

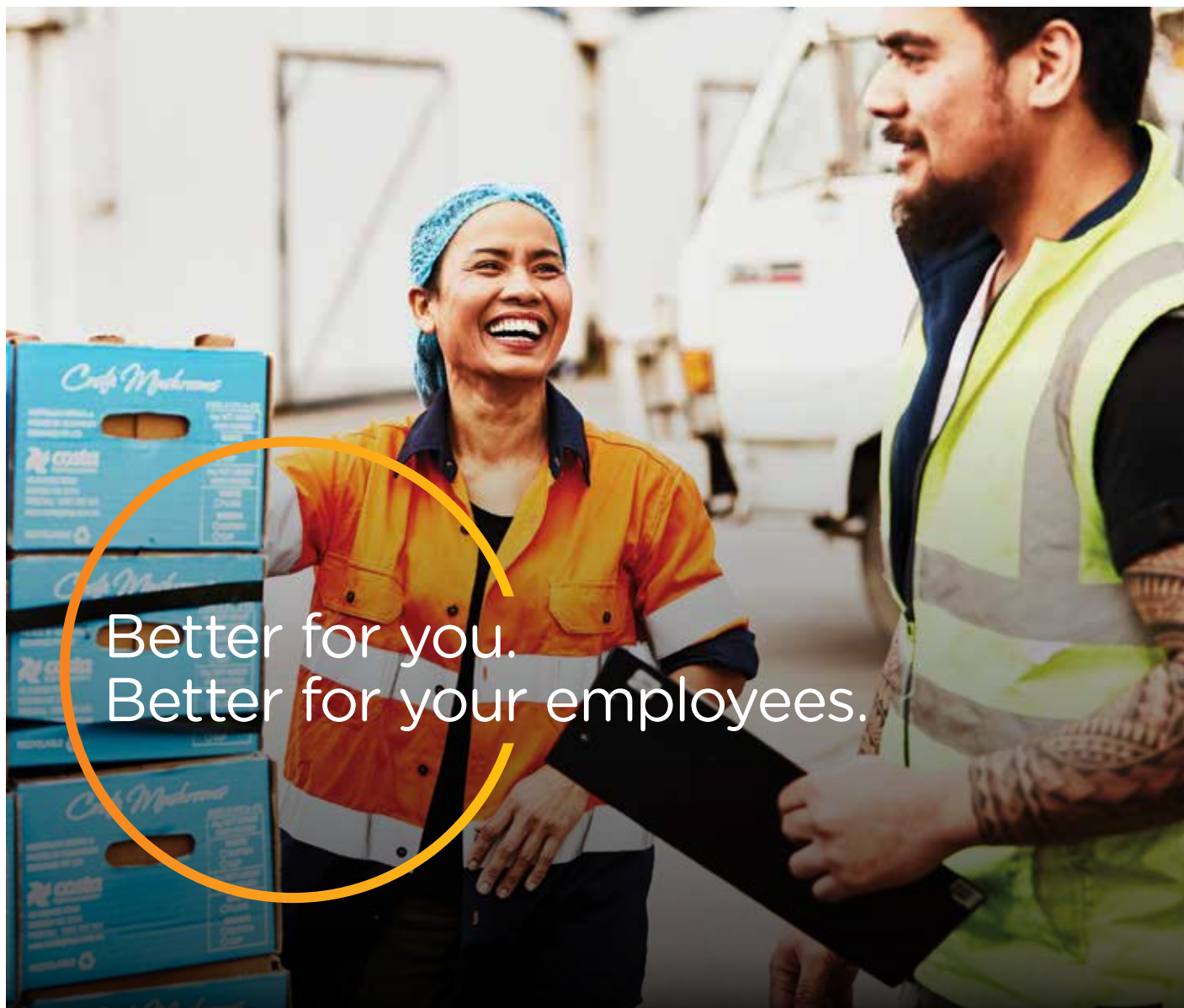
Downer Newcastle walks off the job and wins

INSIDE

**Apprentices go to
Canberra**

**AMWU Fights to keep
BHP Steel Local**

**QFES Secure a big win
on conditions**



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Editorial

Since the last edition of the AMWU News, we've seen one anti-worker, anti-union, big-business supporting Prime Minister replaced by another just as bad in new PM Scott Morrison. Never forget that he was the architect of the tax cuts for big business, voted to cut penalty rates and tried to block a Royal Commission into the Banks.

And our new IR Minister, Kelly O'Dwyer MP, is an ex-NAB executive who's been hailed "a win for employers" - so I doubt we'll see any change in that department.

To get any real change in our industrial relations laws, we have to get out and campaign to change the entire Government, as so many members have been doing as part of our movement-wide Change The Rules campaign.

It is ironic that during the recent leadership debacle, the Liberal party decided to close down Parliament. They voted in the Parliament to stop working and go on strike.

