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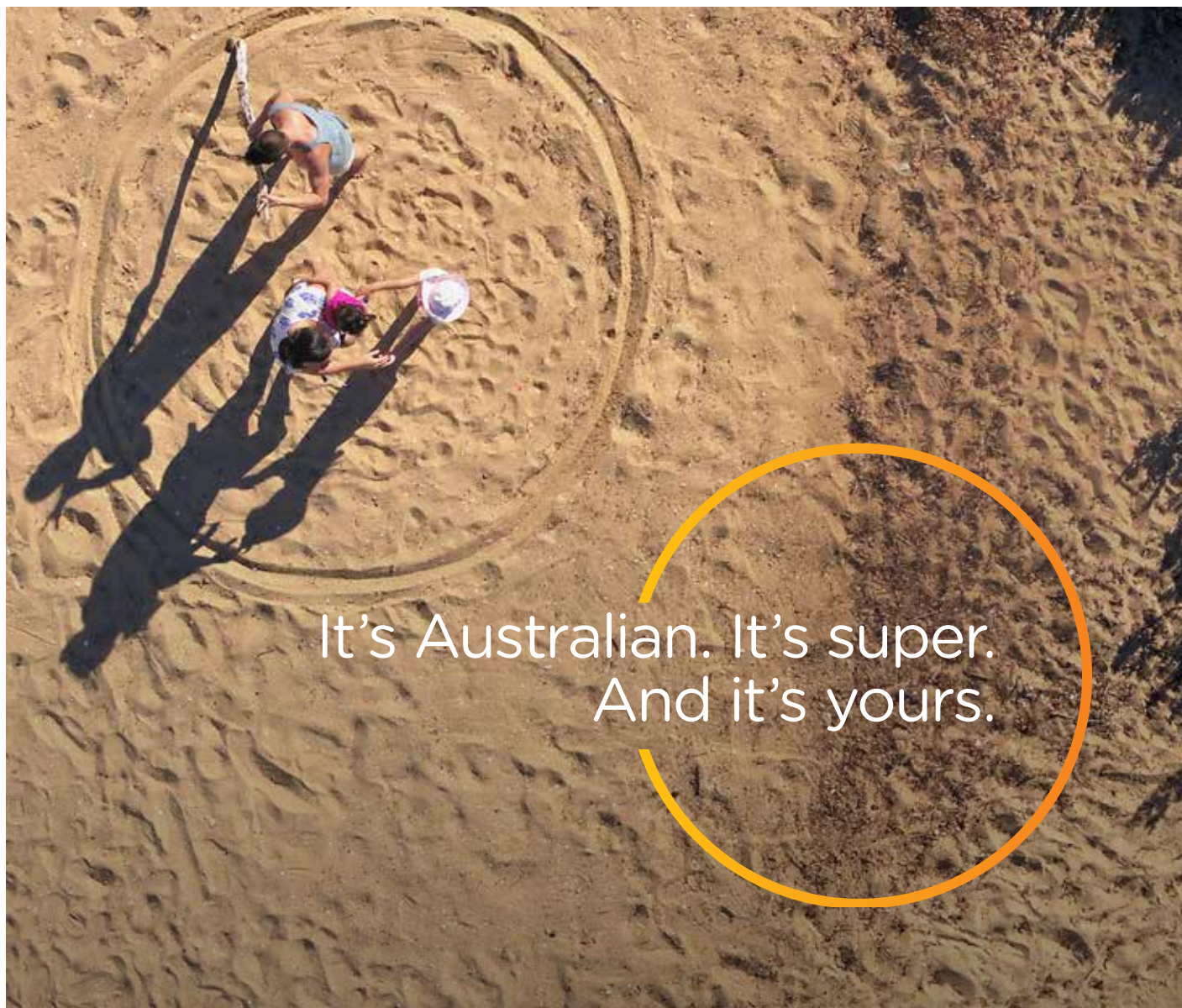
Lady tradies take Canberra.

INSIDE

Change the Rules! See all the action from the rallies across the country.

Asbestos in Western Australian Rail.

Delegates profile special! Celebrating Frank Cherry.



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Editorial

2018 was a big year. We passed the biggest changes to our union's structure in 25 years, and we've been going from strength to strength since, recruiting new members and winning better pay and conditions in our workplaces. Around the country, hundreds of thousands of members stood up and took action to change the rules. Another Prime Minister was rolled, and the Government lost what was once one of the safest seats in the country in the following by-election.

The Liberal-National Government may have changed leaders (again), but they haven't changed their policies. They are still the same Government that cut millions from TAFE, attacking an institution that provides choice and opportunities to Australians who don't feel that university is for them. They are still the same Government that has no plan to invest in the jobs of the future – in renewables, in advanced manufacturing, in defence and aerospace. They are still the same Government who buys into the trickle down theory of economics, claiming that tax cuts for the rich and for big business will somehow translate into higher wage growth for working Australians.

The last 30 years have debunked trickle down economics, but the Coalition Government and their mates in the Business Council of Australia and the Australian Industry Group still persist with it – because it lines their pockets and boosts their bottom lines.

We know that the real answer to lifting Australia's historically low levels of wage growth is not tax cuts for the rich and for big business – it's returning bargaining power to working people.

