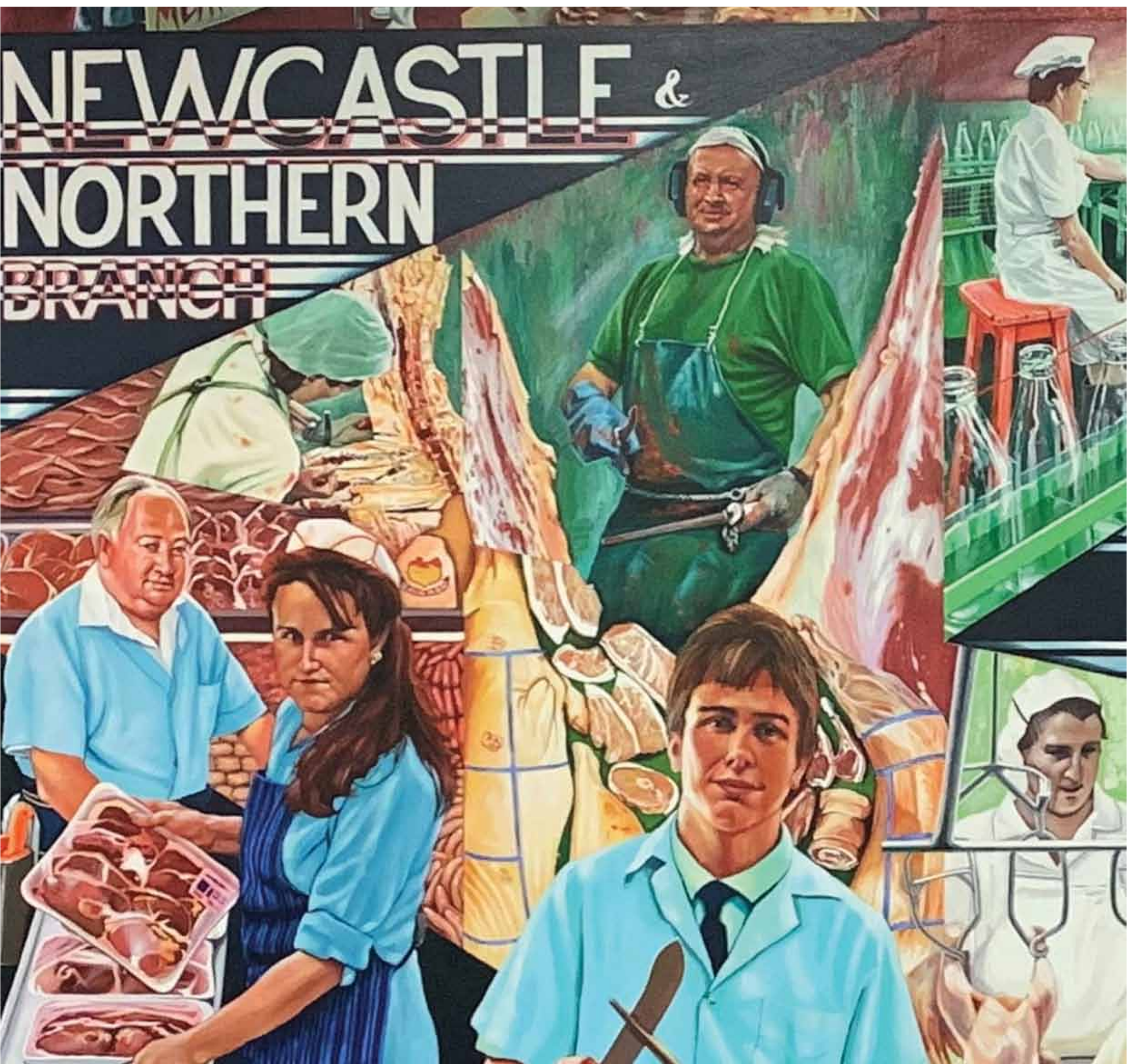




**AMIEU**  
NEWCASTLE & NORTHERN

**ISSUE 83**  
DECEMBER 2020



### **IN THIS ISSUE**

ORGANISER REPORTS, EBA UPDATES, VALE WARREN MCRAE, TO AND FROM WORK, NEWCASTLE TRADES HALL, INSECURE WORK, FREE SHIRT FOR MEMBERS, JOHN HALE 50 YEARS, AND MORE