Now, as I recall, under our laws they really should have had to be in a period of negotiation with their employers (in their case, the Australian people), put out a Protected Action Ballot, go through a voting process of several weeks, and wait for the result before they were allowed to walk off the job. But they walked out after a quick vote!

And to add insult to injury, they were getting paid the whole time they decided to take their little parliamentary break - no pay docked, no entitlements forgone.

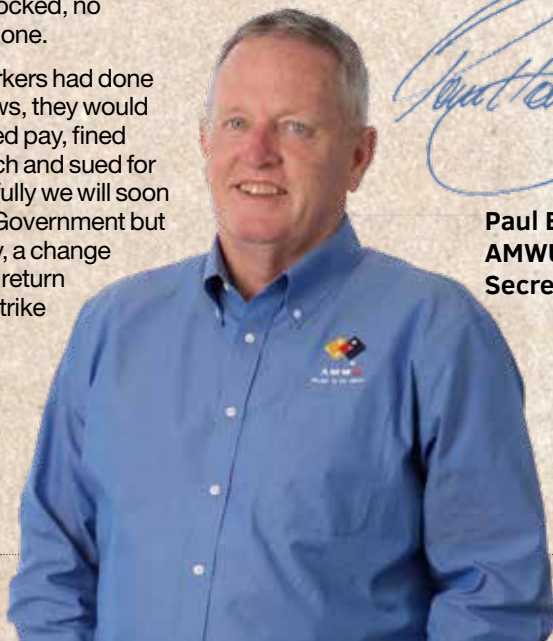
If any regular workers had done this under our laws, they would have been docked pay, fined over \$12,000 each and sued for damages. Hopefully we will soon see a change in Government but more importantly, a change in our laws and a return to a real right to strike for all Australian workers.

In this edition of the *AMWU News* we have some great stories about union campaigns and wins, big and small - and all important.

There's a cracker of an article written by one of our up-and-coming leaders, Mechanical Fitter Apprentice Rieland Plate who works in Queensland. Rieland and two of our other fantastic apprentices - Abi Winter and Carly (surname) - travelled to Canberra for TAFE week and to argue the case for a stronger, better funded and better supported TAFE and Apprenticeship system.

These young activists did their union proud and it was great to see them in action. Our apprentices and young workers around the country are inspiring to us all every day - the dedication they show in their work and their trade, and the activism they show in their union and in the community.

In sadder news, our union has farewelled one of our great leaders of the past, Laurie Carmichael. We don't normally write Vales in the *AMWU News* but we have made an exception for Laurie. He was a great man and a formidable union leader. Vale Laurie.



Paul Bastian
AMWU National Secretary

CONTENTS

5 FAIRFAX SEES
MEMBERSHIP
GROWTH IN
UNCERTAIN TIMES



6 HUGE NEW EBA
FOR NORWEST
PACKAGING



7 THE WEST
TAKES ON BHP



8 DOWNER CAUSING
STRUGGLE AROUND
THE COUNTRY

10 ESSO
KEEPS UP
THE FIGHT



11 MOURA MINE
MEMORIAL
TO OPEN



**MADE IN AUSTRALIA BY
AMWU MEMBERS**

AMWU NEWS SPRING 2018

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All information included in this publication was correct at the time of publication, but is subject to change at any time.

Please contact your union organiser for updates.

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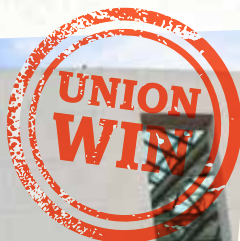
An AMWU Apprentice Goes To Canberra:

Letter to members from the front lines of the TAFE fight

Dear fellow AMWU members,

I'm Rieland Plate and I'm a fourth-year apprentice mechanical fitter working for a major rail freight company in QLD. I recently had the opportunity to travel to Canberra to sit in on the AMWU Skilled Trades Committee meeting and to meet with politicians about the importance of government funding for the VET-TAFE system.

Later on in the day, we were joined by another apprentice; Jessica McNamara, as we thankfully warmed up while meeting with some more welcoming and receptive politicians - Tanya Plibersek MP and Ged Kearney MP for example, and their staff.



Four strong AMWU Apprentices took the case to Canberra. Pictured L - R: Abi Winter, Carly White, Jessica McNamara and Rieland Plate.

We spent two days discussing and learning how important the Skilled Trades Committee is to ensuring that apprentices are not being taken advantage of and left in the dark.

Tuesday night was spent at a reception for National TAFE Day where we met MPs and Senators including Opposition Leader Bill Shorten. This was a great chance to hear the commitments from the Labor party to rebuild the TAFE system which has been decimated by successive Liberal governments.

On the Wednesday morning myself and two other apprentices, Abi Winter and Carly White, braved a freezing Canberra morning to weave baskets on the front lawn of Parliament House, in response to Education Minister Simon Birmingham's flippant remark that TAFE is just for 'basket weaving and energy healing'.

