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AROUND THE SHEDS 2020

# General

Well, what a year 2020 has been. I’m sure we’ll all be glad once it’s over. Lets hope that 2021 runs more smoothly with a lot less chaos. Even though Covid-19 has put a spanner in the works for everyone, we

here at the BFUE have still been working hard behind the scenes to get the best outcomes for our

members. Although we may not have been able to see our members nearly as much at the sites due to company restrictions, Neal and I have always been and will always be just a phone call or email away, to

help any of our members with any issues, problems or questions that you may have.

In amongst all this, the BFUE have also moved into a new Office in the heart of Wynnum itself, during the second half of the year. Due to our lease ending with our previous landlord, the BFUE have found our

new base that is much more suited to the needs of the BFUE and its members. Our members are as

always more than welcome to drop in for a chat/visit, whenever you are down this way.

Also this year, our Administration Officer – Donna Cox, applied for and received her Right of Entry (ROE).

She is now able to come onto the sites (as she has done a couple of times in the past couple of months

with Sunpork). After Christmas in the New Year, she will endeavour to get around all the sites to see you

all. As Donna is not an organiser, her role is to be a Liaison to our members (especially the females), who

may come across issues in the workplace, but don’t feel comfortable with discussing these issues with

Neal or myself. Please don’t hesitate to say hello to Donna when she is on site.

 

Donna Cox

Administration/Liason Officer

Steven Vaughan

BFUE General Secretary

**COMPANY SITES UPDATES**



Neal Costello

BFUE Union Organiser

**Hans Primo**

Since the debacle of the last EBA(and thank GOD 70% of the work force agreed with the BFUE), and

voted YES, this ensured that a sighted agreement and a 2% pay raise occurred during this pandemic.

While other work sites are fighting over offers of between 1% and 1.5%, you have at least enjoyed a pay

raise. All parties agreed to hold off EBA negotiations until six months’ out from the end of the agreement.

This should be enough time to settle on terms before the agreement runs out. If the company decides to

play up like last time, we will approach our members to tell us what it is they want done. Unlike other

unions, the BFUE are on site and there for you all year round (not just when an EBA is due). With a

change of management, face to face meetings have not been so common and we are finding that our

members are being treated a lot better and a phone call normally does the trick if any issues arise. QDC

and chillers have had a boost with April Tanirau as their BFUE delegate and concilliative committee

member. The more members in those areas the more changes can be made. Allen Johnston (your State Councillor) is now back on the floor, so members can access him for information and any issues you may

have. We hope to get your delegates to a council meeting one at a time (during the upcoming months) to educate and give them more confidence so they are able to do the job better.



Allan Johnston

Primo State Councillor

**Warwick**

As we all know Warwick has had a very interrupted year, with the start of the EBA negotiations being

halted by the company as they were forced to introduce a new software system that failed from the start.

Then to add fuel to the fire, China chose Wadmin Meat Works as one of the company’s’ to put a bogus

hold on importing their product. Because of these issues, during this time members lost time and shifts

while the company tried to sort out the mess. It all came to a head when on the 20th October the night

shift was told they would not be needed, and our members felt the reasons given did not match up with

what was carried out that night and the following Saturday. After complaints came in from our members,

the BFUE put in a dispute with Fair work to resolve the matter. In the end Deputy President Ashbury

ordered Warren Stiff to the table to please explain to the Union and its members why this was happening.

That meeting took place on the 24th November with a successful result. Unfortunately the loss of shifts is

still looking likely in the new year, but will hopefully settle in the first few months. The EBA is set to

resume at the end of January 2021, and that’s when the fun begins, because the BFUE will be looking for

some pay off, for the lost time for members.



Warren Bray

BFUE General President

Katrina Barden

Warwick State Councilor

# Kingaroy - Swickers

Kingaroy members would not know what a hectic year we have had dealing with management on your

site. Before I get to the EBA, you need to know what this Linchon Hawks led management team does to employees who find them self on long term Work Cover or are accused of something by a manager. The

train of thought is to believe anyone but the worker, and investigations should find the truth not support

their theory. As long as this culture remains on site, the BFUE will continue to take every case to Fair

Work to get some justice for our members. So far, our approach has cost the company and Work Cover

a lot of money and Work Cover in turn retrieve their money through premiums.

The EBA on the other hand, has been more successful for us and your committee. At the time of this

Letter, we have had a lot of success with your claim and a pay raise has been offered. At this point your

full bonus is to be rolled into your base rate making up the first years pay raise. That 5% equates into 4%, because you lose 20% of it because it goes into your entitlements as well. That means 1% is actually .8%

but the company was saying it’s .6%. Our documentation shows different and we don’t expect much of

an argument. As long as the company keeps giving your log green ticks, I don’t see why you won’t get something up soon to have a serious look at. We have tried to help the AMIEU get claims up, but we can

only support them if the claim does not affect our members in a negative way. Unfortunately some claims

are pointless and futile and should be dropped. The meeting just held on the 15th December saw the

company increase the pay offer to 6% (2% each year). This includes the full bonus and correct

conversion. This means you get the full bonus plus 2% in the first year, never to be taken away. The full

offer will be on the table for all to see shortly after Christmas.