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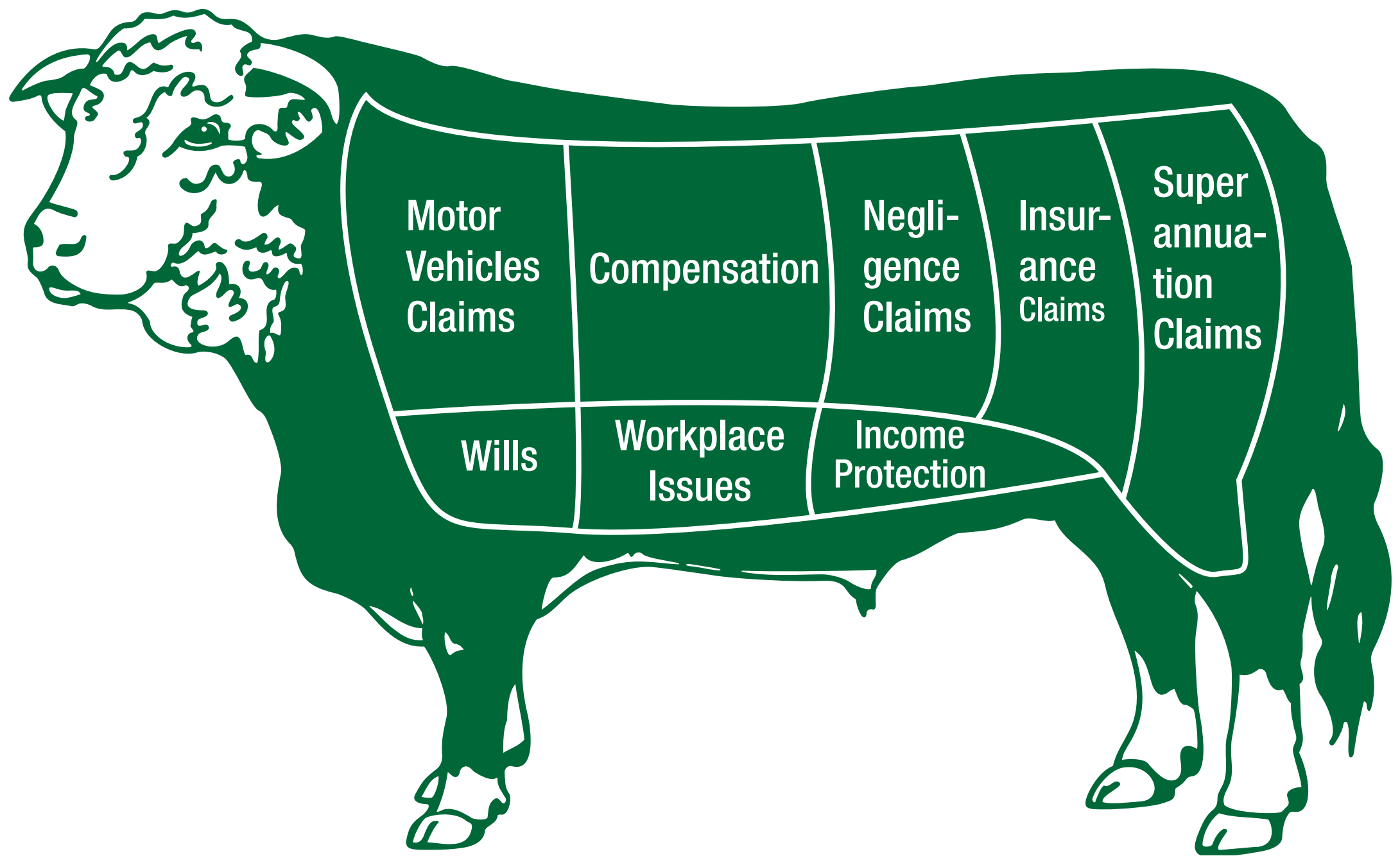


## Office Christmas Hours

Closing: 12pm, 24 December

Returning: 4 January

*You can still contact our Organisers by mobile or email during shut down*



## 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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# SECRETARY'S REPORT

## Justin Smith Secretary

---



Hi Members

I know it's been said a million times but what a year 2020 has been, not just with the Covid-19 but also changes in our Union office.

From the start of the year it has been a huge learning curve for me and the COM members. We have made some mistakes but we have also made some great decisions in the best interest of the members, and that is why we are here, for the members.

Once again I'd like to thank our members for how resilient they have been working through the pandemic to feed not just Australia but the world. We have

proven that we are essential workers and we may not be as flashy as others but we do the job that most will not and without us, people can not eat.

The years ahead are going to be tough and look uncertain. Cattle numbers are at the lowest they have been for some time. I don't think we have seen the full impact on the world economy and how it will affect our beef, pork, and milk exports. How our local economy recovers will also impact the white meat sector going forward. Labour shortage is a big issue as well with so many people leaving

Contact Me  
**0488 182 047**



the industry and companies unable to pull from and exploit overseas workers. Companies are scrambling and fighting over workers and some are still blaming young locals for a lack of work ethic when some of these locals cannot even get a start in our industry to prove themselves.

Not all companies are the same and the good ones who have always had the preference for locals first will come out of this better in the long run.

The bad ones, of course, are too busy blaming everyone but themselves and are asking the Government for more handouts and to let overseas workers back in.

This Union has always and will continue to support overseas workers in our industry who join our Union but now is the time for a change. A change for those companies who rely on overseas workers to have a look at themselves and what they need to change so local kids will stay in our industry. We have been in discussions around this issue and we will continue to do so. Our

next meeting with Minister for Agriculture, David Littleproud, is on the 3rd of December.

With all this going on it is more important now than ever to stick by the Union as it is the only protection workers have. The more members we have the more influence we have with the Government and of course Companies.

I ask that all members actively talk to your workmates who are not members and encourage them to join. Sitting on the fence will only get your splinters in the arse.

If any member is struggling financially contact your Organiser or the Union office to see what we can do to help.

Remember it's your Union it's up to you what you make of it.

Union Proud, Union strong.

**Justin**



# ORGANISER'S REPORT

## Jason Roe Assistant Secretary

---



It's been a hell of a year.

Firstly I'd like to talk about workplace injuries and reporting injuries. It's very concerning attending a few sites and seeing the fear that exists in workers around reporting injuries. Our casual and labour hire workers are especially concerned that reporting injuries will result in the company terminating their employment.

One of the biggest things I should say is that if you are injured at work you should report it. The company has a duty of care to protect you while you are at work and we are here to stand up for you.

Another alarming point that a lot

of employees have raised is the practice of companies managing injuries in house and employers encouraging workers not to see their own doctor.

You have the right to see your own doctor. When you are injured at work and you are offered the company doctor you should decline and see your own GP or specialist.

Always remember you have the right to have a support person present when discussing your injury with your employer and I encourage you to bring someone along. This goes for all the

Contact Me  
**0421 554 774**



important meetings you have with management. You should never feel as though you have to speak with management alone, especially with a workplace injury.

If you are ever in doubt always refer to the red and green cards on the following page. If you ever have a workplace issue that you are unsure of speak to your delegate or speak to your organiser, our phone numbers are here. Where you can, keep a diary of issues at work, meetings, conversations, if things go south this will be your greatest asset.

Finally, I would just like to say to all our delegates that I know 2020 has been a testing year, but I thank you for the hard work you have done, especially when organisers have been restricted from accessing your sites.

I'd like to wish all our delegates, members, and their families a safe and happy Christmas and new year.

Stay safe and see you in 2021.

**Jason**

### Injured at work? Do...

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



**AMIEU- Phone (02) 4929 5496**

### Injured at work? Don't...

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



**AMIEU- Phone (02) 4929 5496**



# ORGANISER'S REPORT

## Darrell Shelton Organiser

---



Hi Members

With COVID slowly backing off we are starting to return to sites with some quarantine measures still in place. We are working with the companies to do the right thing and a return to normal should hopefully not be far away.