His statement made a mockery of apprentices and trainees across this country who rely on the TAFE system to deliver the training that they need to build their careers, their futures, and the future of our economy and country. He sadly declined our invitation to join us, so he unfortunately missed a great learning opportunity - much like many apprentices who have suffered through shoddy Training Organisations and an underfunded TAFE system.

It was great to explain first hand exactly how hard it is as an apprentice, as I believe putting a face and voice to our experiences sheds more light on the impacts of the shortfalls of our current TAFE system and lends greater urgency to address them.

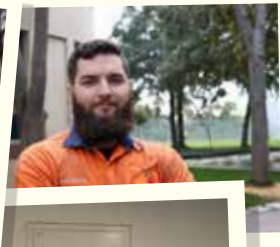
Disappointingly, we all had stories about how RTOs use Apprentices and Trainees as 'cash cows'; signing them up for easily deliverable but unnecessary competencies, and not delivering on their promised training at all.

Hearing these stories first hand got a staunch set of commitments from many politicians and staff to help rebuild the TAFE system, the first step in securing the future of our trades in Australia.

I'm confident that with our union movement's campaign support at the next election, these politicians will be able to carry their commitments to TAFE funding reform through parliament and restore access to quality education and training to Australian apprentices.

Without TAFE, the next generation of Australian tradespeople won't be able to lead our economy on to be bigger and better - how can we grow if we do not nurture what we already have?

**In Solidarity,
Rieland Plate**



The sweet taste of workers' rights.

Inspired by Turkey, created in England, made in Melbourne - with the help of seven determined New Zealanders.



The story of the humble Turkish Delight chocolate bar not only describes the harsh realities of globalisation, it also shows how unions are working across borders to

help people get a fair go.

The tale starts in 1914, when Fry's Turkish Delight bars were invented by Bristol-based chocolatier JS Fry & Sons.

The company was taken over by Cadbury in 1919, and before long Turkish Delight bars were a global sensation.

For decades, Cadbury was pumping out Turkish Delights from New Zealand. But come the 21st century, cost cutting from Cadbury's global parent company, Mondelez International, saw the historic Dunedin plant under threat.

The Dunedin plant finally shut its doors earlier this year. It was a bitter blow for local workers, in a city that was already suffering from the closure of several other manufacturing operations.

There was a upside for workers at the Cadbury plant at Scoresby in Victoria, however, as the Turkish Delight line was moved across the Tasman. Adding a new line has secured the

future of the Scoresby plant.

There has also been a silver lining for seven New Zealand workers from Dunedin who have been able to move over the ditch and take up positions at Scoresby.

AMWU Organiser Aaron Malone said the opportunity to secure jobs for a small number of the Dunedin workers came about through cooperation between the AMWU and our sister union in New Zealand, E tū.

"It was a terrible situation for the workers at Dunedin," Aaron said.

"We went over and met with E tū, and together we argued that existing workers should get first crack at the jobs being transferred to Victoria.

"It made sense for the company,

because those workers had years of experience in the production process for Turkish Delights.

"Seven workers have now relocated to Melbourne, and they've all joined the AMWU."

Aaron said the AMWU was also able to secure recognition of the workers' previous employment for long service leave.

"Initially Cadbury was trying to say that the relocated workers wouldn't get long service entitlements for the years they spent working in New Zealand. That would have been completely unfair."

So next time you chomp into a Turkish Delight, pause to savour the flavour of the international union movement that protects workers' rights, right around the world!



FAIRFAX PRINTING WORKERS JOIN UP FOR A VOICE



Dozens of workers at Fairfax's NSW printing plants are joining the AMWU in order to have a strong voice in the dramatic changes happening in their workplaces.

The recent announcement that Fairfax Media would be merging with the Nine Network, and that Fairfax and News Limited would start sharing printing costs and sites has created enormous uncertainty for Fairfax workers around Australia.

The company has stated that printing of the Sydney Morning Herald and the Australian Financial Review will be moved from North Richmond to News Ltd's plant at Chullora, while the future of the Beresfield plant in Newcastle is unclear.

"The announcement about the shared printing has certainly rattled everyone in our world," said AMWU NSW Print Division Secretary Vanessa Seagrove.

"Workers at Fairfax have been kept in the dark - there's been no consultation about how the changes will affect people's jobs, or what it means for the future of the printing plants," Vanessa said.

"They've been joining up in droves to make sure they have a voice during these changes.



Members in Newcastle are facing an uncertain future, while members at all sites are joining up in droves.

"We've been going out to worksites identifying the leaders in the workplace to become Delegates.

"One young bloke joined the union and then volunteered to be a Delegate on the very same day.

"We started off with only a handful of members at North Richmond, but we're growing rapidly."

With so-called 'legacy media' companies under threat, and the entrance of new players and new platforms, the Australian media sector is going through a period of intense change.

Vanessa Seagrove said the unpredictable media environment made the role of trade unions even more important.

"These workers want to have input into what's going on and what the effect is on them, which is really important," she said

"Already members have decided to set up consultative committees on each site to demand that workers have a say about the effects of the major changes in the company's printing operations."

