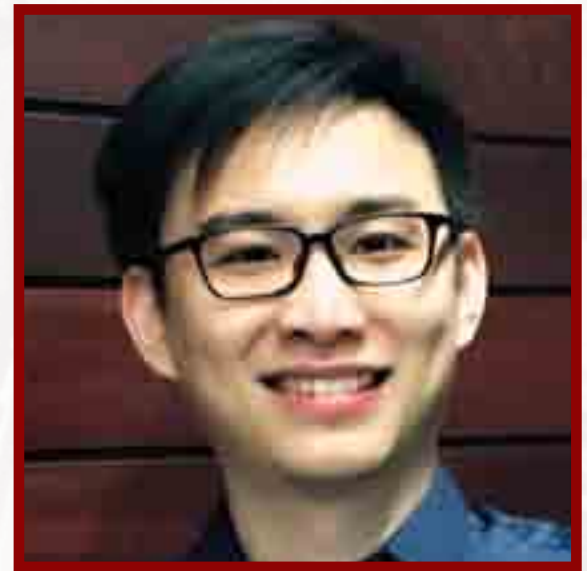
**Jason**



# ORGANISER REPORT

## **WEI (CHUCK) YAO** **International Liason Officer**

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I would like to start by saying thank you to our members who give us continuous support and trust. Although COVID-19 is still influencing our life, we still stand with you and help you deal with any work relevant issues.

Due to the visiting restriction, we will map your situation weekly and simply keep up to date and in touch with you via email and social media. When you have any questions, do not be afraid! Call us right now.

At the beginning of this year, the impact of COVID-19 changed our working situation and our life. We have experienced a painful period. As meat companies in Australia look to re-start their business and change back to normal

circumstance, we will be are confident members will keep their jobs and working conditions will improve.

The bargaining and preparation for new industry agreements will go on. We will continue to look for ways to support you both personally and professionally.

WeChat:



Contact Me  
**0411 182 059**



For international workers, I can fully understand your situation. Your working hours could be decreased dramatically; your working conditions could be worse than before.

Join us now. We will provide some appropriate solutions to your problems.

Although the external environment is still not good, our rules, beliefs and concerns are the same as before. Any bullying behaviour is prohibited. Any unfair dismissal and treatment are not allowed.

Tell us your story. Union power is strong. We can help you fight these unfair issues.

Furthermore, it is nearly the end of the financial year. We not only help you deal with the problems in your working area, we can also provide assistance if you are suffering severe financial hardship. If you do not know how to access your super or lodge your tax return, please do not hesitate to contact us.

I have been assisting many International members recently

with these issues.

Internationals workers may feel afraid to join the Union. Let me reassure you it is okay for International workers to join the Union and you can not be punished for this.

International workers are a big part of our industry and should not be exploited. We have many International Workers in the Union who we look out for. You are not second class workers and should be treated equally. We will make sure this happens.

I hope you and your family and friends are safe and well.

**Wei (Chuck)**

# EBA UPDATES 2020

## EC Throsby



Negotiations started in late 2019. The EBA was brought to the Fair Work Commission in February where it did not pass the Better Off Overall Test. As the Agreement was deemed worse than the Industry Award the company must now restart negotiations.

## Booyong Service Processing



Currently in dispute. A protected action ballot has been lodged by members. Due to COVID-19 a 1-year agreement has been agreed upon, but negotiations have stalled at wage increases.

## Thomas Foods Tamworth



Approved in March. The Agreement took longer than expected to approve as the company withdrew their application the day before deadline. We made submissions that some workers were worse off than before. The company then came back and renegotiated allowing the FWC to approve the agreement.

## Baiada Tamworth



Negotiations are expected to start in July.

## Norco Raleigh



Negotiations are expected to start in July.

## 2021

Baiada Oakburn: *March*

Coles: *June*

Inghams Lisarow: *November*

## 2022

Richmond Dairies: *March*

Gunnedah Leather: *April*

Nestle Smithtown: *April*

Norco Lismore: *June*

PFD Foods: *August*

Wingham Beef: *August*

Baiada Beresfield: *September*

JBS Scone: *November*

Bindaree Beef: *November*





1958

*Vale*

2020

## SALLY DUNNE

*From Jason Roe*

In March this year, we received the sad news that Sally had passed away. My first thought was “Are you kidding me, are you for real” (Sally’s favourite saying).

As an Organiser, one of the hardest things I have had to do in this job was to break the news to Sally’s workmates that she had passed.

Sally became the site Delegate at Beresfield in 2012, she was a

strong believer in workers’ rights, especially for her site. In 2017 she became a member of the Committee of Management and eventually Vice President in 2020.

