



TEYS NEWSLETTER

AMIEU MEMBER NEWSLETTER

Teys Australia; Some of the lowest paid meat workers in QLD, some of the biggest workloads in the industry and nearly 2 years without a wage increase.

How did we get here? Teys capitalised on an unprecedented downturn in terms of trade in the meat industry and embarked on a concerted campaign to de-Unionise, reduce wages and strip conditions of workers nationally.

Why de-unionise? Because Teys knows that unionised sheds have on average 25% better wages and always give workers more control over their workplace. Teys continues the message that "The Union" is something other than the onsite workers collective it has always been, branding the AMIEU as a service provider rather than an organiser of onsite labour.

Why haven't you had a wage rise in nearly 2 years? Put simply, Teys put in place an EBA which limits workers control to the point where they can get away with it. Prior to the most recent EBA's, workers had a voice at the table, with onsite elected workers delegates included in consultation and implementation of most aspects of change at the worksite. Importantly, this included agreement on safe workloads.

Without strong Union structures on site, recognised in your EBA, Teys will continue to feel they can work you harder without paying you more. Some Teys workers are earning around 20% less for the equivalent amount of work than they were 2 years ago!

Why has Teys offered a 1.25% wage increase when they said last year no one would be getting one? Because they see that the workers are showing interest in joining the Union and rebuilding the onsite structures which give the workers power. Teys is hoping to tamp down the workers unrest, while

maintaining the control over them that the current EBA provides.

They are doing this by offering a wage increase and bonuses at Teys' discretion, rather than as terms of an EBA, allowing Teys to keep the control that the current EBA provides.

Workers should recognise the offer of a 1.25% wage increase for the insult that it is. At Teys Beenleigh the workers are approaching 2 years without a wage rise. An increase of 1.25% equates to a 0.62% increase per year. Inflation is running at just under 2% per year. Whichever way you look at it Teys workers are going backwards.

What can we do to stop the rot? The Union has asked Teys to commence bargaining for new EBA's at all QLD sites. Teys has refused our request.

Workers do have the power to get Teys to the bargaining table. If the majority of Teys employees want the Company to negotiate a new deal, the Fair Work Commission can issue a determination that bargaining must commence, often referred to as a Majority Support Determination (MSD).

To this end the AMIEU will be compiling a petition of Teys employees who support bargaining for a new EBA, if the majority of employees who would be covered by the EBA wish to start negotiations we will then seek an MSD from the Fair Work Commission to commence bargaining.

Please get behind the campaign by signing the petition and encouraging your workmates to join the Union.

In Solidarity,

Jimmy Cottrell-Dormer
Mob: 0417 192 600

Change THE RULES

The problem

The rules that made Australia fair are broken. Inequality is at a 70-year high. Trickle down economics has meant the rich have just got richer.

Our jobs have been casualised, offshored and outsourced.

Wage growth is the lowest it's been since records have been kept, but profits went up 40 per cent last year. The richest 1 per cent of Australians owns more wealth than the bottom 70 per cent of Australians. Because some people now have too much wealth and power the rules no longer work.

The answer

Working people need more power to swing the pendulum back.

Working people need better and stronger rights at work to keep up with the growing power of employers and to reverse growing inequality. The rules need to be re-written to achieve this.

Broken tax rules

- Dodging taxes is now a business model for multinationals and the very rich.
- 678 profitable companies who operate in Australia paid no tax in 2014-15.
- 48 Australian millionaires paid no tax, not even the Medicare levy.
- 19 millionaires spent an average of \$1 million each on accountants and lawyers to manage their tax. This too is tax deductible.

You and I each pay more tax than these multinationals and these millionaires.

These unpaid taxes should be going into our schools, our hospitals and our pensions.

Our tax rules no longer ensure everyone pays their fair share of tax.

Broken rights at work

Just like tax dodging, avoiding or ignoring workers' rights is now a business model.

40 per cent of people are in insecure work. ABNs, casualisation, labour hire are a way of avoiding workers rights like paid leave and more risk and stress onto working people.

Wage theft is now a business model because our weak laws allow employers to get away with it from celebrity chefs to multinational pizza chains. Our minimum wage, once a living wage

for a family, is now only \$36,134 which is not enough to keep one person out of poverty. Our bargaining system is broken. Employers are getting agreements cancelled and enterprise based bargaining does not always let workers bargain with who really has the power.

It is expensive and time consuming to enforce the rights as the FWC has very limited powers to arbitrate.

We have one of the most restrictive rights to strike in the OECD.

Our award safety-net is falling behind and the penalty rates decision cut it even further.

We can re-write the rules

We need to build a movement of people to rewrite the rules to bring fairness back.

Australian unions will lead this fight, but we need working people to join us.

We need strong enough rights to protect our jobs from being casualised, to protect our wages and to turn around inequality.

This will not be easy. Those with the power won't just agree.

But it was never easy. It wasn't easy for our parents and grandparents when they fought for our rights and living standards that built our way of life.

Call to action

To win we need to build a movement and get the public onside.

We all need to tell the story of inequality and broken rules. Explain that the rules that once protected our jobs and rights are not strong enough because too much wealth and power is in the hands of a few.

Explain that the answer is a strong union movement that demands our politicians rewrite the rules and can keep employers power in check.

Ask your workmates, friends and family to join their union.

Then, when you see examples of the rules being broken, call it out on social media, to your workmates, friends and family. Real life examples bring it home to people and move public opinion.

Once we build our movement, we will need to fight for the solutions.

This won't be won overnight, we want to change it for the next generation.

But we are the Australian union movement that built fairness before, together we can do it again.