



MEAT EMPLOYEES' JOURNAL

NEWCASTLE AND NORTHERN BRANCH

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SECRETARY'S REPORT

KATH EVANS



INTRODUCTION OF THE FAIR WORK ACT 1 JULY 2009

The AMIEU has successfully concluded negotiations for the renewal of Site Agreements with nominal expiry dates occurring during the 2009 year.

The focus has been on maximizing wages and conditions of employment utilizing the Rudd Governments transitional legislation prior to the implementation of the Fair Work Act 2009.

Fair Work Act 2009

1st July, 2009 saw the introduction of new Industrial Relations Legislation, Fair Work Australia.

One of the principal commitments of the Rudd Governments Industrial Relations Policy Position was the creation of ten (10) National Employment Standards as a strong safety net of minimum conditions.

National Employment Standards

From 1st January, 2010 the National Employment Standards will apply as minimum employment conditions for all Australian employees, regardless of who they are or what pre-existing awards/agreements employment contracts or other arrangements govern employment arrangements.

Under the new National Employment Standards employees will be protected by minimum pay and conditions. This is a safety net that cannot be stripped away.

This safety net is made up of 2 parts - the National Employment Standards and new modern awards.

What's in the National Employment Standards?

- maximum weekly hours of work
- the right to request flexible working arrangements
- parental leave and related entitlements
- annual leave

- personal / carer's leave and compassionate leave
- community service leave
- long service leave
- public holidays
- notice of termination and redundancy pay
- a 'Fair Work Information Statement' for all employees that make clear their rights and entitlements under the new system and how to get advice and help.

Modern Awards

New Modern Awards can add to the National Employment Standards or provide clarification about how the Standards are to be applied.

What's in modern awards?

Modern awards are industry or occupation-based.

Modern awards may include terms that represent the needs of a specific industry.

Terms of Modern Awards may relate to:

- minimum wages, including piecework rates
- types of employment (e.g. full-time, part-time, casual)
- overtime and penalty rates
- work arrangements (e.g. rosters, variations to working hours)
- annual wage or salary arrangements
- allowances (e.g. travel allowances)
- leave, leave loading, and taking leave
- superannuation
- procedures for consultation, representation and dispute settlement
- employing outworkers and the work they perform
- an industry-specific redundancy scheme.

The AMIEU is concerned that there is currently no regulation relating to a third party assessment to ensure that any flexibility agreement between the employer and the employee will meet the Better Off Overall Test (BOOT) Test

The introduction of the National Employment Standards may impact upon some existing workplace agreements. AMIEU Officials will ensure that your employer complies with the new legislative requirements.

Introduction of a Flexibility Clause

Modern awards must also contain a flexibility clause which enables an employer and an employee to be able to negotiate changes relating to workplace conditions of employment as specified by legislation and the new Modern Award.

From 1 January 2010 onwards, most industries will be subject to a modern award.

Who is affected by modern awards?

Modern awards will cover all employers and employees in the national workplace relations system. This affects all AMIEU Members.

Modern awards are industry or occupation-based, and will apply to employers and employees who perform work covered by the award.

What do these changes mean for AMIEU Members?

If you are currently employed under an existing award, there is a good chance you will be covered by a modern award in the future.

Are there any transitional arrangements?

While modern awards commence operation on 1 January 2010, the Australian Industrial Relations Commission (AIRC) has allowed for transitional arrangements over a five-year period to assist affected employers and employees in the move to the modern award system.

The AIRC determined that any increases or decreases in wages, loadings and penalty rates would be phased in from 1 July 2010.

This includes:

- minimum wages
- casual and part time loadings
- Saturday, Sunday and public holiday penalty rates
- evening and other penalty rates
- shift allowances

It is intended that this six month period provides time for the parties affected by a modern award to make the required changes.

During the period between 1 January 2010 and 1 July 2010, the pre--modern award pay-related entitlements remain in effect. That means entitlements contained within a pre-modern award (e.g. a federal award, or NAPSA) regarding any of the above continue to operate.

This will apply to AMIEU Members who are currently working to the terms of an Award.

From 1 July 2010, if a modern award results in an increase or decrease in wages or penalty rates, some modern awards will allow for the incremental phasing-in of changes to minimum wages or penalty rates over a five-year period.

However, all other entitlements under modern awards will apply from 1 January 2010.

The following Modern Awards will apply to AMIEU Members from 1 January, 2010.

Meat Industry Award 2010 will replace the Butchers Wholesale Newcastle and Northern Award and the Federal Meat Industry Processing Award 2010

Poultry Processing Award 2010 will replace the Poultry Processing (State) Award

General Retail Industry Award 2010 will replace the Butchers Retail State Award and the Federal Meat Industry Retail Award.

Food Beverage and Tobacco Manufacturing Award 2010 will replace the Dairy and Other Products Newcastle and Northern Award.

Existing Workplace Agreements (made pre-1 July 2009)

If AMIEU Members are covered by a current statutory agreement entered into under the Workplace Relations Act (for example, an AWA, an employee collective agreement or a union collective agreement etc), the transitional provisions to the Fair Work Act may impact on the operation of your agreement.

There are also specific rules dealing with the impact of modern awards on existing workplace agreements.

Generally speaking, your existing agreement will continue to operate until its nominal expiry date. However, other entitlements provided for under the Fair Work Act; National Employment Standards and possibility the Industry Modern Award provisions may override the terms of your agreement.

