

AMWU NEWS

AUSTRALIAN MANUFACTURING WORKERS' UNION

Australians march to Change the Rules

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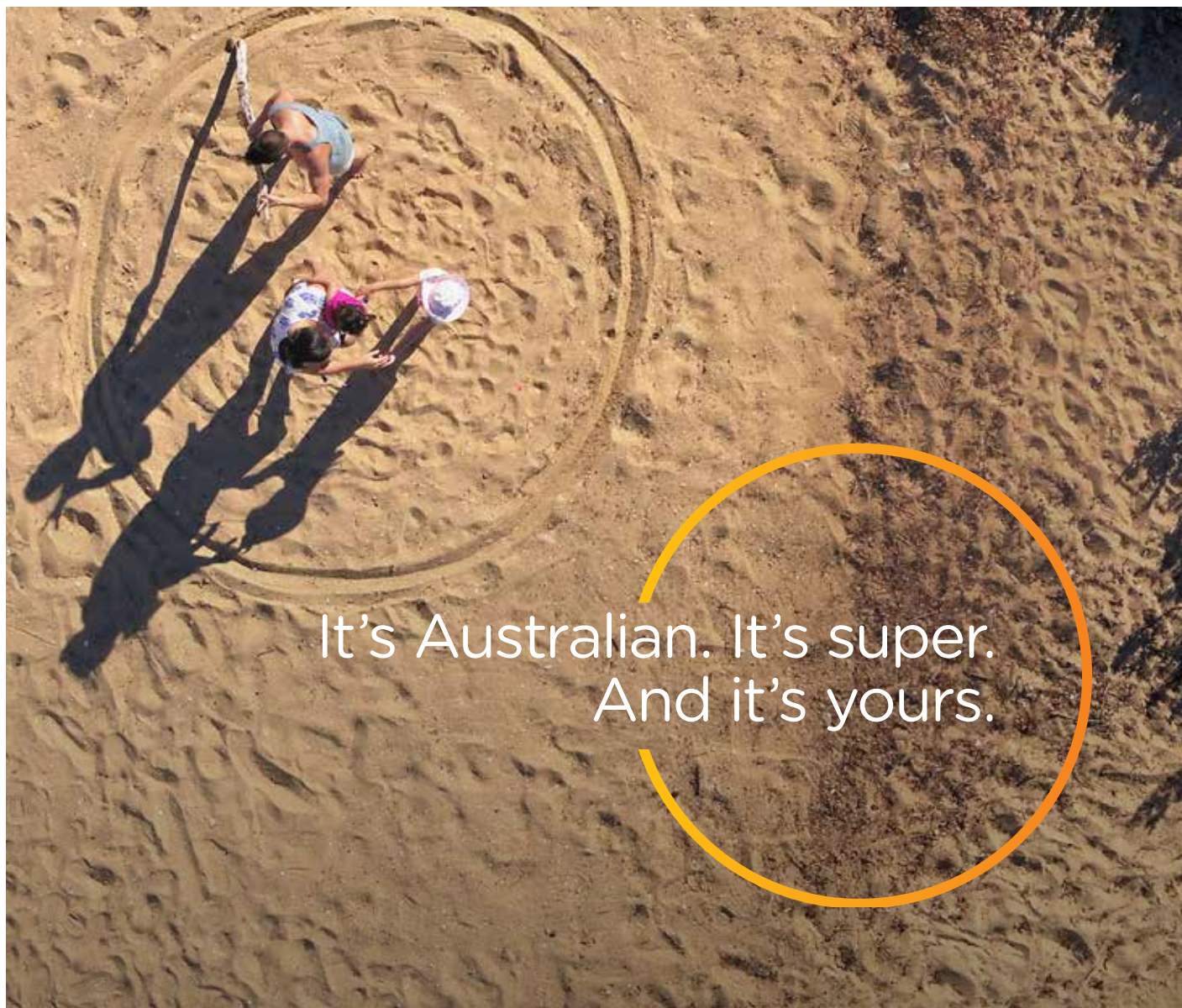
MAY DAY PASSION!



WINTER 2018



AMWU



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Editorial

Our union always has and always will put our members first. I'm very proud that we've held that principle front and centre as we've considered what shape the AMWU should take into the future.