AMWU Organiser Belinda Griggs said it was also in



the employer's interest to consult properly with its workforce.

"The higher up management doesn't necessarily know what's going on at the shop floor," Belinda said.

"But the workers always know what's happening on the ground, so they're well-placed to come up with some ideas that might be able to save money or jobs or to be able to help the company grow."

Meanwhile, Belinda said workers at News Ltd printing plants are at least getting some information.

"News Ltd is telling us what's going on from their side. They sat down with us for a two-day meeting last week to go through exactly what the effect is on the workers.

"The difference is that News Ltd plants are very strong union sites, so we're now trying to get the same level of strength over at Fairfax as well.

"This experience shows that if you are collectively standing together then you have much more power - and the company will respect that."

NORTH WEST PACKAGING PACKS UP A GREAT DEAL

AMWU Members at North West Packaging in Western Sydney have recently celebrated the signing of their first ever EBA, after the site started organising to become union around 18 months ago.

Prior to this first generation EBA, workers were mostly on the base level of the Print Award.

"North West Packaging had been purchased by Orora around two years ago," said NSW Print Secretary Vanessa Seagrove.

"Orora is a strong union company around Australia, and when they bought the site we got to bring their workers into the union fold.

"When our organiser Hannah first started visiting the site there were no members in the union at all, but through hard work the whole site became union."

After the workers had joined and been exposed to the union, the site elected two delegates to commence bargaining with the company.

Daniel Daley, who has worked 13 years at the site and is currently a supervisor, reflected the mood of the members when he said, "I'm so happy something is finally happening here."

It was an uphill battle with employers who'd never had to deal with a united



Members at North West Packaging are rightfully proud of their first ever union EBA and everything they have achieved through solidarity

workforce before. After refusing to play ball, the workers filed for a Protected Action Ballot and got a strong vote of support. They were preparing to take action – but never had to use it.

So spooked were the employers by this unexpected show of strength that they met with workers and made

a strong offer – 2.5% a year over three years, plus a wage 'market adjustment' for many of the workers of up to 10%.

This was crucial for some of the lowest paid workers on site as it lifted their base wage without having to wait for the annual increase – a huge win to bring their pay up to union

standard, and the standard at other Orora sites.

"The market adjustment was really important for lifting the wages of some of the lowest paid workers who had been languishing at the bottom of the Award structure," said Vanessa.

"In addition, the new EBA delivered a reclassification structure – and many workers moved up two or three grades. Their skills had never been recognised or paid accordingly.

"All up, there was a group of workers whose pay lifted by 17%, once you factored in the market adjustment, their reclassification, and the annual increase.

"It was a fantastic result and also shows that bargaining for annual increases is not the only way to lift wages for workers."

Cheree, who's been working at North West for six years as a machine operator, told organisers that, "I'm getting a pay rise for the first time in six years – I can't really believe it."

Other new conditions now enjoyed under the EBA include a strong union rights clause, classification reviews every year, an enforceable heat policy for the site and a strong redundancy package.

A fantastic win that really shows the value of joining the union and standing together!

Southgate Holden gets roasted over redundancy double-cross

South Australian car dealership Southgate Holden has been given a roasting by the Fair Work Commission over its attempt to trick a worker into resigning.

AMWU member David Klemm was disappointed when his job as parts delivery driver at Southgate Holden, which he'd been doing for ten years, was suddenly changed to a sales role.

David felt he would not be suited to sales, so he reluctantly decided to accept an offer of 16 week's redundancy pay and put in his notice.

But just one day before he was due to finish up, Southgate Holden sprang a nasty surprise.

The company lodged a so-called 'Section 120' notice with the Fair Work Commission to avoid paying out his redundancy entitlements – on the grounds that a suitable alternative position had been found.

Talk about a double cross! David hadn't heard a peep from the company for a month, so the news he wouldn't be getting his promised redundancy was a complete shock.

David had some back-up, however. The union supported him from the very beginning of the process, with AMWU Organiser Nicole Coppock initiating the first meeting to discuss employment options.

Together they decided to fight for David's full redundancy entitlements through the Fair Work Commission. But it wasn't an easy ride with Southgate Holden and the bosses' union – the Motor Traders Association of South Australia (MTASA) – throwing everything but the kitchen sink at the case.

Nicole Coppock said the employer's hard ball tactics made it even more satisfying when the Fair Work Commissioner rejected their claims and ordered them to pay David's entitlements in full.

In his judgement, Fair Work Commissioner Peter Hampton said it was "not appropriate to mislead [David] ... about the consequences of his decision to accept the new employment or the redundancy". Furthermore, the Commission said the behaviour of the employer "was not industrial fair play," and resulted in an "injustice".

Nicole Coppock said David's story showed the importance of having a strong trade union behind you.



Organiser Nicole Coppock (left) with David Klemm and wife Wendy Klemm.

"It was a very intimidating situation, especially when things got heated in the Commission," Nicole said.