Cameron Maguire

Acting Kingaroy State Councillor

# Sunpork Services

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Sunpork has kept us busier than normal this year, with a couple of members needing help. One of our

members found themselves on Work cover after a period of bullying, and after following advice to go to

their doctor, their Work Cover claim was upheld, and they have been on it for quite some time now. After holding meetings with management, it was agreed that both Union and management would address the

workers on bullying (which Steve did). Sometimes the culture that is enjoyed upstairs is not the same

culture down stairs, but we will keep working with our members and management to get the right culture throughout the site.

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# Also, members, please don’t forget, if you happen to move or any of your details change in any

# way, don’t’ forget to let us know here at the office so we can update your details. It is important

# to have your correct details, as we may unfortunately miss you in our newsletters or emails and

# you may miss information that we send that is relevant to your or your current situation. We also

# have regular updates on our Facebook page, to keep you in the loop. If you’re a BFUE member,

# don’t forget to join our page. Also don’t forget that being a member of the BFUE, one of the many

# great advantages is being able to receive a free will kit. All you have to do is contact us here at

# the office, and we will pass on your details to our lawyer, who will contact you and help you with

# your will.

Finally, I would like to give a big Thankyou to the General President – Warren Bray, the State Councillors, all the Shed Delegates, our organiser Neal, and Donna

from Administration, for all their assistance during the course of this very

challenging year.

To all our members and their families, we hope you all have a Very Merry and

Safe Christmas and a Happy New Year.

See you all again in 2021!!

Best Wishes

Check out Union Shopper’s latest Catalog.









Steven Vaughan

**General Secretary**

BACON FACTORIES UNION OF EMPLOYEES, QUEENSLAND

WORKCOVER – YOUR RIGHTS

Workcover and the employers have not made things any easier. There is a big push to get people back to work as quickly as possible. This is a good thing provided there is a proper ‘Suitable Duties Program’ put in place. At no stage should members do anything outside the program, even if requested by your supervisor. Politely say no and explain why, if they don’t wish to hear your reasons, go and see the First Aid Officer or H.R. with your union delegate.

**What injuries are covered?**

All injuries or disease occurring at work and injuries suffered during normal recesses such as morning tea or afternoon tea breaks, lunch breaks you will need to have incident such as a trip or fall also journeys to and from work are covered, this includes car accidents. It doesn’t matter if the injury was your fault or not **(do not let your employer tell you that you cannot claim).** Injuries include aggravations of Psychological Disorders,hearing loss and aggravationofdegenerative conditions as long as employment is a **significant contributing factor** to the aggravation. All injuries should be formally reported to your employer as soon as possible as the injury may worsen or re-occur. The entitlement to compensation arises on the day the worker is assessed by a doctor (preferably your own) **not** the company’s. It is very important to consult a qualified practitioner as soon as possible after sustaining an injury. Because they are the only ones that can give you a work cover certificate which is required. Physiotherapists, Chiropractors, Naturopaths etc may be helpful in such injuries, but they are not doctors.

**How to make a claim.**

You must be truthful when lodging a Workcover claim. Forms are available from Workcover offices, your employer, over the phone to Workcover or online. You will also need a Workcover Medical Certificate from your Doctor which together with the claim form, must be submitted to Workcover. You should also submit a copy of the claim form and Medical Certificate to your employer and keep a copy for yourself. (Take note of when you lodge the form). Prior approval must be obtained from Workcover before undergoing any treatment such as surgery, Physiotherapy, Chiropractic treatments etc. It is better for your treating doctor to make this request on your behalf. You **must** get a Workcover Medical Certificate, even if you are on light duties because without it you will be paying for your medical expenses and treatment.

**What if your claim is rejected or your payments stopped?**

You have the right to ask for a review by the Q. Comp Review Unit. The request for a review must be lodged within three months of receiving notification from Workcover ceasing your claim. Members should contact the Union for assistance at this point. Keep in mind we are here at any time members need assistance.

**Impairment and Lump Sum Payments.**

Sometimes Workcover may offer a Lump Sum Payment and if this should happen, members are advised to get on the phone to the Union Office to get advice the moment one is received. Members can also apply to be assessed for a Lump Sum Payment for permanent impairment. However this should not be done until your injury has stabilised and is unlikely to improve. Once again members should get advice from the Union before agreeing to a Lump sum Payout. It may be worthwhile rejecting the offer and doing a Common Law claim. This will require a Lawyer, which the Union will supply free of charge to Union members.

I hope this has been helpful and remember, if you have any questions give us a call, we have been able to get a few good results for members over the course of this year. Also our Lawyers have again done some great work.