In March, we held our Special National Conference, where National Conference Delegates, including elected, rank and file representatives, voted to change our union's rules to deliver a stronger union that is more united in purpose and vision.

At the heart of the changes was ensuring that our rank and file become the majority on all our major governing bodies.

Changing the rules of our union was not something we undertook lightly – getting here took a lot of time and a lot of trust. But I believe that the changes we've made, which you can read more about in my report on page 10, put our union in a better place to get the best deal for our members.

We know that inequality is at an all-time high, while wages continue to grow at all-time lows. A recently released report showed that for the first time in Australian history, less than half of Australian workers are in a permanent full-time job with leave entitlements. In the face of these facts, a strong, progressive, and united union is more important than ever. We know that by working together, we can make a difference.

We can see proof of that across the country. Labor Governments in Queensland and South Australia have brought in laws to better regulate labour hire, and legislation is currently being debated in Victoria. You can read more in our story this edition.

We've also had a big win with our campaign for a National Rail Plan.

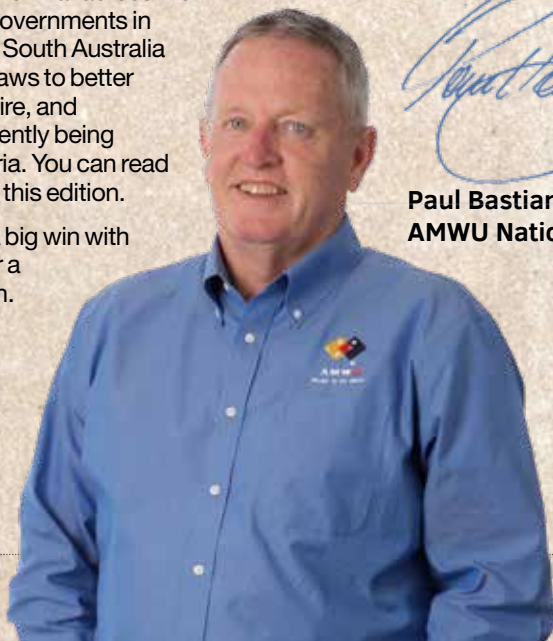
The Federal Labor Opposition announced that, if elected, they'll introduce a comprehensive plan to protect Australia's rail manufacturing industry. The plan includes national coordination of procurement to ensure a steady pipeline of work, and developing the skills and capacities of local companies and local workers, amongst other things.

This announcement comes off the back of the Our Trains Our Jobs campaign that our union has been running. Delegates have been to Canberra to lobby politicians. We've made submissions to Senate inquiries. We've had rallies. We've run petitions. And together, we've shifted the conversation on Australian manufacturing jobs. For too long, it has been the commonly accepted wisdom that manufacturing was a dying industry in Australia. We've never accepted that.

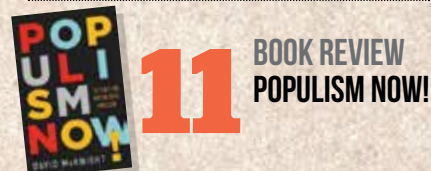
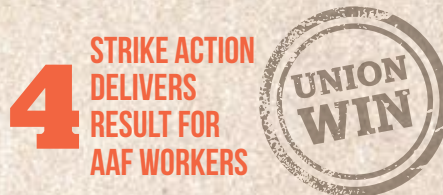
We've still got a lot of work to do to improve our standards of living and reduce inequality, but I know that if we stand together, we can do it. We had some of the biggest May Day rallies I've seen this year, with hundreds of thousands of workers across the country standing up to say it's time to Change the Rules. We have to keep up the momentum for a fairer Australia, because when we fight, we win.



Paul Bastian
AMWU National Secretary



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

Editor: Paul Bastian

AMWU Communications Team:

Tamsin Lloyd, George Simon, Andrea Firehock and Georgia Kriz.

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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FIFO Research echoes WA Campaign around Mental Health

For close to 20 years, the WA Branch has been campaigning around the mental health and living conditions of FIFO workers in remote parts of Australia.

The union has campaigned for sweeping reforms across the industry to reduce the rate of mental illness, suicide and self-harm among Fly-In, Fly-Out workers (FIFO) and are still working to ensure these are implemented across isolated worksites in Western Australia.