"But David stood strong and tall, and we were able to rebut every single one of the employer's arguments.

"Our success in fighting David's case will set an important precedent and will help unions to stop other bosses from using this trick to hustle workers out of their redundancy entitlements."



WA State Secretary Steve McCartney is leading the fight against BHP to keep its structural steel work in Australia.

Steve McCartney said WA's steel fabricators were more than capable of handling the South Flank project.

"We can do this on our ear. WA has world-class workers and a world-class manufacturing industry - including the capacity to handle advanced steel fabrication."

Increasing local content in major projects has been a priority of WA Premier Mark McGowan, but Steve McCartney said the State Government should be doing more to pressure big miners like BHP to support local jobs and create more local apprenticeships.

BHP: The Big Un-Australian when it comes to steel fabrication

BHP used to portray itself as the Big Australian, but these days its behaving like the big Un-Australian.

Because it's hardly Aussie to be fabricating over 20,000 tonnes of structural steel for a major Australian mining project overseas when that work could and should be done locally.

BHP's Yandi iron ore mine in the Pilbara is reaching the end of its life, and will be exhausted over the next

five to ten years, so the company is gearing up to commence work on the nearby South Flank deposit. The South Flank project is expected to cost around \$2 billion, and is scheduled to start processing iron ore in 2021.

Contracts are already being signed with suppliers for the huge project, but it's understood that over 80% of the steel fabrication work - at least 20,000 tonnes - is being sent offshore.

In an open letter to the Chief Executive of BHP, Steve McCartney told the company to come clean on its plans for steel fabrication and for supporting local jobs.

"We know from past work that over 20,000 tonnes of steel equates to about 2,000 manufacturing jobs," Steve said.

"These are jobs that could filter through to WA's top shelf manufacturing hub in Henderson and beyond."

"We want the Government to stand up for local content.

"If companies are going to take a one-off resource out of the ground, then they should be value-adding to it along the supply chain.

"And that means doing as much manufacturing and fabrication locally as possible."

Vale Laurie Carmichael: Giant of the Trade Union Movement

The entire trade union movement is saddened by the passing of Australian union hero and former AMWU and ACTU official, Laurie Carmichael. Mr Carmichael passed away at his home in Queensland on Saturday 18 August 2018.

Laurie was a formidable union leader who dedicated his life to improving the lives of workers and their families, and was well known to many AMWU members and officials.

Laurie lived a life dedicated to service.

Following a period in the Royal Australian Air Force in World War Two,



throughout his life.

He became the Victorian State Secretary of the AEU in 1958 and in 1972 became Assistant National Secretary of the Amalgamated Metal Workers' Union. In 1987 he was elected as Assistant Secretary of the Australian Council of Trade Unions.

Laurie's leadership of campaigns in the metal

industry was integral to the victory of the 38-hour week in Australia. He also worked closely with ACTU Secretary Bill Kelty in the Accord era.

Workers - indeed all Australians - today that enjoy a shorter working week, universal healthcare and superannuation have these benefits due to the work of Laurie Carmichael. He was a visionary for his time and a man that campaigned with strength.

Laurie is survived by his son, Laurie Carmichael Jnr., and his step-daughter, Kerry.

Vale Laurie Carmichael - a giant of our union. Never forgotten.



Laurie joined the Amalgamated Engineering Union (AEU) in 1946 as a fitter at Williamstown Naval Dockyard in Victoria.

It was around this time that he joined the Communist Party of Australia and began his political and union activism that would continue



Downer QLD workers fight on and dig deep for the drought



Despite being involved in a tense stand-off with their employer, workers at Downer Rail in Maryborough have dug deep in an act of solidarity with struggling farmers.

Downer Rail employees have reached a frustrating stalemate in negotiations over a new Enterprise Agreement, so in early August hundreds of workers walked off the job.

The local media had been given the tip-off about the industrial action - presumably by bosses who were hoping that some footage of angry workers might win them some public sympathy.

But the cameras, and the bosses, got more than

Downer QLD members gather at a stop work industrial meeting, and are fighting on for a fair agreement.

they bargained for when workers walked over the road to Bunnings, and handed over a giant \$5,000 cheque to the Buy A Bale Appeal towards Farmer's Drought Relief.

All the money donated to the relief fund had been raised by workers themselves.

AMWU Queensland and Northern Territory Secretary, Rohan Webb said these workers have always had the local community's interests at heart, now it's time for Downer to step up.

"The contribution to drought relief was just one example of the commitment these workers have to their community.

"Workers in Maryborough have campaigned hard recently to ensure local manufacturing is secured in the region and now they are campaigning to ensure decent terms and conditions of employment."

Rohan Webb said the workers were determined to protect their personal leave entitlements and secure a cost-of-living pay increase.

"All workers want is for Downer to put forward an offer that reflects the hard work, dedication and loyalty they have shown to the company."