For example,

From 1 January 2010, the National Employment Standards will override an existing agreement to the extent that they are more favourable.

The AMIEU will be conducting training during January and February, 2010 for all AMIEU Delegates and AMIEU Workplace Consultative Committee Members to ensure that your Workplace AMIEU Representative understands the impact of the provisions of the Fair Work Act and your terms and conditions of employment.

For further information please contact your AMIEU Official.

**AMIEU MEMBERS ARE ADVISED
TO SEEK ADVICE FROM THE
UNION IF YOU ARE
APPROACHED BY YOUR
EMPLOYER RELATING TO A
PROPOSED FLEXIBILITY
AGREEMENT.**

ORGANISER'S REPORT

KAREN ROGERS



YOUR SICK LEAVE QUESTIONS ANSWERED

At the time of writing this article there are 61 sleeps to Christmas, (for those of you who are counting). Let's hope this year ends in a better financial position than the doom and gloom of last year. Everywhere I go I hear of employee's and employers doing it hard and as a consequence of that business' trying that little bit harder to get that little bit more out of its employees. We saw the current financial crisis have an affect on the last Union Collective Agreement we negotiated, percentage increases are just not there to give. As union members and members of union negotiating committees we have to think outside the box, now more than ever.

We are all concerned about the financial crisis and the affects that it's having on our lives. I know of members who are taking on more within their employment and don't want to say no to the extra requests due to fear of losing their job. We have to also protect ourselves from being burnt out emotionally and physically.

Employers more than ever are looking at what you do i.e. work performance, sick leave.

Sick leave is especially being looked at in most businesses. Sick leave is a cost that most employers would much rather do without. Sick leave questions are common and if you are having problems in this regard please don't hesitate to call the union.

Some common sick leave questions are:

How much sick leave am I entitled to?

Most employees (except casual employees) are entitled to sick leave which can be used when the employee is too ill to work or when it is necessary to look after ill family members. How much sick leave you're entitled to depends upon the agreement or award you are paid under.

How much sick leave can I take?

You would have to be guided by your doctor on how long you can take off work but you can only be paid if you have sick leave credit available.

Can I take sick leave to look after a sick family member i.e. child/children?

You can take sick leave to look after a sick family member (Carer's Leave). Carer's leave is paid out of your sick leave entitlement in most cases. If an employee takes carer's leave they must be responsible for the care of the person who is sick.

Who can I take the leave for?

You may take sick leave/carer's leave for a family member who is the employee's:

- Spouse, de facto spouse or same sex partner
- Child, including adopted, foster, ex-nuptial or step child
- Parent, including foster parent or legal guardian
- Grandparent
- Grandchild
- Sibling.

An employee may also take leave for the children, parents, grandparents or siblings of their spouse or defacto spouse, or any other relative who is direct relative mentioned above.

What proof do I have to provide to be eligible for sick leave?

For sick/carer's leave, an employer can require you to establish that you or a family member is sick and needs care. A medical certificate or statutory declaration can do this.

What information must be contained on the medical certificate? (As per the NSW Medical Board Medical Certificates Policy <<http://www.nswmb.org.au/index.pl?page=68>> Revised February 2005)

- The certificate should be legible, written on the doctor's letterhead and should not contain abbreviations or medical jargon.
- The certificate should be based on facts known to the doctor. The certificate may include information provided by the patient but any medical statements must be based upon the doctor's own observations or must indicate the factual basis of those statements.

Medical Certificates Policy
NSW Medical Board's Web Site
<http://www.nswmb.org.au/index.pl?page=68>

- The certificate should:
 - (a) indicate the date on which the examination took place
 - (b) indicate the degree of incapacity of the patient (refer section 6 below)
 - (c) indicate the date on which the doctor considers the patient is likely to be able to return to work
 - (d) be addressed to the party requiring the certificate as evidence of illness e.g. employer, insurer, magistrate
 - (e) indicate the date the Certificate was written and signed
- The Certificate should only be issued in respect of an illness or injury observed by the doctor or reported by the patient and deemed to be true by the doctor.
- A certificate may be issued by a doctor subsequent to a patient taking sick leave. However the certificate must:
 - (a) state the date the Certificate was issued
 - (b) cover the period during which the doctor believes the patient would have been unfit for work

- When issuing a sickness certificate, doctors should consider whether or not an injured or partially incapacitated patient could return to work with altered duties. Arrangements regarding altered duties are matters for negotiation between the patient and the employer.
- Patient rights to confidentiality must be respected; a diagnosis should not be included in a certificate without a patient's consent.

Patients may request doctors to withhold information regarding their diagnosis. In such cases it should be made clear to the patient that the information provided on the certificate may not be sufficient to attract sick leave and that an employer has the ultimate right to accept or to reject a certificate.

If you have any questions regarding sick leave or anything else please don't hesitate to call the union.