Having been an Organiser for six months now I have visited many sites for the first time. This has well and truly opened my eyes to the beef side of our industry. The process to deliver a quality product is a lot different from the chicken industry I came from.

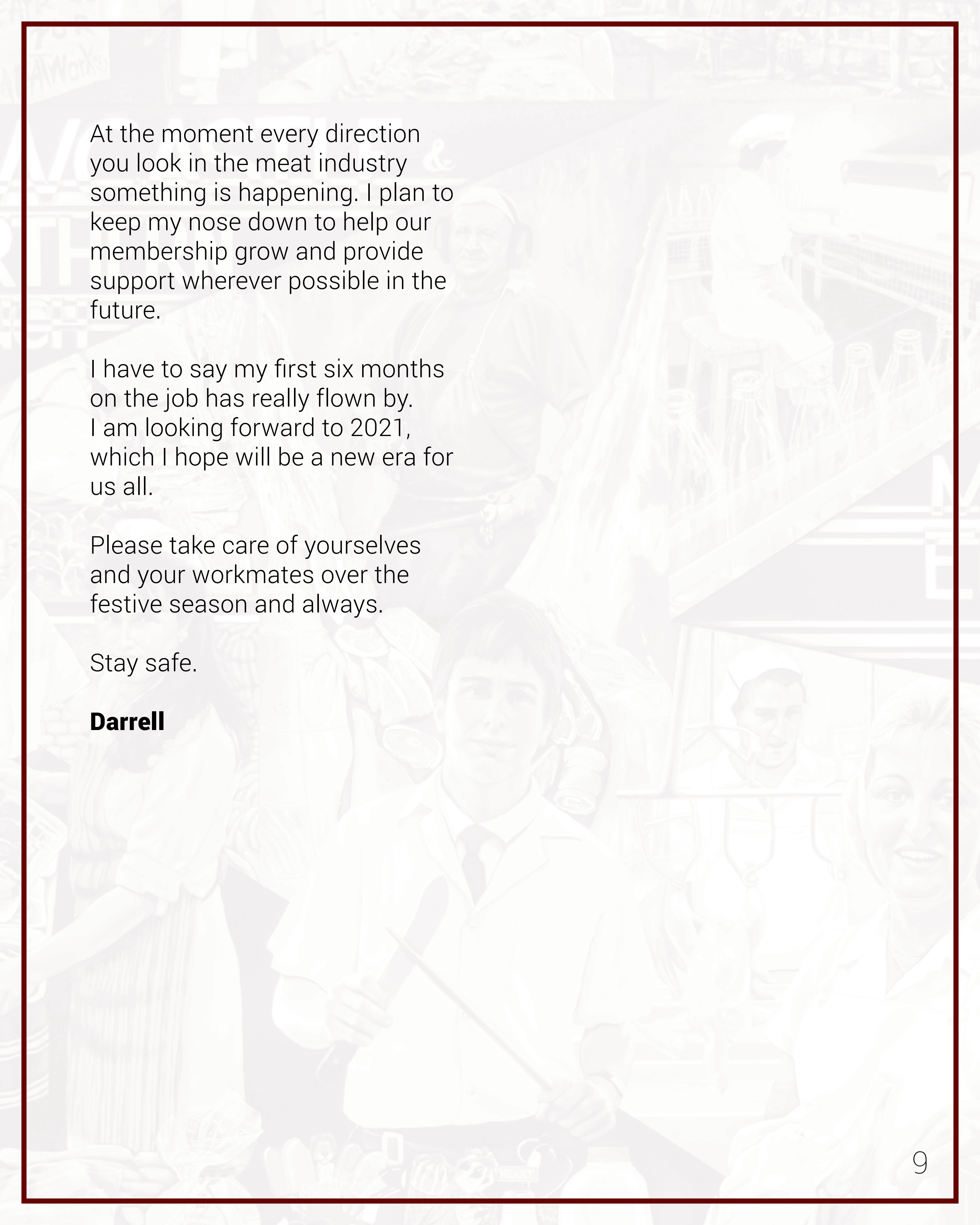
2020 is one year that we won't forget. From bush fires to a pandemic, it has affected

everybody in one way or another. I believe going to visit sites with a hands-on approach is better than dealing with member's problems by phone, so I am pleased to be doing more of this now.

I am currently in negotiations with the delegates, members, and management at Baiada Tamworth working towards a new Enterprise Agreement. The workforce there is doing a great job to achieve the best outcome possible.

Contact Me  
**0400 879 507**





At the moment every direction you look in the meat industry & something is happening. I plan to keep my nose down to help our membership grow and provide support wherever possible in the future.

I have to say my first six months on the job has really flown by. I am looking forward to 2021, which I hope will be a new era for us all.

Please take care of yourselves and your workmates over the festive season and always.

Stay safe.

**Darrell**



# ORGANISER'S REPORT

## Patrick Elliott Organiser

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At the time of writing this report, it has been almost six months since I began the role of Organiser with the AMIEU Newcastle and Northern Branch.

It has given me great pleasure to be able to get out and hit the ground running and visit all the sites in Northern NSW and introduce myself to delegates and members.