Sally was a very strong Unionist who always fought for equality in the workplace. She absolutely loved attending Union rallies and functions. In 2017 she was the very first recipient of the Julie Graham Award for her tireless efforts as a Delegate.

She took a lot of pride and valued her workmates as friends. It was lovely to see the friendships she had built up at work extended outside of work and I know she will be missed dearly by her group of friends (pictured below) and all of us at the Union.

Outside of work Sally was always the life of the party and always had her AMIEU stubby holder with a cold TED inside. She was famous for finishing on shots of Baileys.

Sally loved her family, her girls and grandkids and spoke about them often. She loved gardening and cooking. We will especially miss

her homemade pickles on our ham at Christmas time.

Sally just loved life. As well as the Union, she had her beloved Collingwood. Often she would tell me how great they were, I got the chance to attend a Collingwood match with her. To say she was a passionate supporter would be an understatement.

So on behalf of everyone at the AMIEU and your fellow workmates, rest in peace Sal.

And let me say, one more time, just for you Sally. Up the pies.





# AMIEU MEMBER CHECKLIST

**HAVE YOU...**

- ☐ Updated your mobile number?  
This is the fastest and easiest way to contact you with any news or questions.
- ☐ Updated your email address?  
Documents regularly get lost in the post.  
Email makes it easier.
- ☐ Followed us on social media?  
We're on Facebook, Instagram and Twitter as @amieunewcastle.
- ☐ Found out who your delegate is?  
Delegates are elected to represent you. If you don't have one, become one!
- ☐ Signed up a mate to the union?  
The union needs to keep growing until EVERY worker is a member.

**STRONG MEMBERS - STRONG UNION**

# MARK HALL MY STORY



**In 2016 while working at a Tamworth Abattoir, Mark contracted Farmer's Lung.**

**The Company wouldn't accept responsibility, but he fought back.**

I had been working for the Company for 16 years when I started to feel unwell.

Like a lot of people in the abattoirs, I would have cold symptoms pretty regularly. It started out with what I thought was the flu but it progressed into something much worse.

I was feeling drained, physically weak with a headache and fever for a few weeks. I went in to see my doctor and after some scans, I was immediately sent to the hospital.

Within six hours I went from feeling pretty unwell to being in intensive care.

They called in my family and asked if I needed a priest because they thought I was going to die. After I had a chance to talk to my family the doctors put me in an induced coma for a few days. I remember waking up and having severe PTSD, feeling like I was drowning in my own fluids for the next 24 hours straight.

I was diagnosed with Farmer's Lung, a disease caused by breathing in mould and dust from hay and animal feed which causes inflammation of the lungs.

My illness had come on gradually and had gotten worse up to the point I saw my doctor, but I thought it was just the flu. After a month in the hospital, I was mentally messed up. The stress of not knowing what was going to happen to me, having survived a near-death experience and not knowing if I was out of the woods.



I was supporting my wife and three kids, paying off a mortgage.

I didn't know what was going to happen to me, if I would ever work again or be able to provide for my family.

The Company knew I was in a coma in the hospital but they didn't investigate. I basically had one conversation with them while I was in the hospital and all they cared about was if anyone else at work was also sick, but it was just me. They believed I must have gotten my illness some other way, but I'm certain it was from work.

I started accessing my sick leave and annual leave until it got to the point I had none left. After that, I went on wage protection and applied for workers compensation. The thing about wage protection is that the Company is giving you money, but you have to pay it all back. So I was just going into debt without knowing if I would be able to work again and pay it back.

I wanted to stay employed and be able to work in some capacity. Having been in abattoirs my whole life I didn't know what else I could do.

I was denied worker's compensation because the Company had not filed my illness with their insurance company in time. I believe the person in charge of the health and safety at work should have handled my case better. It seemed like they just didn't do anything about it and didn't think about me.

I was quite angry at the Company for not standing by me because I was a model employee. I always worked hard, gave 100% and was honest. But as soon as I got sick I was just a number to them, cya later. I gave them 16 years of my life and passed on my skills to lots of people in the Company. After realising they weren't going to take care of me or do anything about the situation they had put me in I called the Union and they put me on to Dane from Carroll & O'Dea Lawyers.

Dane put me in touch with some specialists and began building a legal case for my compensation. By this point, it was becoming harder to imagine I would ever be able to work again. Physically I'd lost so much lung capacity I just struggled to breathe. Taking a walk



to the shops really takes it out of me.

I was getting maybe \$600 a week on wage protection in the hand. After paying off the house and the car and the family bills there's nothing left. It was really hard and I exhausted all my savings and superannuation which I now have none of. Eventually, the stress of the situation led me and my wife to divorce.