Queensland's rail manufacturing industry was decimated under the former Newman State Liberal Government, but has recently been brought back to life following a determined union-led campaign and a \$150 million commitment from Premier Anastacia Paluszczuk.

The Maryborough workshops have been given the task of fixing up the inadequate Next Generation Rollingstock (NGR) trains that were imported from India.

The NGR project was such a stuff-up that a Commission of Inquiry has now been set up to examine why the trains failed to comply with disability legislation and the functional requirements of Queensland railways.

AMWU Industrial Officer Kegan Scherf who has been leading negotiations on behalf of union members urged Downer to return to the negotiating table.

"Downer recorded a huge wind fall in profit of more than \$78 million off the back of union members campaigning to restore rail manufacturing.

"It's time they started treating workers with respect."

DOWNER NSW WORKERS STARE DOWN THE BOSSES

Strong and united industrial action by workers at Downer ECM in the Hunter and Illawarra regions has proven pivotal in securing a fair agreement on pay and conditions.

Union members took a series of industrial actions over a three week period for a Regional NSW agreement covering 430 workers.

A contingent of 200 union members from the AMWU and ETU also marched down Hunter Street in Newcastle to draw public attention to the company's refusal to negotiate.

With the threat of more industrial action looming, Downer ECM were forced to stop stalling and to start negotiating seriously.

The negotiating team was able to get the proposed annual pay rises for the three-year agreement up to 2.5%, 3% and 3%, along with a \$200 sign-on bonus. A huge win for members.

NSW Assistant Secretary Cory Wright said the industrial action showed Downer that workers were absolutely serious about their demand for a better deal.

"Downer went through a rough patch a few years ago, but now it's got work coming out of its ears," Cory said.

"The company is building the Newcastle Light Rail and the Williamstown RAAF base extension, and also doing solar projects at Beryl and Vales Point.

"It's only fair that workers share in some of the profits that are being made off the back of their highly-skilled labour.

Cory Wright said workers had helped Downer ECM to ride out a downturn in the construction sector in 2014 by accepting cuts to their conditions.

In 2017, however, Downer ECM recorded a fat profit of \$36.7 million, up over 35 % on the previous year.

Cory Wright said things have been going so well that last year the head of ECM Downer received a \$495,000 bonus on top of his salary of \$1.03 million.

"That's why workers were fuming when company management demanded they take yet another haircut - further wage freezes and reductions in allowances.

"Newcastle and Wollongong-based workers held firm to their demand that they receive the similar pay increases to employees of the same division in other States.

"Their public display of solidarity made a huge difference, and showed what can be achieved when workers stand up and fight back."



Members at Downer in Newcastle stood together and took action to secure a strong win, including industrial action over 3 weeks.



Brave Chris gets back to work

After struggling with a long illness, the last thing AMWU Victorian member Chris Papaioannou needed was to lose his job.

But that's exactly what happened when his employer, multinational biopharmaceutical company CSL terminated his employment last year.

Chris is a plasma receipt operator in Melbourne. His job is all about saving lives with the blood donations made by people all over the country.

When he became ill himself, Chris needed to take some time off. Fortunately for Chris, he had the support of income protection payments – thanks to a union-negotiated clause in the CSL Enterprise Agreement.

CSL, however, had other ideas, and sacked Chris while he was away from work and going through his recovery.

AMWU Organiser Alistair Thomas said the behaviour of CSL was appalling.



Chris Papaioannou (centre) with CSL Delegate Shannon Brooks, and AMWU Industrial Officer Nick Grealy

"It was a terrible situation for Chris. He had not done anything wrong and was basically sacked just for being sick."

With the support of Alistair, CSL Delegate Shannon Brooks, and AMWU Industrial Officer Nick Grealy, Chris decided to stand up, fight for his rights, and fight for his job.

He took CSL to the Fair Work Commission in November last year and argued that CSL should reinstate him. He won.

And what's more, the Fair Work Commission also ordered CSL to pay around eight months back-pay for the income protection he should have been receiving.

But Chris's fight wasn't over. CSL appealed the decision, and the case went to the Full Bench of the Commission earlier this year.

In June the Commission upheld the original decision, meaning Chris was finally free to return to work.

CSL Delegate Shannon Brooks said the fight to get Chris' job back was one of the best things he'd been involved with in the union.

"It was a very proud moment for us and for the AMWU," Shannon said.

QFES workers secure important wins on conditions

Things are heating up for AMWU members at Queensland Fire and Emergency Services (QFES) ahead of negotiations for their next Enterprise Agreement.

AMWU QLD Secretary Rohan Webb said members were determined to get a fair deal through the negotiation process after achieving a series of wins on workplace issues.

Importantly, members have been able to secure a commitment to re-classify dual trades employees to the C6 Master Technician level.

"Re-classifying the dual trades workers will mean a pay rise of 10%," Rohan said.

"We are currently negotiating the detail of backpay, back to 30 January."

Organiser Ricky Luke who worked with members on the negotiations said members at QFES had also successfully argued for the provision of new winter jackets and had won back an arrangement for time-off in lieu.