"Until next time" - Bye for now, Karen Rogers

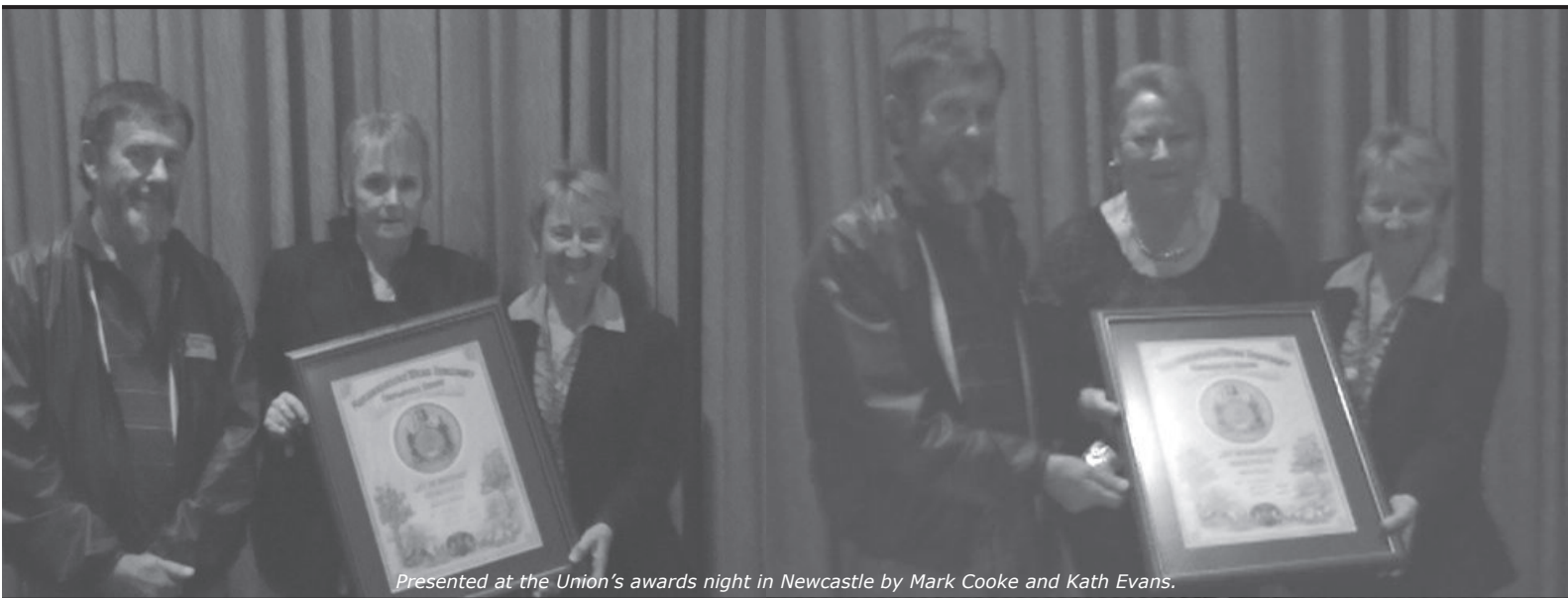
Congratulations to our new Life Members

Patricia Gilbert

Patricia joined the AMIEU in 1980, she was an active Union delegate throughout her working life at Steggles. Over that period of time she saw a lot of changes and helped many of our union members.

Marie Lucas

Joining our union in 1980 Marie worked at Chickadee Chickens (now Ingham's Lisarow). Marie was a very active delegate who has contributed a lot to this union and her fellow workers.



Presented at the Union's awards night in Newcastle by Mark Cooke and Kath Evans.

Happy Retirement Howard Barbey

Howard started working at Grafton Ulmarra Dairy factory in 1979 as a cart machinery operator.

In the early 90's Howard joined Norco, Lismore.

Howard has been married to his wife Sandra for over 30 years and they have a son Anthony and daughter Michelle.

Kath Evans and Justin Smith joined in the retirement party celebrations for Howard back in May (pictured right).

Wishing Howard all the best in his retirement!





ORGANISER'S REPORT

JUSTIN SMITH

G'day everyone.

I hope everyone is safe and well with this wild weather we have experienced over the last few months like the floods back in March in the Bellingen, Coffs Harbour and Kempsey areas.

Members at Norco and Fonterra Raleigh site worked through the night to keep an eye on the flood waters and saved company property and stock by doing so. Many of our members are involved with their local emergency services and they have proved their worth during these floods.

To more recently, dust storms like I have never seen and in fact I was at Northern Co-operative Meat (Casino) when the storm engulfed the site and nearly stopped production.

The beef and sheep processing industry has been mostly affected by the weather with years of drought then fires followed by floods that have had a devastating effect on stock numbers. And now the Aussie dollar reaching record highs which are slowing down exports.

All these factors are outside of our control.

One area that we can have an impact on is **Live Exports** the Union Federally has joined with Animal Welfare Groups and Meat Processors to lobby the Government to restrict or abolish Live Exports of cattle and sheep out of Australia.

There are millions of animals exported each year and in fact one ship can carry up to 75,000 sheep or 14,000 cattle out of Australia each trip.

Jump on our Federal web site and join the fight to stop live exports and help our local industry.

While we are on the subject of locals, two of our members at Banora Point BI-LO won a competition held by Coles on Australia day to see which store could sell the most lamb for the week. It was a nation wide competition and congratulations go to Adam and David on their win.

Also at an other Coles/BI-LO ready retail site the meat manger was being paid a meat packers wage. This was an under payment. The member sought help from the Union and the issue was handled. The member received back pay and is now being paid as per the agreement.

It just goes to prove that it is wise to be a member of the UNION.