After almost four years my workers compensation was finally approved. When you do legal stuff nothing happens straight away. I remember when Dane called me and told me the Company's Insurer were offering me a deal. I asked Dane if he thought it was a good deal and he said it was. I fully trusted him and took it. I now receive a livable wage for the rest of my life and free medical. The Insurers pay for it, It's not as much as I was getting when I was working but its enough to get by.

Dane made the process easy. He was friendly and compassionate from the start. He was like a big brother to me during this period. It can be really confronting when you haven't had to deal with lawyers

or insurers or anything like that. It's good to have someone who would go out and do anything to help you. He would call me regularly and ask how I was going, I felt like he really cared.

My advice to anyone who finds themselves in a situation like this is don't give up when it's too hard. Keep going with it. Don't give in to what the Company says and for christ's sake join the Union. Don't be silly. Having someone at your back is so important. When everyone you thought was your friend drifts away the Union will still be standing next to you and ready to back you up.

I've now been an AMIEU member for 30-something years. If I hadn't have been in the Union when I became sick I'd be on the street in a cardboard box or under a bridge with a blanket and a can of baked beans right now.

To this day the Company has still never acknowledged liability. Even though I became sick at their site and their Insurer nows pays my compensation.



# GRAHAM SMITH



## OPINION

### **Why do meatworkers get treated so poorly?**

Abattoir may appear first in hard copy telephone directories but is generally way back in the list of preferred career choices for school leavers.

People know that an abattoir is not a particularly nice place. We kill animals, and by the millions.

With that comes an atmosphere of death and decay. The workplace smells bad and the work is confronting to novices. You are invariably going to end up with blood on your person, you will acquire a musty smell in your clothing, you may be subjected to other bodily fluids such as bile or pus from infected abscesses spurting at you. You are subjected to zoonotic diseases that can be carried home to your families. And

you will likely cut yourself at some point requiring stitches, or worse, you could be dismembered or killed by machinery.

But rather than pay rates that will encourage workers to put up with all that, many employers in our industry only pay the lowest rates to the general labouring workforce.

Rather than operate at hours of the day that will work in with the ability to raise families in conjunction with partners, many employers operate at the most unfriendly of hours.

And rather than keeping within the daily hours that ensure adequate rest time and the ability to spend quality time on a daily basis with families, many employers opt for exceedingly long daily hours where

workers even have to make up their breaks to get paid for the full day. Employers will say things like “oh its only a nine-and-a-half-hour day”, when the reality is that you are on-site for 11 hours. And let’s face it, as though many of those employers would know what it is like to do nine and a half hours of physical manual labour unless you include counting profits as hard work.

To cap it off you then find that you are very disposable labour when the seasons slow down and you end up out of work or only working part weeks at the whim of the boss.

BUT, then comes a global pandemic and all of a sudden you are ‘essential services’ supplying food to the world!

Around the world, governments have acted to ensure that the meatworks must go on despite the risks of infection amongst workers. In the United States, the President ordered the abattoirs to remain open after contagion was spreading rapidly amongst the workers. Around the world, meatworkers have been falling like flies to

Covid-19, but still, the abattoirs must continue AND the workers must work in the same old conditions!

There are many misdirected statements made about why meatworkers are so prone to infection but the answer is quite simple, it is the close proximity to each other in which we work that makes us so susceptible.

Most abattoirs have large workforces that live in numerous locations and so the risk of initial exposure is high given that they cover such a large area of habitation.

Inside the factory, the conveyors are run at the fastest pace possible with little or zero distancing amongst workers.

Could the factories slow the lines down and space workers further apart? Well, of course they could, but that would affect the profitability of the abattoirs! Better to risk having your workers infected and possibly dying instead.

How about spending money on



safety screens between workers and various other suggestions to help slow the possibility of contagion? Did we mention company profits?

And you all know that when all is said and done when things slow down again you are likely to be stood down or laid off without ceremony or assistance.

In drought, a farmer gets drought relief. When the abattoirs are effectively in drought for want of stock, no relief for any of us is to be seen.

Exactly how essential are we, you may well ask? And why are we treated so poorly?

During this pandemic, you must demand to be treated in a manner befitting an essential service worker who is feeding the world. Demand paid pandemic leave now. And not just for one occasion but for any occasion that you need to self-isolate.

The Union movement in Australia is demanding justice for workers needing to self-isolate.

Join the cry for justice and take care of yourself because it is unlikely that your boss or the Government will do it for you without a fight.

**Graham Smith**

Federal Secretary  
AMIEU



# Immigration & Visa Assist

Are you working in Australia on a  
visa?


Are you applying for a new visa, or  
looking to appeal a visa decision?

Do you want advice on your path to  
permanent residency?