"Previously workers would get a day-off to compensate for being on-call or for working on public holidays," Ricky said.

"That arrangement was overturned without any consultation in April, but now it has been reinstated."

With negotiations on a new Enterprise Agreement due to start soon, Workplace Delegate at QFES Anthony Walmsley said maintenance workers at QFES were looking to the future.

"We are seeking our own agreement, so this is an important opportunity to get our specific workplace issues addressed," Anthony said.

Anthony Walmsley said the need for more apprentices would be one of many issues to be addressed through the EA process.

"We've been allocated just one apprentice for the entire state, but we need at least seven."

"Most of us are dual-traders, and it takes a lot of training to develop these skills, but management seem to think they can just pluck apprentices out of thin air."

One thing that's certain however, is that best chance to achieve a fair and reasonable Enterprise Agreement will come from unity and strength in the workplace.

"Workers are always stronger when they're together, and that's why we need as many people as possible to sign up and be part of our union," Anthony said.



QFES: Queensland Fire and Emergency Services Members Stand Strong

400 DAYS ON, THE HUNT FOR ANSWERS CONTINUES

Coaxing a mining and oil industry boss out of their lair is difficult work at the best of times. And the most elusive mining and oil industry bosses of all belong to the species known as Esso Australia and UGL Limited management.

While these nasty critters are seldom seen, it is easy to track where they have been due to the trail of sham agreements, dodgy deals and ripped-off workers.

So acting on a hunch, about 100 activists decided to stake out a glitzy mining industry dinner at Melbourne's Crown Casino, put on by the Australian Energy and Resources Group (AMMA).

The activists were able to get right to the front door of the venue, close enough to heckle AMMA Chief Executive Steve Knott and even former Prime Minister John Howard. Sadly however, the Managing Director of Esso's parent company, Richard Owen, didn't want to chat.

The team were undeterred however, so they travelled to Brisbane for the ACTU Congress – which was conveniently being held just five minutes away from UGL's Queensland office.

AMWU Delegate Troy Carter has been on a year-long quest to find them and to speak about the horrendous mess they have created at Esso in Longford.



Esso delegates were joined by AMWU members and officials, as well as unionists from across other unions, to keep up the fight.

AMWU Delegate Troy Carter has been on a year-long quest to find one of these UGLy specimens, and to speak with them about the horrendous mess they have created at Esso in Longford.

Troy and his comrades on the Esso/UGL picket line know that mining and oil industry bosses have a very specific migration pattern, and tend to return to the places every year.

The bosses are known to avoid direct sunlight, but sometimes come out after dark. They can also be identified by their distinct plumage of black and white tuxedos, coupled with pasty complexions and bulging wallets.

This time they took extra back up – about 200 loud unionists representing the entire Australian trade union movement. They gathered at the front of the UGL building and demanded that the bosses finally front up.

After several ear-bursting chants of “union power” and supportive speeches by AMWU National Secretary Paul Bastian, ETU National Secretary Alan Hicks, and ACTU President Michele O’Neil, Troy Carter stepped up and delivered a passionate plea to the shiny suits inside.

“Is this not what you wanted,” Troy said. “Is this not what you intended? Of course it is.

“So stand up like bloody adults, and stop hiding behind your blacked-out window buses, cyclone fencing, security guards, private investigators, court orders, camera cars, wasted police resources, and meet me to face to bloody face, like an adult should.”

More than 400 days since the Esso UGLy picket commenced, the bosses are still in hiding and workers are still looking for answers.

We will not stop.

BOOK REVIEW:

Resist! How to Be an Activist in the Age of Defiance

Resist! is the indispensable how-to guide for people looking to make a stand and create change in the world.

The book includes solid advice, practical tips and inspirational stories from those who have successfully stood up and made a difference. It is both educational and interesting and perfect for dipping in and out of.

Resist! outlines the principles of direct action, allows the reader to discover strategies for using social media, unearths ideas for motivating and inspiring others to act, and helps us to understand how to get access to the people in power and to get your message across.

It's a great addition to anyone who is already active and wants to do more, or someone thinking of getting active – either in the union or in the community.

The book includes an entertaining foreword by columnist, campaigner and best-selling British author Owen Jones, who unravels the political world and underlines why now is the time to act.

The book has been written by Michael Segalov in conjunction with Huck magazine, and provides an indispensable guide to different strategies for getting active in today's crazy world.



Although at times the book can veer into ideology, the overall tone is supportive and educational for anyone who wishes to take the leap into being active to create change.

At times we all feel helpless to change the world around us, or to convince others to get active with us, and Resist! provides a range of useful tools as well as being an interesting read.

The AMWU has 20 free copies of *Resist! How to Be an Activist in the Age of Defiance* to give away to members! If you are interested in entering the draw, please email your name, member number and postal address to news@amwu.org.au.