Until next time, Justin Smith

"(belated) congratulations go to Adam and David (Banora Point BI-LO)"

"join the fight to stop live exports"
<<http://amieu.net>>

"it is wise to be a member"

Photos of flooding at Norco and Fonterra Raleigh site by AMIEU members.



THE OHS HARMONISATION PLAN

All Australian Governments will soon introduce new health and safety laws so that we have consistent laws applying nationally and in each state and territory.

The Council of Australian Governments (COAG) agreed to review the OHS laws because business would like to cut costs and red tape. There was a pledge that laws would be strengthened, not weakened.

The AMIEU supports harmonising laws too, but not if this means a compromise of the highest standards and rights for workers.

Safe Work Australia has drafted new laws released for public comment over a six week period in September. The laws will be in place by December 2011.

Unions have a number of concerns about the draft laws as they stand.

OHS FACTS

- Workplace injury and disease destroys quality of life, social and family activities, affects job prospects and career advancement.
- Every 2-3 minutes someone in Australia is injured seriously enough to lodge a workers compensation claim.
- There are almost 690,000 work-related incidents – including diseases, injuries and fatalities each year. In 2007-08 there were 150 notified work-related fatalities. These official figures underestimate the true scale of the problem.
- The Australian Safety and Compensation Council stated in its March 2009 report Cost of work related death, disease and injury that: "Disease fatality estimates are considered to be a conservative estimate, with studies estimating that as many as 7000 fatalities may occur each year as a result of work-related disease." This is four times the annual national road toll.
- Injury death and illness comes at an enormous cost to the community. The total economic cost of work-related injuries and illnesses for the 2005-06 financial year was \$57.5 billion which was 5.9% of GDP.

AREAS OF CONCERN

Unions have identified five key areas in the harmonisation that need to be urgently addressed to protect Australian workers and their families.

1. Giving workers a say

Worker involvement in OHS, via their union has been shown to improve workplace safety. Workers must have the right to be consulted by their employer over all work related matters that affect health and safety and new laws in all states and territories must enshrine this right.

2. Making employers responsible

There should be an unqualified obligation on employers to provide a safe and healthy workplace and when something goes wrong, employers must prove they did not break the law.

Laws need to be toughened so that employers are legally required to find and fix problems. Employers pay only 3% of the cost of workplace death, injury and illness and there should be tough penalties on employers who break the law.

Laws in some states require an employer to show they have taken reasonable steps to provide a safe workplace. This is a common sense approach that should be maintained.

3. Empowering health and safety representatives

Health and safety representatives are the backbone of the system that protects workplace safety.

Under current laws in most states employers must consult workers about health and safety issues in the workplace.

The proposed laws state that employers would only have to consult if it was "reasonably necessary", and only then with workers who were "directly affected".

Unions are concerned that this is loose language that could be abused. Health and safety issues affecting one group of employees may well impact on others in another part of the organisation.

Unions also want to ensure that there is no reduction to the rights, powers and protections of health and safety representatives. Reps should be able choose their training and get advice on health and safety.

4. Respecting the role of unions

There are too few workplace health and safety inspectors and this is why unions often raise the alarm on workplace health and safety breaches. Research shows that unionised workplaces in Australia are three times more likely to have an OHS committee and are twice as likely to have done an OHS audit.

International studies also confirm that there are reduced injuries where there are unionised health and safety representatives. We need laws that make it easier, not harder for unions to monitor and deal with health and safety at work.

5. The right to take court action

Trade unions have been able to prosecute breaches of workplace health and safety law in NSW since the 1940s. The right to prosecute should become a national standard. Union prosecutions have been used sparingly, but have clearly improved workplace health and safety. If the proposed laws are introduced, unions will lose that power. It is critical that the entitlement to take court action goes beyond just regulatory authorities.

From July 1, 2009 Australian workers will be covered by new laws at work. The *Fair Work Act* replaces the *Workplace Relations Act* and restores many of the rights taken away under WorkChoices.

The new laws are the result of the historic Your Rights at Work campaign to restore the balance for working Australians. The tide has now turned and workers who are facing job insecurity because of the global financial crisis can look forward to greater protection at work.

There are 6 key areas where employees will see a difference.

- Unfair dismissal protection
- A strong safety net covering pay, penalty rates, hours of work and rest breaks.
- Collective bargaining rights – you can get together with co-workers to get a better deal
- A strong industrial umpire – with real teeth to settle disputes.
- No new AWA individual contracts.
- Right to union membership and representation – it's your right to join a union.

1. Protection from unfair dismissal

Four million Australian workers will get back protection from unfair dismissal they did not have under WorkChoices. All workers have protection after a six month qualifying period (12 months for small businesses with 15 full-time equivalent staff or less).

The exemption from unfair dismissal when sackings occur for "operational reasons" will be removed.

This is a major improvement on WorkChoices which slashed unfair dismissal rights and left many young and vulnerable workers with no protections at all, a situation that many employers exploited.

2. A strong safety net

The safety net of modern awards and National Employment Standards will be expanded far beyond the minimum five basic conditions under WorkChoices. Under the new laws, protected entitlements include maximum weekly hours of work, overtime pay, penalty rates, public holidays, redundancy pay, sick leave, paid parental leave, annual leave and rest breaks. Employers will not be able to strip them away.