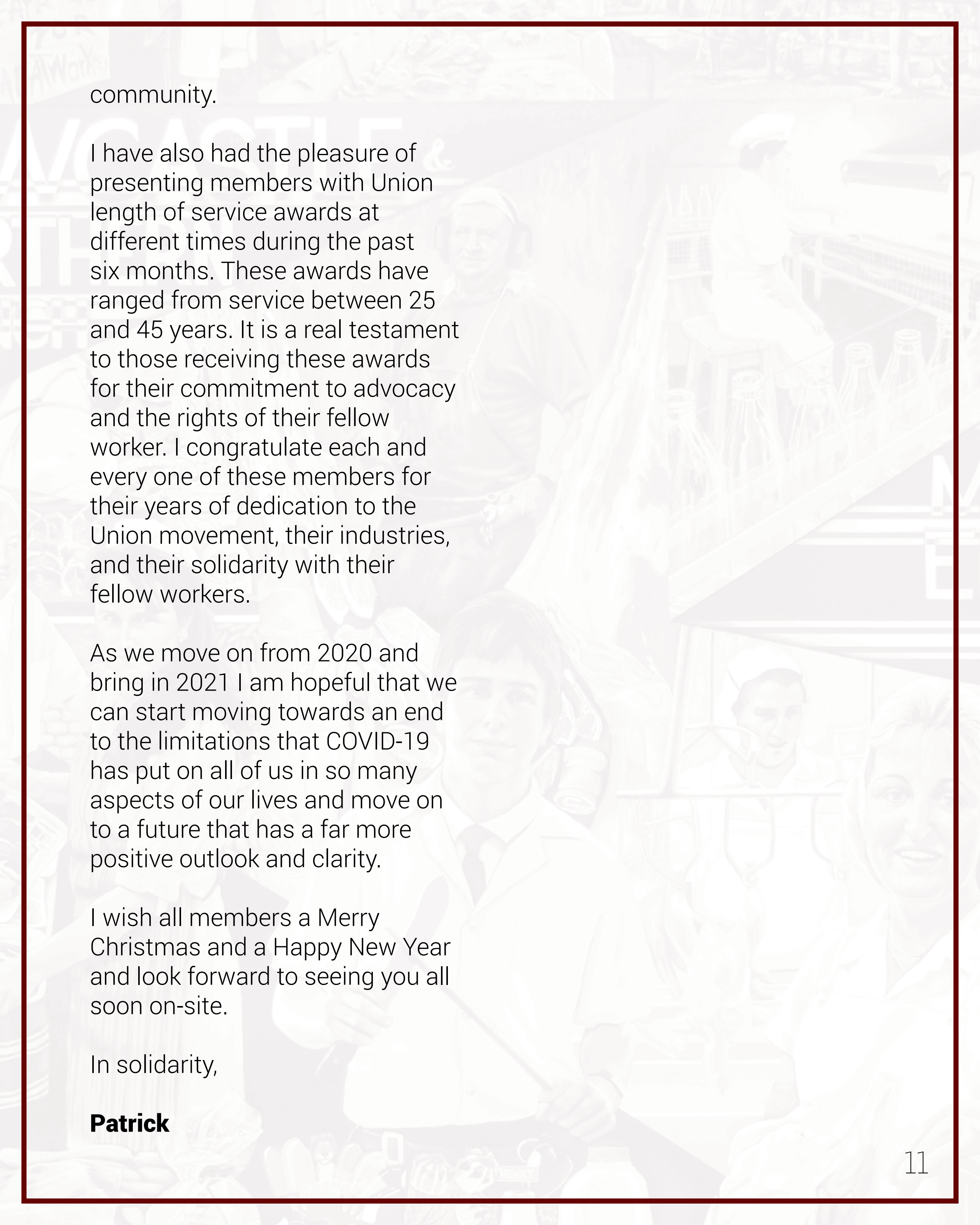
The months have not been without their difficulties as COVID-19 has limited a Union representative's ability to access sites at different times. That said, with great communication from members and site delegates, the members have managed to navigate these uncertain

times and achieve some great outcomes for workers.

The past months have seen myself engaged with delegates and members from Norco Raleigh and CHT Casino negotiating new Enterprise Agreements for those sites. The attitude from the delegates and members from both these plants has been extremely constructive and positive. The needs of members are at the forefront whilst bargaining hard for a real wage increase and some amendments to conditions despite the economic uncertainty in the wider

Contact Me  
**0497 444 420**





community.

I have also had the pleasure of presenting members with Union length of service awards at different times during the past six months. These awards have ranged from service between 25 and 45 years. It is a real testament to those receiving these awards for their commitment to advocacy and the rights of their fellow worker. I congratulate each and every one of these members for their years of dedication to the Union movement, their industries, and their solidarity with their fellow workers.

As we move on from 2020 and bring in 2021 I am hopeful that we can start moving towards an end to the limitations that COVID-19 has put on all of us in so many aspects of our lives and move on to a future that has a far more positive outlook and clarity.

I wish all members a Merry Christmas and a Happy New Year and look forward to seeing you all soon on-site.

In solidarity,

**Patrick**



# ORGANISER'S REPORT

## **Wei (Chuck) Yao** **International Liaison Officer**

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I have experienced a hard year. However, the AMIEU is still standing with you to protect your rights and entitlements. The influence of COVID-19 is decreasing, and we are ready to get back to normal. Before that, keep social distancing and keep safety in mind. We hope to provide a comprehensive cover for our members and try our best to meet your needs.

To all our international workers, I understand you are in a dilemma. If you want to find a new job opportunity, I can also help you with this. If you have any visa questions, we are here to help you. We will bring a professional third party to support you. If you have any bully and unfair dismissal issues, we encourage

you to tell us immediately. Recently, we have launched two new sessional programs: the Free T-Shirt program and Asian food delivery service.

If you are our existing member or want to be a new member, please let us your shirt size and contact

WeChat:



Contact Me  
**0411 182 059**



information. You will receive a free union T-Shirt in January next year.

Due to the effect of COVID-19, regional meat workers have not been allowed to travel to Newcastle, Sydney, and Brisbane at times. You could not buy your favourite home food recently. We have organized some Asian supermarkets located in Newcastle and Sydney to provide a food catalogue via Wechat and Line. You can select Asian food directly from here. We will help them deliver the food to each site when we go to the regional areas.

If this interests any of our members please contact me for more information. The service areas include Singleton, Scone, Tamworth, and Inverell.

In terms of enterprise bargaining and your company agreements, we are still negotiating with the relevant conditions. Thank you for your support and advice during the agreement voting period. Your benefit is our priority.

I hope you will enjoy a lovely Christmas holiday with your

family and friends. See you next year.

**Chuck**



# ENTERPRISE BARGAINING UPDATE

## EC Throsby



First negotiations started in late 2019, since then the EBA has been rejected by the Fair Work Commission. The Company came back to renegotiate a better offer which is now before the Fair Work Commission again for approval.