Since the election of the Abbott/Turnbull/Morrison Government, the number of people covered by enterprise agreements has declined by 750 000. Our system of enterprise bargaining is no longer fit for purpose.

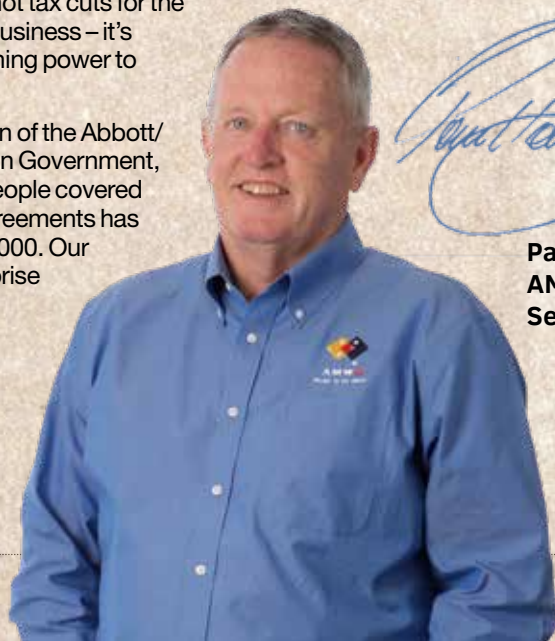
It encourages a race to the bottom on wages and conditions, with companies that value their workers and remunerate them accordingly being undercut by less scrupulous companies paying at (or below) the legal minimum.

It's time to move to a system of industry bargaining. This is one of the key planks of the Change the Rules campaign, and one that our Union is strongly supporting.

Countries like Germany, where manufacturing has produced successful global businesses, are not concerned about industry bargaining.

Far from it bringing manufacturing to its knees in these countries, industry bargaining has delivered world leading companies and happy workers with secure jobs.

Our current enterprise bargaining system has led to workers taking home a record low share of the profits we generate. It's not good enough. It's time to restore power to workers. It's time for industry bargaining. It's time to change the rules.



Paul Bastian
AMWU National Secretary

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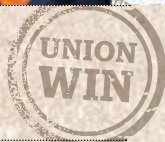
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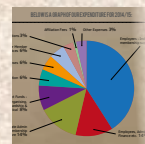
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**MADE IN AUSTRALIA BY
AMWU MEMBERS**

AMWU NEWS SPRING 2018

AMWU News is the official publication of the Australian Manufacturing Workers' Union, (registered AFMEPKIU) National Office, 133 Parramatta Road, Granville, NSW, 2142.

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Please contact your union organiser for updates.

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Held to ransom: Qantas workers fight back over scam bonus offer



Qantas workers rally outside Qantas headquarters.

Q. When is a bonus not really a bonus?

A. When it is actually just a dirty trick to lock workers into accepting dodgy agreements.

Qantas workers know a dud deal when they see one, so it should have been no surprise for Qantas bosses when their offer of a "performance bonus" was laughed out of the hangar.

The so-called bonus was announced in August on the back of a record \$1.6 billion in underlying profit before tax.

The problem, however, was that Qantas' offer of \$2,500 came with strings attached. In fact, the strings were more like ropes, and the "bonus" was more like a ransom.

A look at the fine detail revealed that the \$2,500 is in reality just \$2,000 - plus \$500 in Qantas staff travel vouchers. But most importantly, not a cent of the cash component will be paid until after workers accept their next Enterprise Agreement.

Even then, the bonuses will be cancelled if workers take industrial action during collective bargaining negotiations.

AMWU Delegate and aircraft maintenance engineer Glenn Wilcox said the offer was an attempt to soften Qantas' public image while putting extra pressure on workers to toe the Qantas line.

"This is all about Qantas trying to change the narrative around collective bargaining," Glenn said.

"All workers who are covered by a collective agreement in Qantas will now be subject to these bonus arrangements, but you have to sign a post-wage freeze agreement first.

"Next time they record a massive profit, they'll probably announce another bonus that is contingent on agreeing to a new EA, so the stakes will rise even higher.

"That means people will think 'oh, I'd better be a good boy or girl and do what Qantas say, otherwise I'll miss out on my bonuses'."

"It's just another form of blackmail to stop us from having the real fights that we need to have on pay and conditions within the industry."

Glenn Wilcox said the hypocrisy of the so-called bonuses was highlighted by the fact that staff not covered by collective agreements - mostly managers - were playing by a different set of rules.

"Managers don't have to wait," Glenn said. "They received their bonuses back in September."

Union members from across the Qantas workforce took to the streets in September to protest the company's continuing failure to treat its workers with respect and decency.

"What this has done, from an industrial perspective, is bring all the Qantas unions together like we haven't been for years," Glenn said.

"We're united in the pushback against [Qantas CEO] Alan Joyce and the Board and the cynical way they have attached these bonuses to collective agreements."

Determined campaign delivers success for Hastings Deering members

After voting down the company's first offer, workers at Hastings Deering have secured an important win on pay and conditions in their new Enterprise Agreement.

The improvements that the Union was able to negotiate raised the value of the package by about \$4-6 million over the life of the agreement.