AMIEU and Unions NSW have partnered with the Immigration Advice and Rights Centre (IARC), expertise in immigration law, to create Visa Assist.

Visa Assist provides free legal advice on immigration matters to union members who are working in NSW. This includes all types of visas such as student, graduate, working holiday, partner sponsorship visas and more.

(02) 8234 0700





# Industrial News

**There have been some fantastic decisions made by the Full Federal Court for working-class Australians recently.**

**Have a look what's coming down the legal pipeline.**

## **Casual Decision Workpac v Rossato (2020)**

On 20 May 2020, the Full Federal Court unanimously decided that casual workers who regularly work permanent hours should be entitled to permanent employment benefits. This would include annual leave, personal leave and pay on public holidays.

The Government is expected to challenge this decision. However, if the decision is upheld this would be a great win for casual workers who have been working regular hours and wish to transfer to full or part-time employment.

## **Mondelez Decision (2019)**

On 21 August 2019 the Full Federal Court handed down its judgement in Mondelez V AMWU (2019) that Personal Leave should be accrued based on the number of hours you actually work in a day. For example, workers who work 12 hour days should receive 10 x 12 hours of leave per year instead of the current 10 x 7.6 that all workers receive.

The Australian Government and Mondelez have sought to appeal the decision which has been granted and will be heard on 7 July 2020.

If the decision is upheld this will be a massive win for our members working shifts eight hours or longer.



## **Ensuring Integrity Bill**

In July 2017, July 2019 and again in December 2019 the Government attempted to pass the Ensuring Integrity Bill.

The Bill would give power to the Government to de-register Unions and Union Officers as well as other anti-union policies.

The Bill was defeated for the third time on 26 May 2020. This was a great win for Unions across the country.

## **Industrial Relation Overhaul**

In May, Scott Morrison invited Union Leaders, Employers and Industry Group to come together over the next four months to re-negotiate the industrial relations system.

The focus will be on simplifying awards, the EBA process, casuals and fixed-term employees as well as compliance and enforcement.

What these changes could look like is yet to be seen. This invitation came shortly after the Ensuring Integrity Bill was

dropped, so we should expect the Government to seek similar changes to disenfranchise our Unions.

We are confident that the ACTU and Union Leaders across the country will not allow changes to occur which would negatively impact Australian workers.

## **Minimum Wage Increase**

The Fair Work Commission announced an increase of 1.75% to the national minimum wage for the 2020-21 financial year.

The increase has been staggered into three stages to lessen the impact on COVID-19 affected industries. Stage 1 will commence the first week of July, stage 2 on the first week of November and stage 3 on the first week of February.

The 1.75% increase is considerably less than last years 3% rise. However, considering the economic challenges COVID-19 has presented this lesser increase was to be expected.



# **STAND UP**

**FOR YOURSELF &  
FOR YOUR COWORKERS**



**BE THE VOICE YOUR COWORKERS NEED.**

**STAND UP FOR THEIR RIGHTS.**

**GET TRAINING AND SUPPORT.**

**BE PROTECTED BY THE LAW.**

**BECOME A UNION DELEGATE.**



# WELCOME!

## Meet Your New AMIEU Organisers



**PAT  
ELLIOTT**

I've been an AMIEU member for 14 years.

I started working at NCMC Casino 14 years ago where I was a site Delegate for 8 years.

The AMIEU has always been at the forefront of unanticipated changes in the industry. They are always there to assure members of

their jobs and their place in the industry.

I'm looking forward to my new role and can't wait to visit our sites and meet the membership.

I want to do my best for our members and am excited to have been given the opportunity.

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I started working at Steggles Beresfield in 1978.

I worked there for the last 40 years and have been an AMIEU member the whole time.

I spent roughly 20 years as a Delegate at Baiada and joined the Committee of Management around

10 years ago.

The AMIEU is the backbone for any worker in our industry that wants to protect their rights and have somebody to stand up for them.

I'm looking forward to broadening my knowledge of how the Union works and how it supports people.

**DARRELL  
SHELTON**





# TAX TIME

**Submit your tax between July 1 - October 31**

To claim an expense on tax you must have paid for it yourself without reimbursement. It must be directly related to earning your income and you must have a receipt or record.

**REMEMBER!**  
**UNION FEES ARE**  
**TAX DEDUCTABLE**



## **Clothes**

Buying/ laundering plain clothes even if worn at work



Certain uniforms and safety equipment + cost of laundering



## **Meals**

Meals eaten during a normal working day



Meals purchased with an overtime meal allowance



## **Tools**

Tools supplied by employer



Knives stones and other equipment purchased for work + cost of repairs



## **Car**

Driving to and from work



Driving while on the job or between jobs if you have multiple



## **Other**

Q-Fever vaccination



Phone and internet if your employer needs you to use them at work



**CHECK OUT THE**  
**ATO MEATWORKER**  
**TAX GUIDE HERE**



# WORKERS COMP ADVICE



## With Dane Twohill, Carrol & O'Dea Lawyers

Carroll & O'Dea Lawyers (COD) have a long association with the Newcastle & Northern Branch assisting those members that have been injured during the course of their work.

