

# THE AUSTRALASIAN MEAT INDUSTRY EMPLOYEES' UNION

(Federal Council)



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22 January 2019

**Renaë Harding  
Jackson McDonald  
GPO Box M971  
Perth W.A. 6843**

By email only to: [rharding@jacmac.com.au](mailto:rharding@jacmac.com.au)

Dear Renaë,

**Re: The Western Australian Meat Marketing Co-operative Limited (WAMMCO) – Katanning**

The Australasian Meat Industry Employees Union (**AMIEU**) confirms receipt of your letter dated 16 January 2019.

Thank you for confirming that base rates of pay have been increased for all classifications.

We note that your correspondence contains some vague references to alleged overpayments but that you have failed to provide either a basis for your assertions or any meaningful detail.

Without a known basis, such assertions can appear both doubtful and threatening.

We acknowledge that you had requested 21 days in order that WAMMCO be provided with an opportunity to review its records and determine its position. It has, however, become clear to us that WAMMCO is well advanced in its processes such that some of the details we seek can be provided. We make that assertion based on the following.

On Thursday 17 January 2019, two AMIEU Officials and an AMIEU Member met with Mr Bessell to determine dates for enterprise agreement negotiations.

During that meeting, Mr Bessell chose to initiate a discussion concerning the underpayments and alleged overpayments.

Mr Bessell made statements including, but not limited to, the following:

1. that he was overseeing the calculation process and was busy determining the quantum of the underpayments and alleged overpayments,

2. that he had performed calculations for a named worker and claimed that the worker had been underpaid \$1,200.00 and had allegedly been overpaid \$7,000.00,
3. that the calculations are being performed on a week by week basis for every employee, and
4. that the alleged overpayments were due to an “administrative error”.

The AMIEU Officials asked for the basis of the alleged overpayment. Mr Bessell declined to provide any detail, notwithstanding relevant detail is plainly available to him.

Given the statements made by Mr Bessell, it appears to the AMIEU that:

1. the basis for the calculations has been established,
2. the period of the underpayment has been determined,
3. the method of performing the calculations has been arrived at, and
4. WAMMCO is significantly advanced in performing those calculations such that Mr Bessell was able to identify payments in relation to individual workers.

With respect of the underpayments, we ask that you please respond to the following.

1. On what date did WAMMCO first underpay workers at the Katanning site? If there are a number of dates depending on, for example, classification level, please provide the date of the first underpayment for each cohort.
2. What is the specific calculation being used to determine the underpayments?
3. Do the calculations include superannuation and interest?
4. What method is being utilised for performing the calculations? Are the calculations being performed, for example, through payroll functions or are calculations being performed manually?

With respect of the alleged overpayments, we ask that you please respond to the following.

1. What is the basis (or bases) of the alleged overpayments?
2. How are the alleged overpayments being calculated?
3. What is the nature of the “administrative error” and how did it come about?
4. Approximately how many workers do the alleged overpayments relate to?

We ask that you respond to the above by close of business on Friday 25 January 2019.

Please be advised that a copy of this letter and the company’s response will be provided to our Members.

Please note that, as foreshadowed in our 10 January 2019 correspondence, we intend to provide a copy of your 16 January 2019 letter to our Members. If you object, please provide the basis for your objection by 5:00pm (CDT) today, Tuesday 22 January 2019.

Yours faithfully,



**Kristen Rogers**  
**National Industrial Officer**  
**Australasian Meat Industry Employees Union**