The final deal locks in a healthy increase to base wages of 11.5 per cent over three years.

AMWU Organiser Jason Lund said the agreement also:

- Retains the national competency standards;
- Increases consultation requirements;
- Increases field service travel allowance;
- Improves overtime entitlements;
- Improves access to leave entitlements in natural disasters.

Jason Lund said the key to getting a good outcome was the solidarity of members across Queensland and Northern Territory.

"The first proposal put forward by the company was simply not good enough.

Our members stood firm and rejected the offer, and forced Hastings Deering to go back to the negotiation table.

"The second time around they knew that they had to negotiate properly, so we were able to make progress on a number of issues that had been identified as priorities by AMWU members."

One of the key issues addressed in the new agreement is transparency around the use of labour hire.

This requires the company to report on the ratio of labour hire to permanent employees, what roles these labour hire workers are performing, how long they have been engaged by the company, and the conversion rate of labour hire to permanent employees.

AMWU Bargaining Advocate Joshua Blundell-Thornton said the Union has also been able to achieve an improvement in overtime.

"In the 2011 EBA Hastings employees used to have their overtime calculated as time and half for the first hour of overtime and then double time after that," Josh said.



"This changed in 2016 and went to the first two hours at time and a half, and then double time after that. "In the new 2018 EBA the AMWU has been successful in moving this closer to the 2011 entitlement - so employees will be paid time and a half for the first 1.5 hours of

overtime, and then move to double time after that. "This improved overtime entitlement will take effect in May 2020."

AMWU Lead Delegate Tony Head said workers were able to claw back some of our conditions from 2011 that were stripped away by the company in 2016.

"This was our first pay rise since 2013. We were able to do all this because the AMWU had a well-organized bargaining team which used regular communications and phone hook-ups with delegates.

"This enabled us to increase our union density which got us the great result.



Female apprentices take message to Canberra

It's fair to say that the voices of female apprentices are not often heard in Parliament House. Just 32 per cent of our Federal MPs and Senators are female, while Senator Doug Cameron is one of the few Federal politicians with real-life experience in a workshop.

That might be changing, however, after three female apprentices took their high-vis gear to Canberra to give our politicians a crash course in the need to encourage more women to take up a trade.

Cypress Faludi, Stephanie Arnold and Sarah Wallace spent two days going from office to office, meeting with people from all sides of politics.

Politicians on their meeting list included Tanya Plibersek, Anthony Albanese, Louise Pratt, Sharon Bird, Anne Aly and Doug Cameron.

Sarah Wallace, who is a first-year boilermaker from Western Australia, said the purpose of the exercise was to give politicians a better understanding of what life was like for female apprentices.

"It was really about raising awareness and encouraging more females to take up male-dominated trades.

"Young women have more options now, and they shouldn't feel like they have to do jobs that have traditionally been considered female occupations. But there's a lot more we can do to empower more women to take that leap."

According to the National Centre for Vocational Education Research, the total number of women completing an apprenticeship or traineeships (across all occupations) has halved since 2012. The number of women starting an apprenticeship or traineeship also fell by 6 per cent in the year to March 2018.

Sarah Wallace said there is an important role for governments in showing leadership and creating more pathways for women to get into apprenticeships.

"We're trying to get the Government to sit up and take notice of the fact that it's still just a small percentage of apprentices who are female, and we need to boost that up," she said.

"It's not easy to change people's opinions, but I think it comes down to education. Young women should be encouraged to see that success doesn't have to mean going to Uni, success can also be working with your hands."



'Young women should be encouraged to see that success doesn't have to mean going to Uni, success can also be working with your hands.'

Top photo: the apprentices with Tanya Plibersek, Deputy Opposition Leader.

Left, top to bottom: Cypress Faludi, Sarah Wallace, Stephanie Arnold.

Access to role models and encouragement from friends and family are also an important part of the equation.

Sarah Wallace said her own path into an apprenticeship was something that she hadn't planned.

"I just sort of fell into it, to be honest," she said. "I was sick of doing two jobs for \$850 a week, and people had been encouraging me for a while to try getting into the mines, so I thought 'why not give it a go?' And here I am."

"I'm actually really enjoying what I do. I absolutely love it."

Casual loadings locked in for workers on Muja shutdown

Casual workers employed on the shutdown and maintenance of the Muja power station in Western Australia have secured around \$500,000 in backpay after a dispute with contractor TWPS.

In March the company inked a new EBA with its permanent workforce – which was a rollover of the previous agreement.

Days after the workers voted in favour of the agreement, however, TWPS sort an alternative payment method for casual employees who – until then – had been receiving a 25 per cent casual loading on all hours worked.

Under the new payment method, TWPS said the 25 per cent loading would only be applied to regular hours, and not overtime.

The AMWU lodged a dispute with the Fair Work Commission, arguing that a casual employee was a casual employee – regardless of whether they were doing overtime or not.

The case was sent to conciliation, but in September TWPS conceded that it didn't have a leg to stand on, and agreed to backpay the casual loading on overtime to around 100 workers.

AMWU Organiser Brant Softley, who represented workers at Muja in the dispute with TWPS said casuals don't stop being casuals after normal time had finished. They are still casuals when working overtime.