As a benefit of being a member of the Branch, COD provides free legal advice to members when they have a workers compensation claim. Members are also entitled to a free will and we provide advice in other areas of the law including Motor accidents and other injuries claims, Family law, property and estate matters at special union rates. If you require any legal assistance please contact us.

As part of assisting members with their worker's compensation

claims and other legal claims and matters, whilst based in Newcastle, we travel from the Central Coast to Tweed heads and West to Casino, Inverell and Tamworth.

What should I do if I suffer an injury at work?

If you suffer an injury at work, you should report the injury to your employer as soon as possible, no matter how small the injury is, and you should make sure a record is kept in relation to the injury in the Register of injuries of your employer.

If you require time off work, or medical treatment you should complete a Workers Injury Claim Form and give it to your employer.



You should then attend your usual General Practitioner and obtain a Workers Compensation Medical Certificate.

I recommend if you suffer an injury, to always see your own GP rather than the Company doctor. Your GP has usually known you for a longer period of time and will look after your best interests, rather than the company's best interests. You are entitled to see your own doctor and the company can not force you to see theirs.

Similarly, your employer or return to work coordinator can not attend the doctor with you if you don't want them to. You are entitled to see your doctor on your own without someone from the Company attending with you. You should also tell your delegate if you have suffered an injury and if you need anything explained, tell the Union and contact us for assistance.

What if my claim is rejected or I don't believe the insurer is paying me at the correct rate?

If your claim is rejected you should

let the Union know straight away and give them a copy of the Notice declining your claim.

The decision declining the claim is not final and we can assist members in challenging any such decision at no cost to you.

The calculation of weekly payments of compensation is complex. For injuries after 21 October, 2019 insurers must take into account tally payments or incentive-based payments when calculating weekly payment benefits. Insurers and self-insurers often get it wrong.

If you are concerned that you are not being paid at the correct rate when receiving workers compensation, you should contact the Union who will let us know and we will contact you.

**CARROLL  
& O'DEA**  
LAWYERS

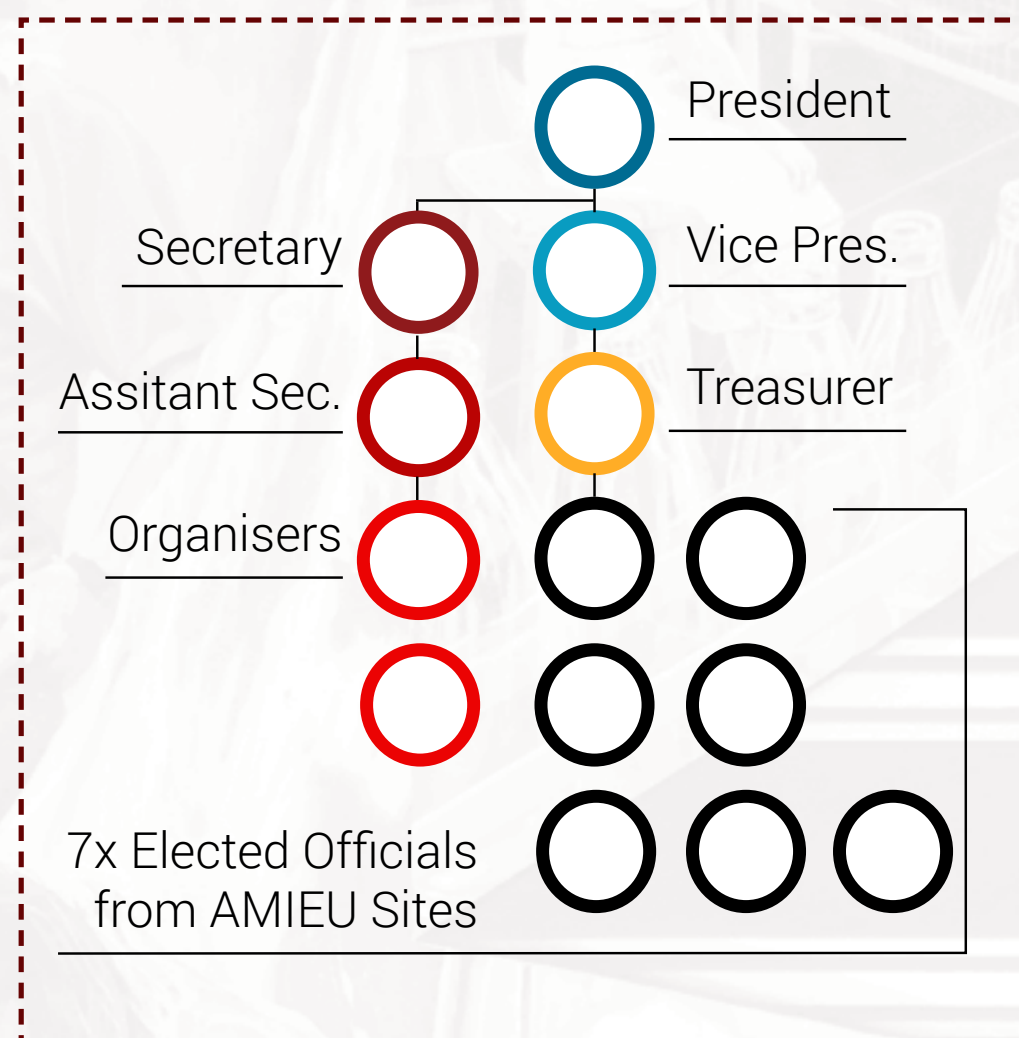
# YOUR AMIEU C.O.M.