A streamlined system of new, modern awards are also being created that will safeguard minimum wages, types of employment, superannuation, and procedures for dispute settlement. Many of these will come into force on 1 January 2010. Under the new laws they will be reviewed every four years.

Unions will also again be able to run "test cases" which were banned under WorkChoices. Test cases have in the past delivered such important conditions as carers leave, maternity leave and the 38 hour week across the community.

The process for determining minimum rates of pay will also be fairer and more transparent under Labor's new laws. Under WorkChoices, the wages of more than one million award-reliant workers declined in real terms.

3. Collective bargaining rights

Collective bargaining – where workers can join together to improve their wages and conditions—will be the centrepiece of the new IR system. Bargaining will be required to be conducted "in good faith" meaning that employers must be fair dinkum about trying to get a result.

A majority of workers will be able to insist on bargaining for a union collective agreement and your union will also have a guaranteed right to represent you – both things which were denied under WorkChoices.

Collective bargaining delivers results for workers. Under collective bargaining pay rates are up to 18% better than individual contracts.

In addition, the new industrial umpire, Fair Work Australia, will be able to step in to settle an agreement after all other efforts have been made and there is industrial action that is harming both parties. The umpire will also be able to intervene when there have been serious and persistent breaches of good faith bargaining, as we have seen in cases like Telstra and Cochlear.

Importantly, there will be new, effective ways for groups of workers like cleaners, childcare workers, hospital workers and community workers to bargain collectively in ways not previously possible.

4. An independent umpire

The role of the independent umpire is vital to making sure the system works properly. It needs to be easy to use, affordable, timely and have the teeth to do the job properly.

WorkChoices rendered the industrial umpire powerless, but the new laws will deliver an umpire with the powers to get the job done. Fair Work Australia will be able to conciliate, mediate, call compulsory conferences and make recommendations.

As set out above, one of Fair Work Australia's main roles will be assist with bargaining, including supervising industrial action, and facilitating bargaining for low paid workers. And the umpire will have real teeth, with new grounds for arbitration when bargaining fails.

In addition, the courts will be given enhanced powers to ensure that employers meet their obligations under industrial laws, awards and agreements. They will be able to issue injunctions for the first time, as well as fine employers who breach workers' rights.

5. No new AWAs - individual contracts

AWAs were the centrepiece of the Howard Government's WorkChoices. They were used to break down collective strength in the workplace, and to drive down wages and conditions. They were an anathema to the spirit of a fair go.

The Rudd Government banned the making of new AWAs in March 2008. The new laws will allow workers on expired AWAs to access collective bargaining. Other AWAs will also have to comply with the new National Employment Standards.

Existing AWAs can be terminated by agreement at any time by mutual agreement, or after the nominal expiry date on application by one party to Fair Work Australia.

6. Right to union membership and representation

One of the basic tenets of democracy is the choice to belong to a union. WorkChoices encouraged a pattern of intimidation by threats of dismissal, pressure, discrimination and victimisation that eroded this basic right. The right to be in a union will be enshrined by the new laws and there will be greater protections for delegates during collective bargaining.

It will be unlawful to take action against someone simply because they exercise a workplace right, join a union or act collectively through a union.

In addition, there will be new obligations, in awards and agreements, for employers to consult over major workplace change. Workers will have a guaranteed right of union representation in those situations, as well as in dispute settlement processes.

Under the new laws, the ability of unions to enter workplaces to hold discussions with members or potential members and to check workers are not being ripped off cannot be displaced by non-union agreements.

WORKCOVER ASSIST PROGRAM 2009

The project includes the employment of an OHS Support Officer who will deliver the following project outcomes.

1. Workplace OHS Procedures will be reviewed to ensure literacy and language issues are addressed.
2. An OHS Booklet will be developed for all workers and translated into Chinese, Korean and Portuguese.
3. Develop and maintain an interactive OHS Website.

The Union will provide support, information and assistance to members of the Union and to workplace OHS Consultative Committee Members and OHS Representatives. In addition the Union will identify and address the needs of non English speaking background employees and literacy needs of workers across the meat industry.

The OHS Support Officer will travel to workplaces and communicate directly with members, OHS Consultation Committee Members and OHS Representatives.

A Reference Group consisting of OHS Committee Representatives will oversee the development of the OHS interactive website and OHS Handbook.

All workers in the industry will benefit by the assistance provided by the OHS Support Officer and the development of workplace OHS procedures for all workers that includes initiatives to address literacy and language issues.

The interactive OHS Website can be utilised by all workers and will be specific to the meat, poultry, dairy and other sectors of the union's coverage.

The AMIEU Newcastle and Northern Branch has been successful in obtaining a WorkCover Assist Grant which will commence in December, 2009.



Workers Compensation Advisory Line

**Service for all Financial
AMIEU Members**

Free Call 1800 095 400

Assistance in understanding and complying with Workers Compensation

- Legislation
- Rights and Obligations
- Claims Assistance
- Promotion of early physical rehabilitation
- Assistance where a dispute arises

FEDERAL PRESIDENT'S REPORT

GRANT COURTNEY



WORKERS' COLLECTIVE BARGAINING RIGHTS RESTORED

The Meat Workers Unions priority agenda is to ensure all meat workers who have been stood over and exploited in the last decade have an ability to get back some of the conditions lost due to the liberal parties NO WORKCHOICE LAWS.