"This is an important result for workers," Brant said.

"Casual employees are the most maligned workers in the country.



Muja workers standing together and celebrating their win.

"They have no security and can lose their jobs at any moment, so it's great for them to get a win."

The Muja power station is located 22 km east of Collie. The maintenance shutdown on the ageing plant can last for between three to five months, but a significant casual workforce is needed for the period of the shutdown to make sure the work is completed as quickly as possible.

TPWS appeared to be taking their cue from Essential Energy, which had tried the same trick on casuals involved in the maintenance shutdown of the Yallourn power station in Victoria in 2016.

After a long legal battle, the Federal Court recently upheld a decision that casual workers at Yallourn

should receive their casual loading on all hours worked.

"Once the final decision on the Essential Energy case came through, TPWS realised that they could no longer sustain their argument," Brant Softley said.

"Taking on TPWS has not only ensured these workers get the full pay they are entitled to, it has also sent a clear message to energy companies looking for new ways to rip off their employees.

"This is the union standing up for a union-negotiated agreement, and making sure it applies to all workers – including contractors."

Forum encourages young Tasmanian women to think career

An AMWU initiative to encourage young Tasmanian women to continue with their education and training beyond high school is going gangbusters, with over 200 people attending a recent forum in Hobart.

Young women from five schools, businesses, and the community around southern Tasmania attended the event, with 19 high-profile successful women from across Australia hosting tables and talking to students about the benefits of going on to study at university or undertake a trade apprenticeship.

Speakers at the forum included Ally Watson, the founder and CEO of social enterprise Code Like a Girl, and celebrity food author and media personality Melissa Leong.

The event also attracted sponsorship from 22 local organisations, including a number of companies that employ AMWU members such as Simplot, McCain and Lion.

AMWU Organiser Mike Wickham said the women's forum initiative was kick-started by the AMWU Tasmanian Branch Women's Committee, which was keen to find a way of engaging young women and encouraging greater female involvement in traditionally male-dominated occupations.

A highlight of the event is the announcement of two \$1,000 higher education scholarships, to help young women from local schools to go on with their studies.

The recipients of the scholarship this year were Aine Rakotondrabe and Brianna McVilly.

Tasmania has the second-lowest retention rate of students completing Year 12 in the country, with just 71.5 per cent of students, male and female, completing their Higher School Certificate, and the worst growth rate of all states.

Mike Wickham said the Women's Forum project brought benefits to the Union, in that it raised the profile of the Union and the role of trade unions with people who may become future members.

But more importantly, the project is contributing to Tasmania by inspiring young women to dream big and pursue their goals.

"This really is a community event, and it shows the community that unions play a broad and important role," Mike said.



Young women come together at AMWU Tasmania Womens' Career Forum Dinner.

TIP TOP WORKERS STAY UNITED

Working in a bakery isn't an easy way to make a crust, but it's even harder when your boss tries to attack your pay and conditions. That's why maintenance workers at Tip Top in Dandenong and Bendigo were determined to dig in against a proposal for a new Enterprise Agreement that would have sent them backwards.

After a dispute that dragged on for almost three months, workers were able to secure an improved pay rise, more flexible sick leave, redundancy protections, better training leave pay, and prevented any cuts to conditions.

AMWU Delegate Graham Ellis-Williams said the original offer from Tip Top was stale before it even came out of the oven.

"They wanted to clamp down on shift arrangements, and change the roster from the existing 12 hour rotating shifts, four on four off, to a 38 hour fixed shift week with at least one weekend day every week.

"This would have resulted in a 20 to 30 per cent cut to our take home pay, and would have affected our ability to plan weekend time with our families.

"What's more, the company tried to remove things from our existing agreement like the consultation clause, and no-disadvantage clause so they could pay contractors and casuals at award rates only."

The AMWU fitters perform crucial maintenance on the bakery's plant and equipment. A delay of just a few minutes in fixing a malfunctioning machine can cost hours in production time. The maintenance workforce at Tip Top in Dandenong and Bendigo is also highly-skilled and experienced.

Graham said workers banded together and decided to fight back, and a series of rolling stoppages began.

"It was a united response – we decided that we're all union, we're all in this together, and we're doing it.

"The maintenance workers hadn't taken protected action for a generation, but felt strongly enough to do it.

"But after 11 weeks of progressively ramping up our rolling stoppages the bosses finally said 'OK, let's sit down and talk this through.'"

"Once the company came back to the table willingly to negotiate, we were able to sort it out. It's just a shame it took what it took."

Graham said support of other unionists was critical to maintaining morale during the dispute.

"All the crew want to thank everyone who dropped in to the picket, shared a sausage with us or supported us on social media.

"We had great support from union members right across Victoria and across Australia.

"Now we're looking forward to getting back into the swing of things, and just enjoying our work again."



After a three month dispute, Tip Top workers celebrate their win.

Sharp-eyed casual picks up Long Service Leave win for colleagues



Left to right: Jamie Bonney and family, Bronwyn Simpson, Simon O'Callaghan and family, Tracey Cullen.

All nine workers at Simplot's vegetable processing and potato facilities in Devonport and Ulverstone have received up to \$1,300 in back pay after the AMWU found that long service leave was not being properly calculated for casuals.