## Booyong Service Processing



The Agreement was narrowly voted up by the membership in July. The Company like many others used the difficult circumstances brought forward during COVID-19 to get a result.

The three year agreement is set to expire in July 2023

## Baiada Tamworth



The first offer proposed by the Company in October was voted down by the employees. The Company has since come back with an improved offer which was voted up on December 1st.

No conditions were lost with employees gaining some benefits and a reasonable wage increase. The Company agreed to pay the increase from the positive vote rather than waiting for the Commission to approve the agreement.

The four year deal is expected to expire in October 2024.

## Norco Raleigh



Negotiations are now in full swing. Members at the site have rejected the companies initial wage increase offer.

The Company has been put on notice to come back with a higher wage increase. The membership is prepared to apply for protected industrial action to achieve their goals.

The members are feeling united and are prepared to stand strong throughout negotiations.

## CHT Casino



The Company made an initial offer and was standing strong until the membership lodged an application for protected industrial action.

Both parties are currently at a stalemate with membership pushing for a reasonable wage increase by the company.

The members are ready for a fight but hopeful the company will bring a fair offer to the table.

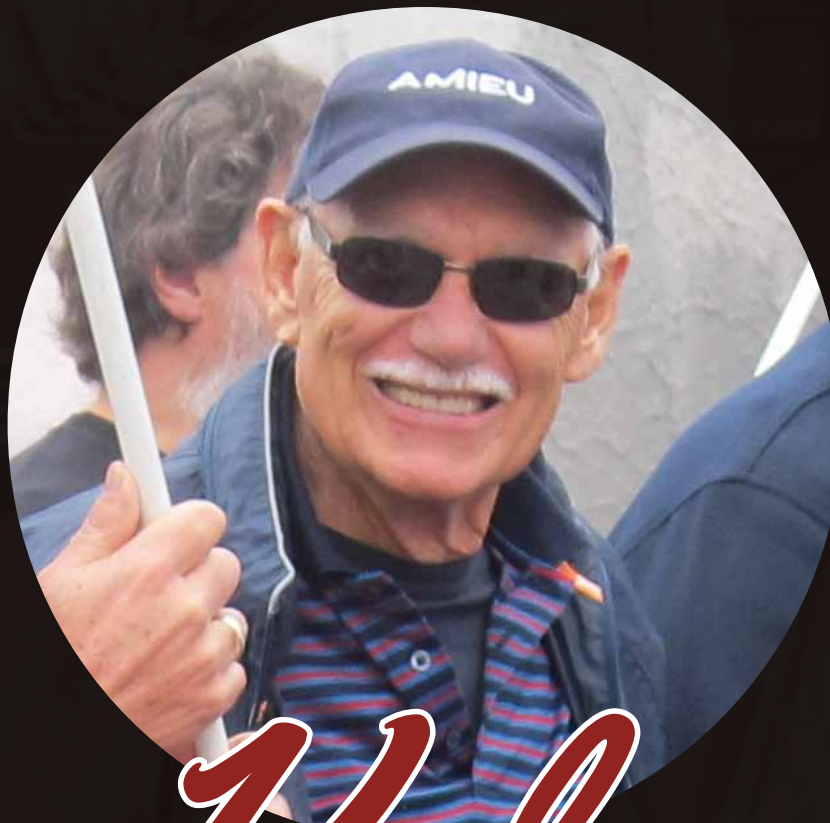
### 2021

Baiada Oakburn: March  
Coles: June  
Inghams Lisarow: August

### 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





1941

*Vale*

2020

## WARREN MCRAE

From Former Secretary  
**Kath Evans**

How do I best describe Wazie and all that he meant to us?

He had such an amazing life. His love of family, friends, racehorses, the trade union movement, his passion for defending worker's rights and empowering workers through education, developing skills and knowledge and of course love of rugby league.

Our granddaughter Savannah said to me. "Nan, Pop was not defined by one thing". The wisdom of the young.

The legacy he leaves within the trade union movement lives on in the lives of so many who received his training and inspiration. His

wisdom and wit live on in the heart of those who shared his passion for the racehorses. His mateship spans many decades.

It was inevitable that Wazie and I would meet through our activities in the trade union movement. Wazie helped me research countless industrial cases resulting in many favourable decisions for union members. We were destined to become soulmates.

Up until the last couple of years Wazie had been a fit and healthy and young looking 78-year-old. He was a dapper dresser. He loved nice clothes and always looked smart. He climbed the platform and trimmed



our hedges. Our neighbour called them Warren's majestic hedges. He beat a previous bout of prostate cancer. He was always positive, I can still hear him singing "positively perfect, in every way," from Mary Poppins.

It is these qualities that will be his legacy for our children and grandchildren to remember that will guide them through life's trials and tribulations. He possessed a strong character yet was gentle and kind. He was fair to all our grandchildren but would not tolerate bad manners or unkind behaviour.

He was funny, had an unforgettable laugh that made you laugh because he was laughing. He told little ditties that he often made up simultaneously that had everyone in stitches. He was accepting of all the grandchildren, something that we can treasure. He had an extraordinary impact on their lives.

He retired from work in 2010 and I retired a little after in 2012. He maintained his friendship with his mates from the trade union movement. Bill, Russell, Al and Wazie got together monthly, played the poker machines, lunched, and laughed while ripping each other off and telling yarns of their times in the industrial relations commission and work. All best of mates.

Bill and Wazie had coffee twice a week and were referred to as "the

boys" by the staff. Wazie was quite chuffed about that.

Up until recently, Wazie had breakfast on Saturday morning with the boys from the stable. The cafes in Beaumont street loved to see the Saturday morning racing boys. If someone's horse won, they had to bring the champagne and they would toast to the win.

Wazie has walked the streets around where we live for roughly 30 years. He knew everyone by name or would wave and say hello. Wazie and his old faithful dog Bennie became an icon of our neighbourhood. Our friends in our community have been supportive of both Wazie and myself and I know that I would find it extremely hard on my own without their kindness and support. I thank them for that.