IN BRIEF

Senate Inquiry into offshore petroleum industry safety

The AMWU was front-and-centre at the recent Senate Inquiry into health and safety in the offshore petroleum industry.



WA Branch Assistant Secretary Glenn McLaren (front) gave evidence to the inquiry when it met in Perth.

WA Assistant State Secretary Glenn McLaren appeared at a hearing of the Inquiry and spoke to the Branch's submission.

A key focus of the submission was the importance of union right of entry and vessel inspection practices.

Glenn McLaren told Senators it was best practice for unions to conduct health and safety inspections on vessels and facilities before they reached Australia to ensure they were fit for purpose, met Australian standards, and complied with contemporary work practices for the industry.

The inquiry later also visited Victoria, with members and branch officials – including Esso workers – giving evidence in that state.

COAL SHOP STEWARDS WIN A MEMORIAL TO FALLEN WORKERS

The AMWU welcomes the announcement from Anglo American Mining that funding will be allocated towards the construction of the Moura Mine Memorial in Regional Queensland.

Our members working on the Queensland coal fields have fought hard for this acknowledgment of their workmates and have seen their efforts rewarded.

The AMWU including the Queensland Coal Shop Stewards and the State and National Branches are proud to have contributed over \$110,000 towards the project, with fellow unions such as the ETU and the CFMEU also contributing large donations to the project.

The funding from Anglo American is reportedly part of \$1 million in donations to the Moura Community after a road was destroyed in an open cut blast in November 2017, cutting off access to the town and leaving many residents and business doing it tough.

The Moura Community Progress Group has now secured all funding necessary to complete the Moura Mine Memorial in memory of 50 workers from the mining industry that lost their lives on the job.



AMWU Members have campaigned hard and raised significant funds. Coal Shop Stewards picture with QLD-NT Secretary Rohan Webb (left).

Construction on the Memorial commenced in September 2017. With this latest announcement from Anglo, the final piece of work on the Memorial can now go ahead.

This Memorial will not only commemorate the lives lost in this industry over the last 60 years but also act as a reminder that we must all fight to keep our workplaces safe.

The memorial will open on 10 November this year. Congratulations to all our members and the whole community of Moura for their campaign.

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DELEGATE PROFILE

Ross McKenna

Ross isn't leaving it to someone else.

McCain Delegate Ross Kenna has some wise advice for anyone who believes in the trade union movement and progressive politics.

"Get out there and do something about it - don't leave it to someone else to do," Ross says.

Ross certainly isn't sitting back. The 36 year-old from Clunes, just outside Ballarat in Victoria, has been a Delegate since 2014 and is already onto this third EBA negotiation.

Beyond the workplace, Ross has also been campaigning for industrial manslaughter laws in Victoria - knocking on doors to make sure people know about the need for safer workplaces.

He's also passionate about the need to hold supermarket giants Coles and Woolworths accountable for the pressure they put on rural communities, and recently wrote a submission to the Federal Government's review of the Food and Grocery Code of Conduct.

Ross says his interest in political activism comes largely from being brought up in a household with a strong sense of social justice.

"I was lucky enough to grow up in a family where we openly talked about politics and religion," Ross says.

"Both my parents are big believers in talking through any differences, so we would discuss our place in the world, values, all sorts of stuff.

"My father also was a member of the union from before I was born, so I grew up knowing all about the importance of unions in society."

As a Delegate, Ross is putting his values into action, standing up for his workmates against the aggressive tactics of employers.



"McCain litigates pretty hard," Ross says. "So I've been down to the Fair Work Commission more times than I probably can count."

"In the past six months we've started enterprise agreement negotiations based on IBB (Interest Based Bargaining), so that's been interesting, and a different way to look at disputes and relationships.

"But my experiences have convinced me that our enterprise bargaining system is completely shot - even for situations like we have at McCain's where we have strong union density and a good agreement.

"Anything we do becomes a battle rather than a conversation."

Outside of work and his AMWU Delegate duties, Ross enjoys spending time with partner Suzy and their four children - Kaleb, Bethany, Declan and Max.

Ross has also been a junior football coach, and is currently the President of the Clunes Junior Cricket Club.

"I see sport as a pathway to guaranteeing that people don't drift down the wrong path," he says.

When Ross talks, you get the feeling that the right path is one that leads to becoming a union activist.

"There's a reason why unions were formed over 100 years ago," he says.

"Being a part of your union is the very best way to protect yourself against an unregulated corporate Australia who can and will do anything for a dollar."



Worried about something?

- Are you losing interest in work?
- Are you having relationship problems?
- Have you experienced a major loss, such as the death of a loved one, unemployment or divorce?
- Are you drinking too much or using drugs?
- Have you contemplated suicide?
- Do you just need someone to talk to?

Talk to AMWU Care. We listen.

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A free national service available 24 hours a day, 7 days a week

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Talk to someone in confidence today. On the Line telephone counsellors are trained to respond to crisis calls, as well as offering emotional support for everyday problems, relationship issues and stress, for all ages and backgrounds.



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