The problem was discovered by an eagle-eyed AMWU member who could see that something was amiss with the amount he was being paid while on long service leave.

AMWU Organiser Mike Wickham said the Union soon found another worker with a similar problem and took the issue to local Simplot management.

"Initially the local HR people told us that we were wrong, but then it was referred to Simplot's national office and they realised they had made a mistake."

"In the process, the company also discovered they'd made the same mistake with another seven employees at Devonport.

"So we ended up getting back-pay of between \$700 and \$1,300 for nine long-term casuals."

The AMWU will now be getting the message out to all casuals from both sites who have taken long service leave over the past few years to check what they've been paid.

"It could be that there are more workers who haven't received their proper entitlement," Mike said.

After some worrying times, the future is looking brighter for the Tasmanian vegetable processing industry, with Simplot picking up an important contract to supply Australian-grown frozen vegetables to Coles.

Workers at the two sites are also seeing the benefits of being part of a strong, active trade union that's prepared to stand up and be counted.

"The moral of the story is simple," said Mike. "It pays to be a member of your union!"

Workers rally to Change the Rules

Enormous crowds of people took to the streets across Australia during October and November in support of fairer laws and better pay.

Change the Rules rallies took place in 22 cities from Darwin to Hobart, Perth to Brisbane.

ACTU Secretary Sally McManus said working people in Australia are demanding that the rules are changed. "This political protest is aimed at making Scott Morrison and Federal politicians listen," Sally said.

"Our wages are going backwards, families are struggling, too many people are stuck in insecure work.

"We need to bring back balance to the system so working people get fair

pay rises. It is not right that profits are up, CEO bonuses are up, but our pay is not."

AMWU National Secretary Paul Bastian said he could make a list a mile long of things that need to change, but there were six priorities that need to be addressed.

"Our workplace laws are broken," Paul said.

"The power is stacked in favour of employers - we need an even playing field that is fair for workers and their unions.

"That means providing stronger rights for unions to access and organise on worksites, removing restrictions on what unions can bargain for, and ending the legal loophole that allows employers to unilaterally terminate agreements.

"We also need to stop sham workplace agreements, fight the unnecessary casualisation of work and rampant use of labour hire, and defend penalty rates and shift entitlements."

Melbourne



Sydney



Sydney



Newcastle



Perth



Brisbane



Adelaide



Cairns



Mackay



Devonport



Gladstone



Asbestos find in trains shows why we need to build them here

The discovery of asbestos in 3,500 Chinese-built rail carriages carrying iron ore in the Pilbara region has again highlighted the need to support Australia's domestic rail manufacturing industry.

Chrysotile, or white asbestos, was found in the suspension systems of rail carriages imported by Fortescue Metals Group.

The carriages were part of a long-term purchasing program that went from 2007 – 2014, and while the asbestos was found in 2017, the full extent of the problem was only revealed by the media in September 2018.

Incredibly, the Federal Government has taken no action over the importation of the carriages, other than requiring Fortescue Metals to progressively replace the parts containing asbestos.

AMWU WA State Secretary Steve McCartney said there were around 80,000 rail carriages in the north-west servicing the state's mining industry.

"Each carriage has friction wear plates which require maintenance," Steve said.

"They are inspected often and changed when required, the inspection alone exposes workers."

