

Tuesday 28 June, 2016

Graham Smith  
Federal Secretary  
The Australasian Meat Industry Employees' Union  
First Floor, 46 Greenhill Road  
Wayville SA 5034

By Email: [grahamsmith@internode.on.net](mailto:grahamsmith@internode.on.net)

Dear Graham

**Re: Future bargaining with Coles**

I refer to your letters dated 15 June 2016 and 21 June 2016 in relation to the AMIEU's intention to discuss a new national meat agreement with Coles.

As acknowledged in your letter of 15 June 2016, the decision approving the Coles Store Team Enterprise Agreement 2014 - 2017 will be quashed, with effect from 5 July 2016.

The administrative impact of this decision upon Coles is significant. We are currently in the process of implementing the systems that were in place under the Coles Supermarkets Australia Pty Ltd and Bi-Lo Pty Limited Retail Agreement 2011 (2011 Agreement), the state based meat agreements for our meat workers, and the General Retail Industry Award 2010 for our Customer Service Agents. As you will appreciate, this is an enormous undertaking for Coles, including for the Employee Relations Team.

In addition, it seems almost certain that we will face an application to terminate the 2011 Agreement. Our immediate focus is to explore the consequences of this, its implications and to prepare accordingly. No doubt the AMIEU is similarly concerned about the application, its implications and its defence.

In light of the above, I trust you will appreciate where Coles' immediate focus needs to be. As such, no decision has been made in respect of future bargaining.

Further to your telephone conversation with Angelo on 16 June 2016, he will be on leave until 11 July 2016. He will meet with you as planned in Melbourne, on Friday 22 July.

If you require anything further, please let me know.

Yours sincerely



**Gordana Lembovski**  
Employee Relations Manager

*Cc: Angelo Yoannidis*