Glynn, Todd, and Tim have lost their dad, the one person who was always there, no matter what. Lisa and Tina have lost their stepfather, whom they loved dearly.

I have lost my soulmate and my rock. We were going to grow old together, sitting under the patio, surveying our garden, and making plans for the day.

He was taken far too quickly. Our lives will never be the same again. We will all miss him terribly. But as a family, we will get through this sad time together. He will always be in our hearts. We will love him forever.



# 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**



# WE ARE GIVING A **FREE SHIRT** TO EVERY AMIEU MEMBER!

To get your shirt send us your shirt size and update your union details by visiting:

**[www.newcastle.amieu.asn.au/free-shirt](http://www.newcastle.amieu.asn.au/free-shirt)**

We are also encouraging members to switch to direct debit. If you'd prefer not to switch, just update your membership details.

Get your details in before 1 January 2021.





# AMIEU Newcastle and Northern NSW Committee of Management November 2020



Front: Darrell Shelton *Organiser*, Kerry Rinkin *Baiada Beresfield*, Justin Smith *Secretary*, Mark Cooke *President*, John Dawson *Ingham's Lisarow*, Angela Jordan *Baiada Beresfield*, Leonie Gibson *Treasurer*

Back: Jacob McDonald *NORCO Lismore*, Adrian Van Haren *Bindaree Beef*, Scott Rosten *Vice President*, Matt Turner *NCMC Casino*, Jason Roe *Assistant Secretary*, Patrick Elliott *Organiser*, Wei Yao *International Liaison Officer*, Don Morehouse *Bindaree Beef*



# MEAT MEMES

someone cuts themselves  
on kill floor...

everyone else on floor:



the sad reality of employees...



**SEND US YOUR  
MEMES, JOKES AND  
STORIES.**

We'll publish our  
favourites next Journal.

*\$\$\$ Prizes  
to be Won!*

Nah, man. The night shift  
is pretty easy  
- James, age 24



Debbie, I told you, I'm on a strict  
plant-based diet.

Don't worry,  
these burgers are  
all plant-based.

Mmm...this is delicious.  
What plant  
is this from?

Meat packing plant

Them- "you can't just say  
that to a supervisor"



Me- "that's why  
no one will  
remember your name"



# WHAT'S HAPPENING NEWCASTLE TRADES HALL

Newcastle Trades Hall, now known as Hunter Workers, has a new Secretary at the helm, Leigh Shears.

The Organisation whose office can be found on Kings street, Newcastle West, represents affiliated Unions in the Hunter

region, including the Newcastle, Cessnock, Maitland, Lake Macquarie and Port Stephens local government areas.

Leigh first joined his Union, the AMWU, in 1989 when he was in the first year of his Boilermaker apprenticeship.



Hunter Workers Secretary Leigh Shears and Officer Tom Bowcock



He's had an extensive career in the construction and heavy engineering industries but also worked in varying roles across hospitality, customer service and labouring.

He first became a Delegate with the AMWU in 2008 and now in 2020 he has been elected Secretary for Hunter Workers. Newcastle Trades Hall rebranded as Hunter Workers in recent years in an effort to expand its membership and voice in the region.

Membership has doubled in recent years and now the focus for Hunter Workers is to get out into the community both visually and in the digital space to promote workers rights and the campaigns of their 27 affiliated unions, which includes the AMIEU.

Leigh says that moving forward Hunter Workers wants to better represent women, who make up 52% of Australian union membership, as well as young people.

An expression of interest for the first Union Women's Committee

in the Hunter was recently put forward. The response has been strong and Leigh expects to see the first meeting take place early next year.

He also talks about encouraging young people, particularly in the retail and hospitality industries to engage more with the Union movement. These workers are facing increasing difficulty finding secure work in an industry wrought with casualisation.

"We want to establish more connections with youth committees and be visible where young people are today" Leigh says.

"Whether that's being visibly present at events or in digital spaces we need to actively seek out those spaces, not expect them to just find us, and show what we can do for these young people and"

Hunter Workers is now in a strong position to escalate their presence in the Hunter, particularly outside of Newcastle. The goal is to create more awareness to the campaigns



being run by Australian Unions and the movement in general.

One example is the United Workers Union's (UWU) boycott of Coles this Christmas, an initiative supported by the AMIEU.

Hunter Workers is planning to celebrate International Women's Day, March 8, in a big way come 2021.

On April 8th they hold their annual service for International Workers

Memorial day, starting from 12pm at Newcastle Foreshore.

And of course, May 1st marks the annual May Day parade from Hamilton Station to Gregson Park.

Search for Hunter Workers on Facebook to keep up to date with the Union movement in Newcastle and beyond.







# 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





# JOHN HALE

## 50 YEARS AT NCMC

### AN INTERVIEW

#### **When did you get into the Industry?**

I started at NCMC Casino when I was 15 years. Sometime in January 1970. I'm not sure about January 1970.

#### **You must have done a fair few jobs in your 50 years.**

Well, I started off in by-products, the gut room, when I first started off they had no forklifts those days.

There were trucks that had to be loaded and it was all done by hand. You'd go down and load bags of horns, toenails and all sorts, the glueys, they were the face pieces, the ears and the hocks. You would salt them down and then bag them, we'd pick them up and throw them in the trucks. The bags were 62.5kg, one man per bag. They were heavy alright.

We once had the shed floor cave in from the weight of these bags. Well, we just had to get down there throw them on the shoulder and run out. The bags eventually went down to 50kg and now I think they are only 20kg.

I also worked in the hide shed. We didn't have a tannery then, they were salted and laid out on the floor. We'd then fold them and you'd get a line of blokes to throw them, one man, to the next to the trucks.

#### **And you eventually went to the slaughter floor?**

Yes, I went to the slaughter floor around 1992 or 1993 and I'm still working there now.

Well, I actually retired in early March, I haven't exactly retired but I've hung it up and am now just getting my entitlements.

#### **Where were you working on the chain?**

I was right at the start, stunning and 25



shackling. Calves, pigs and sheep. By the end of my time, I was a quarter trimmer.