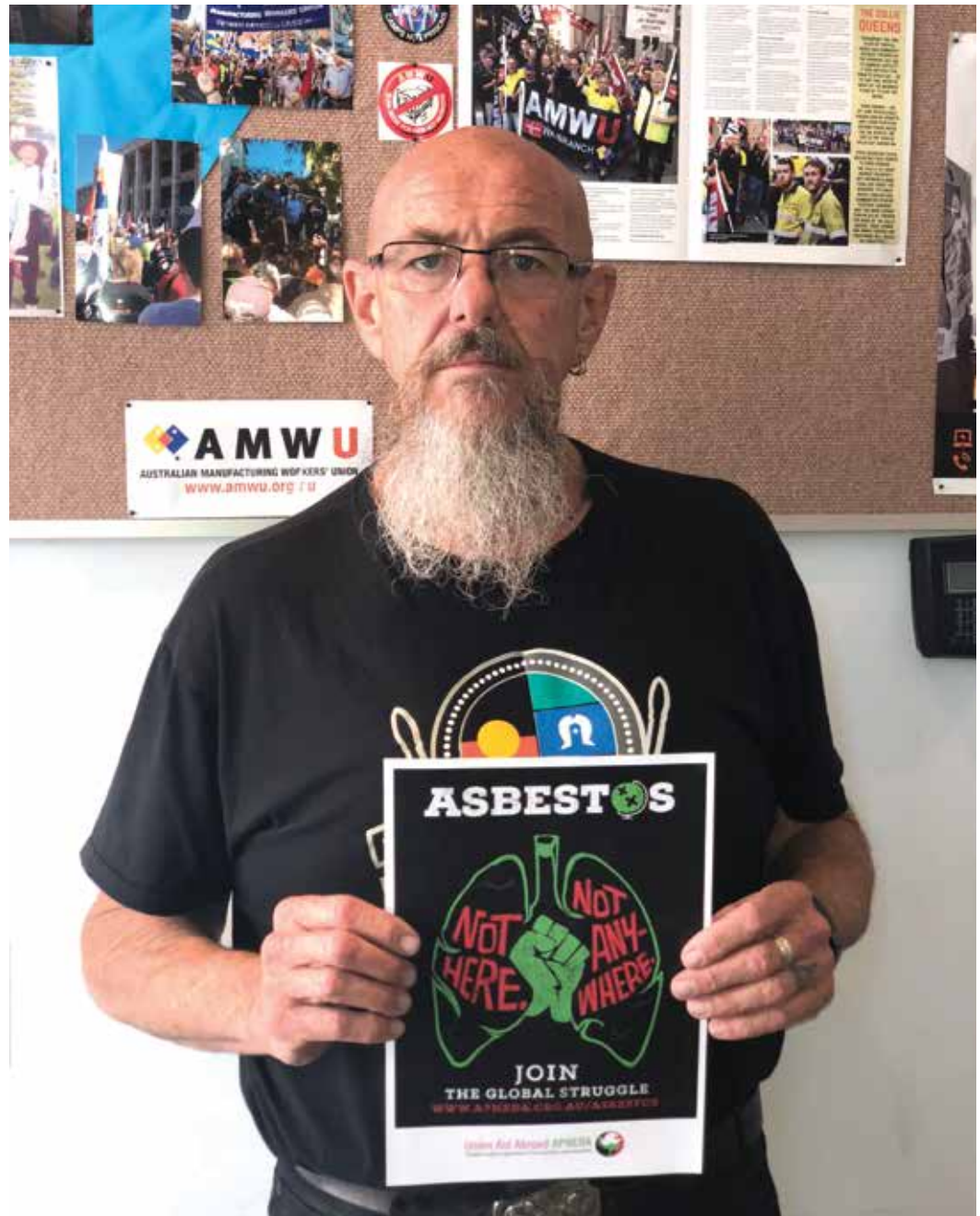
Previously, white asbestos has been found in the wear plates of Chinese-made locomotives purchased by freight company SCT Logistics in South Australia and asbestos dust was found in Sydney's commuter trains in 2017.

Steve McCartney said the only way to ensure rail carriages and locomotives were asbestos-free was to build them here.

"This can't be brushed off as an isolated incident," Steve said.

"When you're talking about asbestos in 3,500 carriages it is clear that asbestos is still being used systematically in rail manufacturing in places like China."

The AMWU has been campaigning across the country to have more of Australia's trains, trams, buses and ferries built locally.



AMWU WA State Secretary Steve McCartney is standing up against asbestos and fighting for the WA manufacturing industry.

In Western Australia, the union is pushing for a state-wide plan for all rail infrastructure, planning and manufacturing.

"The current situation is a disgrace with shonky, cheap overseas imported rail carts and locomotives putting our mining and agricultural workers, exports and communities at risk," Steve said.

"The Western Australian Government has promised to build trains for its passenger fleet with 51 per cent local manufacturing.

"The AMWU, however, wants to see the Government go further to protect workers and passengers, and also to stimulate more jobs in the Western Australian manufacturing sector.

"Our message is clear - no overseas trains in Western Australia. We can't spend billions on trains that don't fit, aren't safe, don't work and are exposed to asbestos."

AMWU Financial Accounts 2017/18

Please find below the Union's financial summary for 2017/2018. The Union's full accounts can be found on the internet at http://www.amwu.org.au/the-union/rules_policies_and_elections. If you would like a free printed copy of the full Financial Reports, please call the AMWU Helpdesk on 1300 732 698 or email amwu@amwu.org.au

How are these financial reports prepared?

Our financial year ends on the 30 September. At this point, the Union's external auditors scrutinise our accounts and provide a report on their compliance with Australian accounting standards and the Fair Work (Registered Organisations) Act. Following their adoption by the National Council, they are made available to members and lodged with the Registered Organisations Commission. The same process applies to the accounts in each state.

What information is included in these reports?

The reports include: Income and expenditure; commercial relationships; the members of our governing bodies; your representatives on the industry superannuation funds; the salaries of our highest paid officials and significant detailed information on the accounts of the Union.

How are my dues protected?

We have a proud tradition of good governance and financial management, supported by solid policies and procedures, and overseen by the National and State Councils, the Audit, Risk & Investment Committee and the Union's external auditors. We have strict controls around credit cards,

purchasing, conflicts of interest, and gifts and hospitality. Our Union's Officers also attend Union Governance & Financial Training.

What happens to your Union dues?

All AMWU membership dues are paid to the National Union and money is allocated to the State Branches according to budget policy. Your Union dues are listed as Contributions in our accounts.

A significant portion of membership dues go to support the Organisers and Staff whose job it is to provide industrial and bargaining support to members and to build the Union by encouraging new members to join. The Union also employs a number of legal, education, communications and policy specialists to defend the interests of members and a range of people to keep the union functioning in finance, IT and asset management etc.

Your dues also support a range of direct member services and products including the Helpdesk for industrial support, AMWU Care for 24hr counselling, and a range of insurances such as emergency transport and journey cover where it's needed.