Many meat companies over the last 10 years have got away with stripping back workers wages and conditions to the point that now those same companies are screaming out to the federal government so they can access more temporary immigrants, that is (457 visa holders and backpacker 417 visa holders) due to labour shortages.

The reason these employers are seeking temporary international labour is due to the poor wages and conditions they offer and Aussie workers won't work for peanuts, we say there is no skill shortage just poor wages and conditions have driven our skilled workforce out of our industry.

Our union welcomes permanent residency for our international friends however we do not support a bastardized bonded labour market where these international workers are exploited to 3rd world standards. Those shameless employers out there know we are watching and they should be mindful the immigration department might be knocking on there door soon.

With the introduction to the Fair work bill in

July this year those grubby employers whom have locked out unions from negotiating on behalf of there members are about to be enlightened.

Workers now have access and the protection of genuine collective bargaining with out the threat of being sacked. Unions now can access workplaces and the boss cannot refuse to sit down and negotiate with the workers representatives, yes the union.

If the boss refuses to talk to us we can take him to court for an arbitrated agreement. This means he or she will either negotiate with the workers representatives, yes the union or they will be told by the court to do so or they can be convicted of an offence.

The most powerful tool we can use in future negotiations is union density. The more members we have in your workplace the better wage outcome and conditions we can secure.

After all your employer is a member of their association (the bosses union). The meat workers union represents workers so why not join as our fees are 100% tax deductible.

We look forward to representing you in the future.

"grubby employers"

In unity—Grant Courtney



Congratulations
Certificate of Merit Recipients
Dennis Moller, David Dark,
Stephen Jones,
Warren Luckey (pictured right)
& John Lavercombe (pictured left)



INDEPENDENT AUDIT REPORT TO MEMBERS OF
AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279

SCOPE

We have audited the financial statements of Australasian Meat Industry Employees Union, Newcastle & Northern Branch for the year ended 30 June 2009 as set out on pages 2 to 9. The management of the Union is responsible for the preparation of the financial statements. We have conducted an independent audit of the financial statements in order to express an opinion on it to the members of the Union.

Our audit has been conducted in accordance with the Australian Auditing Standards to provide reasonable assurance as to whether the financial report is free of material misstatement. Our procedures include examination, on a test basis, of evidence supporting the amounts and other disclosures in the accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Australian Auditing Standards and the *Industrial Relations Act 1996* so as to present a view of the Union which is consistent with our understanding of its financial position and the results of its operation.

The audit opinion expressed in this report has been formed on the above basis.

AUDIT OPINION

We report that we have inspected and audited the accounting records of Australasian Meat Industry Employees Union Newcastle & Northern Branch in relation to the year ended 30 June 2009 and report that in our opinion satisfactory accounting records were kept by the Union in relation to the year, including:

- (a) (i) records of the sources and nature of the income of the Union (including income from members); and
 - (ii) records of the nature and purposes of the expenditures of the Union; and
- in our opinion the accounts and the other statements prepared under section 510 of the *Industrial Relations Act 1991* in relation to the year were properly drawn up so as to give a true and fair view of:
- (b) (i) the financial affairs of the Union as at the end of the year; and
 - (ii) the income and expenditure and any surplus or deficit of the Union for the year; and

INDEPENDENT AUDIT REPORT TO MEMBERS OF
AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279

- (c) (i) all information, being information which was reasonably wanted for the purpose of this audit, which was required and sought by us or by any person authorised by us for the purpose of the audit, was provided.

We also understand that to the extent that there was any deficiency, failure or shortcoming in relation to the matters referred to above, we must report particulars and that those particulars, if any, which form part of this report, are attached.

Wishart Powell

WISHART POWELL ACCOUNTANTS
1/456 The Esplanade,
Warners Bay NSW 2282

Blair Andrew Powell

BLAIR ANDREW POWELL

Dated at Newcastle this twentieth day of August 2009.

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

**BALANCE SHEET
AS AT 30 JUNE 2009**

	NOTE	2009 \$	2008 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents		694,944	378,757
Receivables		166,813	169,347
Other debtors & prepayments		31,439	68,938
Stock on hand		5,334	5,694
TOTAL CURRENT ASSETS		898,530	622,736
NON CURRENT ASSETS			
Other	2	298,582	283,905
Mortality & Distress Fund	2	393,208	366,147
Property, plant & equipment	3	1,570,304	1,639,352
TOTAL NON CURRENT ASSETS		2,262,094	2,289,404
TOTAL ASSETS		3,160,624	2,912,140
LIABILITIES			
CURRENT LIABILITIES			
Loan AMIEU – Federal		251,437	46,717
Accounts payable		18,684	8,923
GST payable/(refundable)		11,111	(26,618)
Provision for annual & sick leave		76,342	59,442
TOTAL NON LIABILITIES		357,574	88,464
NON CURRENT LIABILITIES			
Provision for long service leave		77,559	58,238
TOTAL NON LIABILITIES		77,559	58,238
TOTAL LIABILITIES		435,133	147,602
NET ASSETS		2,725,491	2,765,438
EQUITY			
General fund		887,721	964,729
Asset revaluation reserve		1,206,205	1,206,205
Mortality & Distress Fund		483,054	455,993
Workcover Assist Funding		115,261	105,261
Workcover Assist Education Program		33,250	33,250
TOTAL EQUITY		2,725,491	2,765,438