## The Committee of Management Structure

The C.O.M. is made up of 14 Officials elected by our membership every four years.

They meet every three months to discuss issues and make decisions affecting the Union. This system is in place to best represent and serve the membership.

Any AMIEU member can run for a C.O.M. position.



**Mark Cooke**, President  
*NCMC Casino*, AMIEU since 1983

*"I've been on the C.O.M. over 20 years, President the last 11 years. I like being part of the decision making process and am proud of the achievements and success of this union."*

**Scott Rosten**, Vice President  
*Nestle Smithtown*, AMIEU since 2013

*"The AMIEU provides the ability to educate workers of their rights and ensure a fair day's pay for a fair day's work."*



**Leonie Gibson**, Treasurer  
*Coles The Junction*, AMIEU since 1986

*"For over 35 years I've been with the AMIEU. The Union empowers workers with knowledge to know their rights. Stick together, there is strength in unity."*





**Don Morehouse**

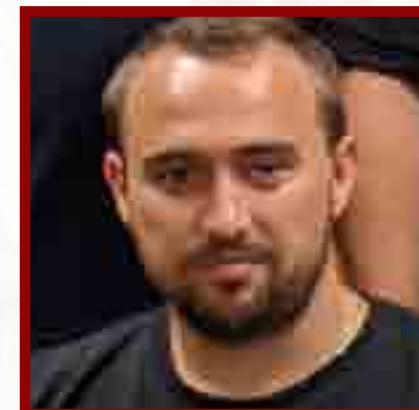
*Wingham Beef*, AMIEU since 1998

"In my 35 years, the AMIEU has always been about comradery and belonging to a group of like-minded workers. Only together can workers get ahead."

**Jacob McDonald**

*NORCO Lismore*, AMIEU since 2009

"The AMIEU is the way forward for meat workers who want a better working life."



**Adrian Van Haren**

*Bindaree Beef*, AMIEU since 2003

"For me, the Union provides workers with protection, while enhancing their rights. As well as ensuring the safest possible working environment."

**John Dawson**

*Ingham's Lissarow*, AMIEU since 1999

"Strong Union membership creates a workplace where workers are taken care of and not undervalued."



**Matt Turner**

*NCMC Casino*, AMIEU since 2004

"Empowerment of the collective voice, mateship and a voice for change. Great things have been achieved because of the will to unite and fight for what's fair."

**Angela Jordan**

*Baiada Beresfield*, AMIEU since 2013

"Being a Member, I know I've got my back covered. Being a Delegate and helping members is what it's all about"



**Kerry Rinkin**

*Baiada Beresfield*, AMIEU since 2011

"The Union can be a voice for those who don't have the confidence to speak up for themselves. Especially those affected by mental health."

# BUSHFIRE RELIEF

After last summer's devastating Bushfires the AMIEU, ETU (Electrical Trades Union) and AMWU (Australian Manufacturing Workers Union) joined forces on a campaign to raise funds for affected Union members.

Our combined members raised over \$6200, which was donated to four union members. 1 AMIEU member, 1 ETU member and 2 AMWU members received the funds. One of these AMWU lost everything to the flames.

All four of these Union members are now back on their feet and rebuilding after terrible loss.

We'd like to thank all our members who showed solidarity and donated to this great cause.







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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.