The Union also allocates \$2.05 per quarter for each member to the Political Fund to ensure that we engage in national and state political debate on behalf of our members and to maintain our affiliation with the Australian Labor Party.

Does the Union make money in any other way?

Yes, our Rules provide that when an Officer represents members on an external Board, Directors fees are paid directly to the Union. The Union also earns money from financial investments in shares and property. In addition, the Union has a 49 per cent share in Wageguard, an Income Protection firm, to ensure that these policies

operate in the best interest of members. All income from this investment is used to fund products and services for members.

How does the Union make decisions on investment?

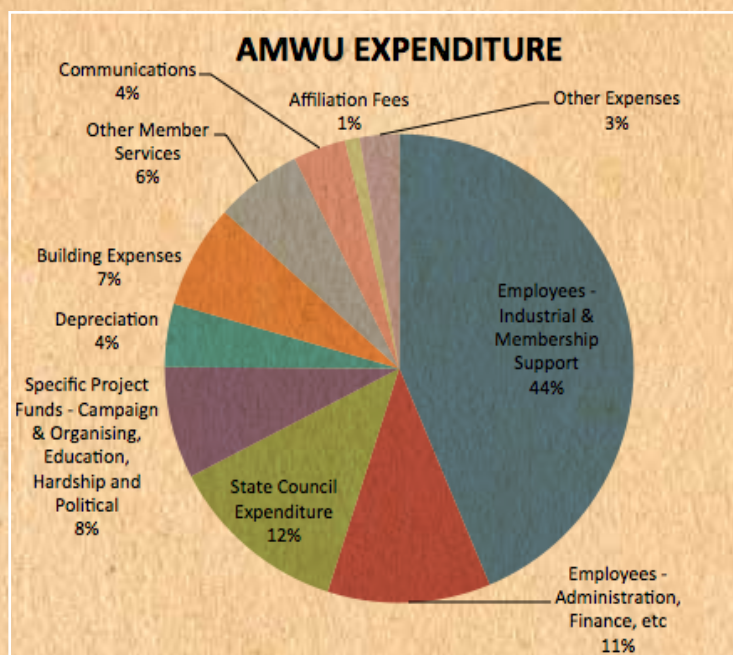
All investment decisions are taken on the recommendation of the Audit, Risk & Investment Committee which engages professional, external advice and support. The investment portfolios comply with the United Nations Principles of Responsible Investment and all Officials and Officers are subject to the AMWU Conflict of Interest Policy.

Is the Union in a good financial position?

The Union is in a good financial position, despite significant decline in some of the major manufacturing industries and a subsequent loss of members in recent times. Your National Council has been making prudent investment and expenditure decisions appropriate to the circumstances.

The operating loss of \$3,328,340 for the 2017/18 financial year arose in part from payment of a number of redundancies and additional resources to support the Union's new Strategic Plan and a proposed change to the Union's governance structure. There was also ongoing significant investment in the refurbishment and repair of a number of Union properties during the year.

There is an apparent increase in the value of our property assets of \$63,060,166. This is because this year the Union has changed its practice of valuing its property from the value at cost to fair value, which National Council believes gives a more accurate picture of our financial position. This also impacted our final result.



National Union Snapshot

Income from Members	\$34,330,048
Other Income	\$11,095,577
Total Income	\$45,425,625
Expenditure	\$48,753,965
Assets	\$189,897,074
Highest Salary Paid	\$118,557
Union Agreements in 2018	288

BOOK REVIEW:

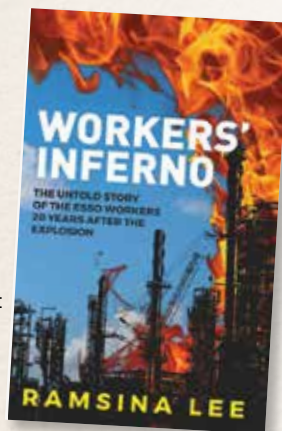
Workers' Inferno: The untold story of the Esso workers 20 years after the explosion.

On September 25, 1998, an explosion rocked the Longford gas plant in Victoria. The explosion killed Peter Wilson and John Lowery and injured eight others. Victoria was left without a gas supply for 10 days following the explosion.

To mark the 20 years commemoration of the explosion, author and academic, Ramsina Lee, has published the book *Workers' Inferno: The untold story of the Esso workers* 20 years after the explosion.

Jim Ward was a worker at the plant on the day. At a recent event launching the book in the Victorian Trades Hall Council building, Jim Ward spoke of that day and the difficult years that followed it for him and his family.

Ward not only had to endure the horrors of seeing his injured workmates on that day, but the 1998 explosion marked a three year long battle to clear his name. In an attempt to avoid responsibility for the explosion, Esso initially tried to blame Ward for the events that led up to that tragic day. A 2001 Royal Commission into the explosion ultimately cleared Ward of any wrong doing and blamed a failure of Esso management for the explosion.



The individuals may have changed but the callous view that Esso management takes of it's workforce has remained the same. Last year, 200 maintenance workers at the facility were sacked and re-offered their jobs with 30 per cent less pay. For workers like Troy Carter, the lead AMWU delegate on the dispute, the 20 year anniversary of the explosion is a timely reminder of why the struggle to hold Esso management to account must continue. At the launch event for *Workers' Inferno*, he described the inspiration he draws from the struggle of workers like Jim Ward.