The accompanying notes form part of these financial statements

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

**INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2009**

	2009 \$	2008 \$
INCOME		
Membership contributions & entrance fees	261,354	261,147
Net income – Workcover Assist Funding	10,000	56,956
Interest	62,061	50,402
Capitation fees	457,051	457,104
Other income	3,438	9,404
Rent received	7,200	7,200
TOTAL INCOME	801,104	842,213

The accompanying notes form part of these financial statements

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279
INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2009**

	NOTE	2009 \$	2008 \$
TOTAL INCOME		801,104	842,213
EXPENDITURE			
Advertising		3,492	5,016
Affiliation fees		15,240	14,943
Audit fees		29,775	21,970
Bank charges		1,025	653
Cleaning		829	1,056
Commissions		4,509	6,988
Computer software & expenses		16,114	13,088
Delegates training		5,260	2,804
Depreciation		19,150	37,385
Donations		710	800
Fringe benefits tax		1,319	1,810
Functions & venue hire		3,062	5,132
General expenses		2,463	1,597
Insurance		15,210	12,655
Interest		1,344	-
Legal & professional fees		330	2,949
Light & power		1,882	1,706
Loss of member wages		2,366	2,630
Mortality benefits		9,600	5,950
Motor vehicle expenses	5	94,747	77,490
Postage		4,166	2,941
Printing & stationary		19,061	28,973
Provision for annual & sick leave		16,900	(20,923)
Provision for long service leave		19,321	(7,999)
Rates		5,633	5,681
Rent		4,691	4,240
Repairs & maintenance		3,176	9,414
Salaries & wages		338,306	375,801
Security		2,424	1,751
Staff amenities & training		3,234	3,581
Subscriptions		-	176
Superannuation		119,919	64,475
Telephone		36,567	33,214
Travel & accommodation		34,874	61,184
Uniforms		4,352	4,228
TOTAL EXPENDITURE		841,051	783,359
OPERATING SURPLUS/(DEFICIT)		(39,947)	58,854
Transfer (to)/from mortality fund		(27,061)	(22,521)
Transfer (to)/from Workcover Assist Funding		(10,000)	(56,956)
Transfer (to)/from general fund		-	(158)
Net surplus/(deficit) transferred to general fund		(77,008)	(20,781)
General fund balance at beginning of year		964,729	985,510
GENERAL FUND BALANCE AT END OF YEAR		887,721	964,729

The accompanying notes form part of these financial statements

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

1. NOTICE TO MEMBERS

Subsections (1) and (2) of section 512 of the *Industrial Relations Act 1991*, preserved as regulations under section 282(3) *Industrial Relations Act 1996*, provide that:

s512(1) A member of an organisation, or the Industrial Registrar, may apply to the organisation for specified information prescribed by the regulations in relation to the organisation, [*Industrial Relations Regulation 1992, clause 60*]

s512(2) An organisation must, on the making of such an application, make the specified information available to the member or the Industrial Registrar in the manner, and within the time, prescribed by the regulations.

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

**CERTIFICATE BY COMMITTEE OF MANAGEMENT
OF A STATE ORGANISATION**

We, the undersigned members of the Committee of Management of Australasian Meat Industry Employees Union Newcastle & Northern Branch, hereby certify in respect of the financial year ended 30 June 2009 that:

- (i) in the opinion of the Committee of Management the accounts prepared show a true and fair view of the financial affairs of the organisation as at the end of the financial year to which they relate; and
- (ii) in the opinion of the Committee of Management, during the financial year to which the accounts relate, meeting of the Committee of Management were, in the opinion of the Committee, held in accordance with the rules of the organisation; and
- (iii) to the knowledge of any member of the Committee, there have not been, during the financial year to which the accounts relate, instances where records of the organisation or other documents (not being documents containing information made available to a member of the organisation under section 512(2) of the 1991 Act, as applied by section 282(3) of the *Industrial Relations Act 1996*, or copies of those records or other documents, or copies of the rules of the organisation, have not been furnished, or made available, to members of the organisation in accordance with the Act, this Regulation or the rules of the organisation, as the case may be; and
- (iv) in relation to the report prepared in accordance with section 514 of the 1991 Act, as applied by section 282(3) of the *Industrial Relations Act 1996*, by the auditor of the organisation in respect of the financial year immediately preceding the financial year to which the accounts relate [i.e. the second most recently concluded financial year] and in relation to any accounts and statements prepared in accordance with section 510(1) of the 1991 Act to which that report relates, the organisation has complied with section 517(1) of the 1991 Act and whichever of subsections (5) and (6) of that section of that Act is applicable.

This certificate is in accordance with a resolution passed by the Committee of Management of the organisation in relation to the matters to be stated in the certificate and is signed on behalf of the Committee of Management by at least 2 members of the Committee.