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Contact **Shane McDermott** on 0412 2998 169 or [smcdermott@unitybank.com.au](mailto:smcdermott@unitybank.com.au)

# UNFAIR DISMISSAL

## AND HOW TO AVOID IT.

In the last four months, unfair dismissals have risen by 70% nationally. We have seen a similar increase in AMIEU members seeking unfair dismissal.

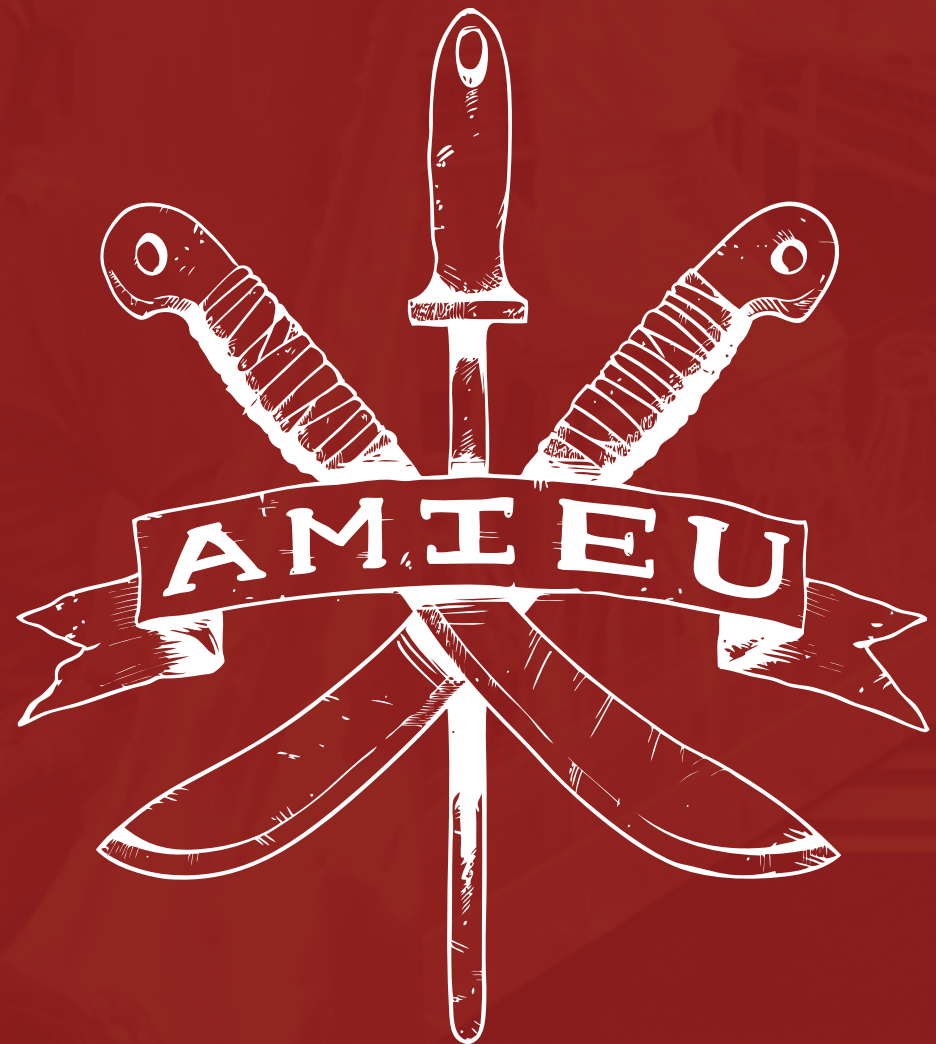
Many of these dismissals are a response to COVID-19 cost cutting, despite Companies saying otherwise.

The reality of the situation is that once a worker has been dismissed they have roughly a 1% chance of gaining reinstatement.

The current system is heavily weighted in favour of the employer and usually the best outcome that can be achieved is some amount of financial compensation and the dismissal changed to a resignation.

If you find yourself or a co-worker involved in a workplace dispute **contact the AMIEU ASAP.**

