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Perth, Western Australia 6000

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16 January 2019

Kristen Rogers
National Industrial Officer
Australasian Meat Industry Employees Union
227 Henley Beach Road
South Australia 5034

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Our Ref: RLH:RLH:7166381
Contact: Renae Harding

Dear Ms Rogers

The Western Australian Meat Marketing Co-operative Limited

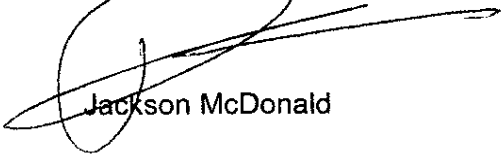
1. We refer to your letter to the Western Australian Meat Marketing Co-operative Limited (**WAMMCO**) regarding its Katanning facility dated 10 January 2019.
2. We advise that we have been instructed by WAMMCO to assist it in relation to the matters raised in your letter. Could you please ensure that all future correspondence regarding this matter is addressed to our offices.
3. We are instructed that:
 - (a) the Australasian Meat Industry Employees Union's has applied to the Fair Work Commission to terminate the *WAMMCO International (Katanning) AMIEU Processing Agreement 2013* (the **Agreement**);
 - (b) during that application, as a result of correspondence between the parties and the Fair Work Commission, it has become apparent that our client may have been incorrectly applying the terms of the Agreement and consequently that it may have underpaid some entitlements and overpaid other entitlements to employees who are covered by the Agreement.
4. Our client is conscious of ensuring that it complies with its obligations under the Agreement.
5. We are instructed that there are approximately 280 employees who are covered by the Agreement. As you will appreciate it will take some time for our client to be able to review its records and provide us with instructions so that we can consider the matters raised in your letter.
6. Until our client has an opportunity to do this we will not be in a position to respond to the matters raised. Consequently, we would request that our client be provided with 21 days to undertake this process and then respond to your letter.
7. In the meantime, we are instructed that our client will immediately commence paying the base rates set out below (which we understand are the rates set out in the seventh column of the table in your letter but rounded to four decimal points instead):

Agreement Level	Rate
Level 1	\$19.3336
Level 2	\$20.1557

Level 3	\$20.3994
Level 4	\$20.6428
Level 5	\$21.4650
Level 6	\$22.3784

8. Payment of these rates will commence at the beginning of this current pay cycle, which we are instructed commenced on 14 January 2019, and will continue whilst the Agreement remains in operation.
9. As a gesture of goodwill, our client will not make any other changes to the amounts currently being paid to employees until it has completed its further investigations. However, our client expressly reserves its rights to make any changes if it discovers that it has been overpaying certain entitlements.
10. We look forward to hearing from you and working with you to resolve these matters.

Yours faithfully



Jackson McDonald