KATH EVANS
NAME



SIGNATURE

20/8/2009

DATE

Karen Rogers
NAME



SIGNATURE

20/8/2009

DATE

**AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279**

**CERTIFICATE BY ACCOUNTING OFFICER
OF A STATE ORGANISATION**

I, Kathleen Evans, the accounting officer of Australasian Meat Industry Employees Union Newcastle & Northern Branch, hereby certify that to the best of my knowledge and belief that:

- there were 3,156 persons that were members of the organisation as at the financial year ended 30 June 2009 and in my opinion the accounts show a true and fair view of the financial affairs of the organisation as at the end of the financial year; and
- (i) a record has been kept of all money paid by, or collected from, members of the organisation, and all money so paid or collected has been credited to the bank account or accounts to which the money is to be credited, in accordance with the rules of the organisation; and
- (ii) before any expenditure was incurred by the organisation, approval of the incurring of the expenditure was obtained in accordance with the rules of the organisation; and
- (iii) no payment was made out of a fund referred to in clause 57 (b) (xii) or (xv) of the Regulation for a purpose other than the purpose for which the fund was operated; and
- (iv) all loans or other financial benefits granted the persons holding office in the organisation were authorised in accordance with the rules of the organisation; and
- (v) the register of members of the organisation was maintained in accordance with the Act.



KATHLEEN EVANS

20/8/2009

DATE

AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279

CERTIFICATE BY SECRETARY
OF A STATE ORGANISATION

I Kathleen Evans secretary of Australasian Meat Industry Employees Union Newcastle & Northern Branch, hereby, certify the documents lodged herewith are true copies of the accounts, auditor's report and certificates of the organisation which were presented to the Committee of Management meeting held on 20 August 2009 in respect to the financial year of the organisation ending 30 June 2009.

The documents lodged herewith are:

- (i) copies of the accounts prepared in accordance with the requirements of section 510(1) of the 1991 Act and clause 58 of the 1992 Regulation, as applied by section 282(3) of the *Industrial Relations Act 1996* [and account of income & expenditure and an account of assets & liabilities]; and
- (ii) a copy of the certificate given by the accounting officer of the organisation in accordance with the requirements of section 510(2) of the 1991 Act and clause 59(1)(a) of the 1992 Regulation; and
- (iii) a copy of the certificate given by the Committee of Management in accordance with the requirements of section 510(2) of the 1991 Act and clause 59(1)(b) of the 1992 Regulation; and
- (iv) a copy of the report of the auditor of the organisation prepared in accordance with the requirements of section 514 of the 1991 Act; and
- (v) a statement by an officer of the organisation in respect of loans, grants or donations by the organisation which are notifiable in accordance with the requirements of section 280 of the 1996 Act.



SECRETARY

20/8/2009

DATE

AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
NEWCASTLE & NORTHERN BRANCH – STATE
ABN 93 459 676 279

STATEMENT OF PARTICULARS OF LOANS, GRANTS AND DONATIONS
BY AN OFFICER OF A STATE ORGANISATION

I Kathleen Evans secretary of Australasian Meat Industry Employees Union Newcastle & Northern Branch, state, in respect of the financial year of the organisation ended 30 June 2009 that: *(please tick box adjacent to whichever statement is applicable)*

- no loans, grants or donations of an amount exceeding \$1,000 were made by the above named organisation during the financial year.
- relevant particulars are lodged herewith in relation to each loan, grant or donation of an amount exceeding \$1,000 which were made by the above named organisation during the financial year.



OFFICER

20/8/2009

DATE

APPLICATION FOR MEMBERSHIP & DIRECT DEBIT AUTHORITY



AUSTRALASIAN MEAT INDUSTRY EMPLOYEES UNION
(NEWCASTLE & NORTHERN BRANCH)
34 Union Street Newcastle
PO Box 2263 DANGAR NSW 2309
Fax: (02) 4929 5401

Being an Industrial Union of employees registered under the Industrial Relations Act 1996 as amended AND Being registered under the Workplace Relations Act 1996 as amended.

I, the undersigned apply for membership of the Australasian Meat Industry Employees' Union, Newcastle & Northern Branch and pledge myself to loyally abide by its Rules and any amendments that may be made hereafter.

Name of Member:	<input type="text"/>	Date of Birth:	<input type="text"/>
Address of Member:	<input type="text"/>	Phone Number:	<input type="text"/>
<input type="text"/>	Post Code: <input type="text"/>	Mobile Number: (if applicable)	<input type="text"/>
Email address: (if applicable)	<input type="text"/>		
Employed by: (insert company name or name of employment agency)	<input type="text"/>	Employer Location:	<input type="text"/>
Signature:	<input type="text"/>	Date:	<input type="text"/>

I/We (Account Holder Name(s))

Authorise Name of Debit User: APCA User ID Number:

request you until further notice in writing, to debit my/our account described in the schedule below any amounts which the Australasian Meat Industry Employees' Union 064136 may debit or charge me/us through the Direct Debit System.

I/We understand and acknowledge that:

1. The financial institution may, in its absolute discretion, determine the order and priority of payment by it of any monies pursuant to this request or any authority or mandate;
2. The financial institution may, in its absolute discretion, at any time by notice of writing to me/us terminate this request as to future debits;
3. The user may, by prior arrangement and advice to me/us, vary the amounts or frequency of future debits.

Signature(s): Date:

The Schedule	Name of Financial Institution:
<i>All details must be supplied.</i>	<input type="text"/>
	Address of Financial Institution
	<input type="text"/>
Account Name(s)	<input type="text"/> Post Code: <input type="text"/>
<input type="text"/>	
BSB Number:	Account Number:
<input type="text"/> - <input type="text"/>	<input type="text"/>

Note: Direct Debit is not available on all accounts. Please check with your financial