Although, back in the 70's and 80's there would be no cattle in the winter months so we'd all go out to the yards and do fencing and all sorts of things.

### **What led you to stay with NCMC for 50 years?**

The only reason I lasted at the meatworks for that long was because I was always moving around jobs. If I had to stay in the one spot I wouldn't have lasted, some variety helps.

### **How's your body held up over the years?**

The back and shoulders are a bit bugged, but I've never had any compo problems. Rubber boots and concrete is not a good pairing.

### **What are some of the biggest changes you've seen in the industry over your time?**

The work definitely became easier. More machinery and less hard labour. Also, there's a lot more hygiene and sterilisation, especially this year. I'd say now you don't have

to work as hard because you were between bodies and spend more time sterilising. That made things a fair bit easier towards the end. I've seen many fellas come and go from NCMC as you can imagine. It used to be a lot easier to get a job, you could just come and go with work.

### **What about your experience with the Union over your time?**

The Unions come a long way for our site. Years ago if Management looked at you sideways we would strike, yeah we used to strike a little bit, little strikes for a day or two here and there. We haven't had a strike now for many years. Now we negotiate, we sit down and talk it out with management. That has been a big change.

I think it's better now. In the later years with Cookie (Mark Cooke) if there's a problem we can just sit down and work through it, it's more productive.

But I still think if you got no choice and management won't buckle then the option to strike is always there. But yes the Union has always been there for me.



## **And now that you have retired what will you be doing with yourself?**

I'm pottering around at home, getting into the garden with the grand kids. Lots of time with the grand kids, helping the family out.

I'm not going to be sitting around. I get up at quarter to six and go for a walk.

## **Will you miss your work?**

Well, not really. I was keen to get out at the finish. I think I will miss

my mates at work, but that's it, I'm glad to be done.

## **What about your experience with COVID-19?**

Well, I started to use my entitlements in March. I'm not exactly retired yet but I made the call in March to basically retire. I walked out the door and Corona Virus walked in.



AMIEU President Mark Cooke Presenting John Hale with 45 Year Service Award



# 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.**



**AMIEU**  
NEWCASTLE & NORTHERN



# YOUR TO AND FROM WORK BENEFIT

As an AMIEU member you are covered for up to \$3000 a month, for three months, for time lost from work due to accidents which occur when travelling to and from work.

If you are injured on the way to work you may be unable to keep working. Just because

your paycheck stops coming in, doesn't mean the bills will stop too.

Many AMIEU members access this benefit each year but none of them expected to find themselves in this difficult position.

## MEMBER TESTIMONY

**James,  
JBS Scone**



“ I was driving to work the same as any other day when a kangaroo jumped out. I put the anchors on and lost the ass end of the ute and ran off the road, rolling it.

I had a week off with my sick leave and then went back to work thinking it was just a sore back.

My back was still hurting though. I went to the doctor again and had some scans. They found I had a fracture in my vertebrae. So far I've had six weeks off

work.

After my sick leave ran out I didn't want to use my holiday leave so I got in contact with Jason from the Union.

I'm still off work at the moment but I'll be going back in the middle of December.

I've probably accessed around \$2,800 from the Union so far through the To and From Work benefit. It helps.

I'm turning 50 this year I'm too old for this.



# SHANE MCDERMOTT

## UNITY BANK

The AMIEU has a long running partnership with Unity Bank.

For years Shane has been visiting AMIEU sites around Newcastle and Northern NSW providing financial services for our members.

Shane knows our industry and our members choose to bank with him because he provides a level of service you don't get with big banks.

You can call him directly for personalised services on home loans, car loans, refinancing and everything financial.

### MEMBER TESTIMONIAL

#### **Rob,** Wingham Beef

Rob was referred to Shane by Justin after he told the AMIEU he was having trouble getting financed for a new home. Due to the recent slow down in his work and wages, the big banks wouldn't come to the table.

Shane understood Robs situation and was able to put a deal together. Unity Banks's loans department put it through the next day.

Rob and Shane had their first discussion on a Monday and by Thursday Rob was at an auction with an loan approval under his belt.

No waiting around, no nonsense, just quick results.

## CONTACT SHANE

[smcdermott@unitybank.com.au](mailto:smcdermott@unitybank.com.au)  
**0412 299 169**



*Hey Members! Now that sites are allowing visitors again you can expect to see me making my way around in the new year. If you need a home loan, car loan, refinancing or just some solid financial information then come have a chat.*

*Alternatively you can always give me a call or email. I've also started doing meetings via ZOOM.*



# THERES ANOTHER VIRUS INFECTING AUSTRALIA...

## INSECURE WORK

**Australian Council of  
Trade Unions (ACTU)  
Secretary Sally McManus  
has set a target for the  
Australian Government  
to halve the number of  
insecure jobs over the  
next decade.**

McManus, who spoke at the 2019 AMIEU Newcastle and Northern Delegates Conference, described insecure work in Australia as like a “virus”.

When we talk about insecure work, we are talking about casual employment which offers no security and fewer rights. This can be seen in the alarming rise of

labour hire, casualisation and the gig economy.

McManus makes the case that conservative governments and big business have created this situation.

“The growth of insecure work has not happened naturally. It has happened by design.”

Australia’s insecure working environment suits the profit margins of big business, but leaves Australian workers vulnerable to being put out of work whenever it suits the companies profit margins.

Too many Australian workers are unable to make a living with no



say in the matter.

"It has been pursued by conservative governments, employer lobbyists and too many employers. It has been our version of Americanising our way of life.

Casualisation makes us weak, stresses families and undermines communities.

McManus cites the "shameful tragedy" of five delivery drivers killed in the last two months as an example of workers abandoned by the government, tech giants and inadequate workplace laws.

"This is an issue our generation can and must fix".

Young people have been hit hard by the loss of employment brought on by the pandemic. But equally as concerning is the number of Australians who have drained their super accounts just to keep their heads above water.

"Lets pass on something better. The opportunity to have a job you can count on."

The Australian Government is set to release its Industrial Relations

overhaul bill in mid December.

McManus, the ACTU and Unions across Australia are ready to tackle this bill and take on the fight for a more secure working future in an increasingly uncertain world.