Many workplace disagreements



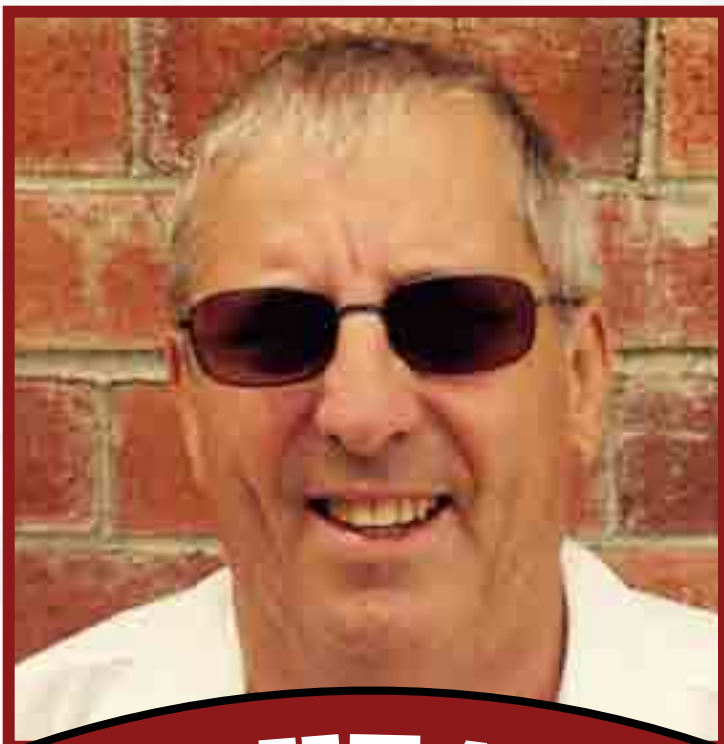
and misunderstanding can be straightened out with cool heads. If the issue is allowed to persist, employers might make the decision to dismiss you and by then the damage is done.

The AMIEU will always fight for our members who feel they have been unfairly dismissed. We go to bat regularly at Fair Work.

But in a system that does not favour workers, responding quickly, before its too late, is the best way to protect your employment.

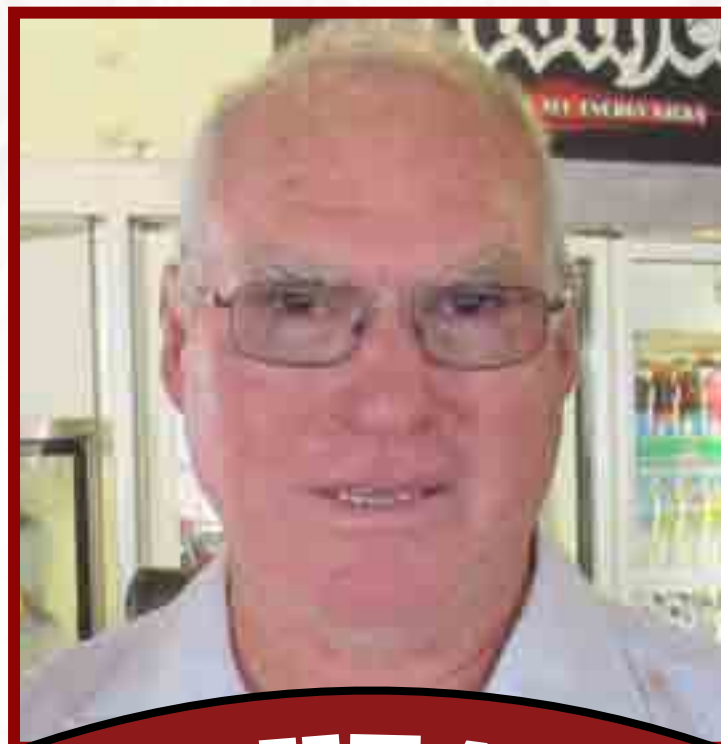


# MEMBER RECOGNITION



**50 YEARS**

**Andrew  
Shaw**  
NCMC



**50 YEARS**

**John  
Hale**  
NCMC

The AMIEU Newcastle and Northern Branch would like to say a big thank you to both Andrew Shaw and John Hale of NCMC who have this year reached the monumental 50 years of membership achievement.



Your dedication and loyalty to our Union is deeply appreciated.

# MEMBER RECOGNITION

25 YEARS

***Baiada Beresfield***

Glenn Alder  
Geoffrey Challinor  
Yolanda Tica  
Louise Sarquis

***NCMC***

Geoffrey McLennan  
Mark Watson  
Brian Fuhrmann  
Daniel Ind

***Norco***

Gavin Anderson

***Inghams Lisarow***

Paul Flynn

35 YEARS

***Baiada Beresfield***

Beth Jackson  
Steven Tisdell  
John Wiatr  
Merryl Thompson  
Graham Stair

***NCMC***

Paul Benn  
Gary Hammond  
Shane James  
Anthony Grimston

***Bindaree Beef***

Roberta Higgins

***Wingham Beef***

Richard Greenaway

***Nestles***

Rex O'Brien

45 YEARS

***NCMC***

Rodney Yates  
Joseph Maloney  
Eric Ensby  
Peter Vidler

## **OBITUARIES**

**Eric Ensby**

919

**Phillip Schmutter**

12341

**Tony Pestell**

95837

**Sally Dunne**

98331

**Tanya Watts**

124235

*Thank you.*



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