Workers' Inferno is a thrilling account of the 1998 explosion taken from the view of the workers involved and their families. Email news@amwu.org.au with your name, membership number, and postal address and go into the draw to receive one of twenty copies we will be giving away in December.

IN BRIEF

FORD'S FAMILY VIOLENCE LEAVE CLAUSE SETS THE STANDARD

An AMWU-negotiated clause in the Enterprise Agreement for skilled tradespeople at Ford is setting the standard for Family Violence leave across Australia.

The clause provides for up to 15 days paid leave for workers experiencing family violence to attend to medical appointments, legal proceedings and other activities.

Furthermore, workers who are supporting an immediate family member experiencing family violence can also access Family Violence Leave to accompany them to court, to hospital, or to mind children.

AMWU Organiser Joe Cummaudo said Ford recognised that family violence was a workplace issue as well as a social issue.

"Ford saw this as an opportunity to support their staff and also to be a good corporate citizen," Joe said.

'Family violence is a workplace issue as well as a social issue.'

"Now we are able to point to Ford's position on Family Violence Leave when we're negotiating with other employers.

"It has really made companies take notice of this issue, particularly in the automotive sector."

Tony Takes Charge

Tony Mavromatis has taken the helm as the new Victorian Branch State Secretary.

Tony, a boilermaker by trade, joined the union in 1990. Since that time he has been an AMWU delegate and health and safety representative in labour hire, construction and at the naval dockyards, before starting work as an organiser at the AMWU in 2002.

Tony brings experience as a lead organiser in the manufacturing and construction industries, and has held terms as a State Councillor and State and National Conference Delegate.

"I look forward to promoting and representing our great union, and working together with you all as we continue to build a smart, strong, active and united branch of the mighty AMWU," Tony said.



New AMWU Victoria State Secretary Tony Mavromatis.

Outgoing Secretary Steve Dargavel thanked members and officials for their comradeship and solidarity.

"It has been an enormous privilege over the 27 years I have been with the union to work with some spectacular trade unionists and genuinely wonderful people," Steve said.

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DELEGATE PROFILE

Frank Cherry

AMWU legend Frank Cherry awarded Victorian Senior Achiever of the Year.

He's already spent a lifetime in activism, but the National Secretary of the AMWU Retired Members' Division Frank Cherry isn't slowing down just yet.

Frank also remains President of the Victorian Branch of the Retired Members' Division, and is active in the Fair Go for Pensioners coalition, which he co-founded and has helped grow into a powerful national organisation.

In fact, he's just been named as one of Victoria's Senior Achievers of the Year for 2018, receiving his award from the Governor of Victoria Linda Dessau AC.

In recognition of Frank's dedication to the AMWU and the trade union movement he is also being conferred AMWU Life Membership.

Frank says his commitment to trade unionism began from an early age, and was heavily influenced by his family.

"My dad was an acting secretary of the Jewellers' and Watch Makers' Union for many years," says Frank.

"My grandmother also had a very big influence on me. I lived with her for quite a few years, and she was a very active political lady."

A fitter and turner by trade, Frank's career in the union movement began as a member of the Australian Society of Engineers in 1948, and transferred to the Amalgamated Engineering Union (AEU) in 1950. In 1951 he was elected as a Doorman for the Coburg Branch of the AEU, and in 1952 he became a Shop Steward at the Commonwealth Department of Works and Construction.

By 1970 Frank decided to dedicate his life to unionism, and he became a full time Organiser – a role which he held for 18 years, before being elected Victorian State Secretary. Officially Frank retired in 1994, but since then he has continued to champion the rights of

working people, and to fight for causes that are close to his heart.

In particular, Frank has been a long-time advocate for the international peace movement – a cause he first became involved with when campaigning alongside Dr Jim Cairns on the Moratorium to end the war in Vietnam. He later travelled to Cyprus following the Turkish invasion representing the Victorian Trades Council. And in 1984 Frank went to the Philippines to spend time with the Kilusang Mayo Uno (KMU), the left-wing resistance to the authoritarian regime of corrupt dictator Ferdinand Marcos.

Frank says this involvement in the international peace movement had a profound impact on him personally.

"It made me realise the trade union movement was not just about dollars and cents, or wages and conditions alone, and that we needed to become involved in social issues – whether it be around peace, or the well-being of the disadvantaged in society."

Frank says that with the rise of nationalism in Australia and abroad, unions must again play a leadership role in advocating for social justice.

"I think we've got to pressurise our politicians," he says. "Questions about the social wage, unemployment, single parents, homelessness, supporting pensioners – all of these need to be pushed forward, and I hope in Victoria we're doing that through the AMWU Retired Members Division."

Finally, Frank has some sage words for young people at the beginning of their working life.

"When I was 18 my grandmother told me to join a trade union or a political organisation, and that's the same advice I'd give to young people now."

"I don't think there's the opportunity any more of sitting back. Get involved, be involved and be very conscious of what's taking place in the world."

"The wheel will turn, but we need young people in particular to come up and be strong around us."





Worried about something?

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- Are you having relationship problems?
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