# MEMBER RECOGNITION



**ROBERT TURNER-MANN**

**COLES**  
**45 YEARS SERVICE**



**JOSEPH MALONEY**

**NCMC CASINO**  
**45 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.

**5437** Trevor Sansom  
**6979** Norman King





**SUSAN SHELTON**  
**BAIADA BERESFIELD**  
35 YEARS SERVICE



**JODY WALLACE**  
**COLES**  
35 YEARS SERVICE



**CINDY JONES**  
**BAIADA BERESFIELD**  
35 YEARS SERVICE



**GARY HAMMOND**  
**NCMC CASINO**  
35 YEARS SERVICE



**REX O'BRIEN**  
**NESTLE SMITHTOWN**  
35 YEARS SERVICE



**GARRY ROBERTS**  
**NCMC CASINO**  
35 YEARS SERVICE



**BETH JACKSON**  
**BAIADA BERESFIELD**  
35 YEARS SERVICE



**SHANE JAMES**  
**NCMC CASINO**  
35 YEARS SERVICE





**COLIN WHITTON**  
**NCMC CASINO**  
25 YEARS SERVICE



**GLENN ALDER**  
**BAIADA BERESFIELD**  
25 YEARS SERVICE



**DANIEL SIMEONI**  
**NCMC CASINO**  
25 YEARS SERVICE



**MARK WATSON**  
**NCMC CASINO**  
25 YEARS SERVICE



**ROBYN RICKMAN**  
**BAIADA BERESFIELD**  
25 YEARS SERVICE



**BRENDEN FRAME**  
**NCMC CASINO**  
25 YEARS SERVICE



**DUNCAN RUSSELL**  
**BAIADA BERESFIELD**  
25 YEARS SERVICE



**YOLANDA TICA**  
**BAIADA BERESFIELD**  
25 YEARS SERVICE





**PETER ATKINSON**  
**BAIADA BERESFIELD**  
 25 YEARS SERVICE



**LOUISE SARQUIS**  
**BAIADA BERESFIELD**  
 25 YEARS SERVICE



**DONNA VAN BUUREN**  
**BAIADA BERESFIELD**  
 25 YEARS SERVICE



**NOEL COOMBES**  
**NCMC CASINO**  
 25 YEARS SERVICE



**DANIEL IND**  
**NCMC CASINO**  
 25 YEARS SERVICE



**RICK FORD**  
**BAIADA BERESFIELD**  
 25 YEARS SERVICE



**JAMIE RYAN**  
**NCMC CASINO**  
 25 YEARS SERVICE



**MARK PRESLAND**  
**BAIADA BERESFIELD**  
 25 YEARS SERVICE



# JobKeeper JobSeeker JobTrainer JobMaker

SO... WHAT'S THE

## DIFFERENCE?

**The Government has recently introduced a number of initiatives aimed at securing and creating more work.**

**These include JobKeeper, JobSeeker, JobMaker and JobTrainer.**

**While they all sound the same, they each have a unique role. Let's sort out the difference between them.**

### JobKeeper

**March 2020 -  
28 March 2021**

JobKeeper was introduced to help businesses affected by COVID-19 keep staff.

JobKeeper is a wage subsidy, meaning the funding is paid to employers to help cover the cost of wages they pay to their employees.

Employees do not claim JobKeeper. Employers apply if they are eligible.

Very few of the companies in our industry are currently receiving JobKeeper payments. This is because the majority were not eligible as they did not lose enough revenue from COVID-19 to meet the requirements.

Before 28 September employers would receive \$1,500 per fortnight to pass on to employees.

After 28 September and until 28 March when JobKeeper ends employees will receive \$1,200 per fortnight or \$750 per fortnight if they work less than 20 hours per week.

After 4 January employees will receive \$1,000 per fortnight or \$650 per fortnight if they work less than 20 hours per week.



# JobSeeker

**March 2020 -  
28 March and Ongoing**

JobSeeker replaced the Newstart Allowances which ended in March 2020.

JobSeeker provides financial help to people looking for work who are between 22 and Age Pension age.

JobSeeker is also for people who are sick or injured and can't do their usual work or study for

a short time.

People on JobSeeker currently receive between \$815.70 and \$760.80 per fortnight.

However, JobSeeker recipients must undergo asset testing and may receive a reduced JobSeeker rate if they work a small number of hours each week.

The JobSeeker payment includes a \$250 COVID-19 supplement. This Supplement will decrease to \$150 after 4 January until 28 March when the supplement will end.

After 4 January those on JobSeeker will receive between \$565 and \$510 a fortnight depending on their circumstances.

# JobTrainer

**Jan 1 2020 -  
April 1 2021**

JobTrainer is aimed at re-skilling young Australians between the age of 17-24 for in-demand positions.

The \$2 billion project encourages employers to keep on apprentices and trainees by subsidising their wages.

Businesses must have 200 employees or less to be eligible

for JobTrainer funding.

Under JobTrainer employers will be reimbursed 50% of their eligible employees wages with a maximum of \$28,000 per year.

JobTrainer also provides funding to create 340,000 free or low cost short course positions and full qualifications such as Certificate 2 and 3 courses.

These positions are primarily for in demand job skills including retail, manufacturing, health care, social assistance and transport.

JobTrainer is ideal for school leavers and other young people looking for a trade or qualification to get into the workforce quickly.

# JobMaker

**October 2020 -  
October 2022**

JobMaker is the latest initiative from the Government aimed at providing jobs. 450,000 jobs are expected to be supported under this scheme.

JobMaker creates a 'hiring credit' which provides employers with \$200 a week to pass on to new employees between 16 and 29.

For eligible employees aged 30 - 35 \$100 per week will be provided towards their wages.

For employers the JobMaker hiring credit will only apply for new positions created.

To be eligible for JobMaker hiring credits the new employee must have been receiving either JobSeeker, Youth Allowance or

the Parenting Payment.

New Employees must also work at least 20 hours per week in their new job.

JobMaker has received wide criticism for excluding older people who are looking to transition into new work.





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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.

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- PayID

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



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