The Branch's 3 - 1 campaign to push for no worker to have a longer roster than three weeks on, one week off continues, as does advocacy with the new Labor Government.

In May, independent research published in *The Medical Journal of Australia* vindicated what members have been saying for years. A team of counsellors and researchers found almost 30 per cent of surveyed FIFO workers had high or very high levels of psychological distress.

The report found that "there is a very high level of psychological distress compared to the general population". Workers also reported rarely disclosing their issues to their employer for fear of being stigmatised.



AMWU WA State Secretary Steve McCartney.



"It's not surprising that this long-running research echoes what we in the industry have known for many years," said AMWU WA State Secretary Steve McCartney.

"Being in isolation away from friends, family and your support network takes a great toll on any worker's mental health. That's why the union will continue to campaign for strong reforms to worksites and rosters.

"In addition, we need to see strong support for the families – it's tough on them too.

"I worked in FIFO myself for many years and I know personally the toll it takes. Many in the community see it as young workers chasing easy big bucks – but that's a long way from the truth. FIFO work is hard, dangerous and takes a huge toll on individuals and families.

"We have to do better."

Any union member who feels they need help can reach out to AMWU Care - 1800 206 316.

Strike Action Delivers Result For AAF Workers

Organised, unified and unionised: the workers at Australian Aluminium Finishing (AAF) in Western Sydney have stood up to their employer and demanded a fair go.

An in-principle agreement has now been reached that delivers a significant pay increase over three years as well as strong union rights, better rosters and a conversion of labour hire workers to permanent positions.

AMWU Organiser Jacquie Carovska said workers were getting paid well below the industry rate in construction materials, and the relationship with company management had become one-sided.

"The guys knew that for management to take them seriously, they would have to have strong action," Jacquie said.

"Part of the problem was that there were only a handful of union members at the site, so we needed to get more people involved and committed to acting collectively."

"But the delegates worked really hard to sign up other members to the union, and once we had a solid base of members prepared to stand together, then we knew we had the strength to take it up to management."

A test of that strength came soon enough, and just three meetings into EA negotiations it was clear that workers would need to fight fire with fire.

"We went into the first meeting, and we had some serious claims on the table because we were trying to play catch up with the rest of the industry," Jacquie said.

"But the company's approach was just to say 'no, no, no.' They felt they had the power and we would have to accept their terms.

"So we held a mass meeting and members unanimously decided to apply for a Protected Action Ballot.

"Every single member voted in favour of taking action. After that, we gave the company notice of indefinite strike action."

The strike started on the Monday of the following week, and workers prepared themselves for a tough fight, with a strong picket line set up.



"By the third week, the company called for a meeting and AMWU State Secretary Steve Murphy came in to help get a deal over the line."

An agreement was then reached which delivered wages that would catch up to the rest of the industry, union rights, including delegates' leave, skills recognition and a new classification restructure, and conversion of labour hire workers into permanent jobs.

"The members got almost everything they were fighting for," Jacquie said.

"It was a huge win and really showed that getting a whole site organised and union really delivers results."



AAF workers stand together at their worksite in Western Sydney.

UNIONISTS PACK OUT MELBOURNE TOWN HALL

The Town Hall in Melbourne was packed to the rafters in April for the biggest mass meeting of Victorian trade union Delegates since the Your Rights at Work campaign.

Over 2,200 Delegates from all unions and from across Victoria descended on Melbourne to discuss the national Change the Rules campaign. And with only space for 2,000 people inside the hall, the meeting spilled out into Swanston Street.

Among the crowd was a huge group of AMWU members including our members from Esso's Longford gas plant.

Victorian Secretary Steve Dargavel said it was the biggest turn out of union members he had seen in over ten years, with the AMWU contingent particularly strong.

"It's fantastic to see so many rank and file members out in force – from our union and from all the other unions too."

AMWU Delegate from Esso / UGL Troy Carter gave an emotional



The Melbourne Town Hall was packed to capacity, with some unionists having to watch from a screen outside.

speech to the packed Hall, telling the audience about the impact the Esso dispute was having on workers and their families.

"Many people have asked us, what's it like to spend 300 days on a picket line?" Troy said.

"Well every single one of these guys can tell you that it's bloody hard, and it comes at a huge price."

Troy said the continuing dispute with Esso and its maintenance contractor UGL was a prime example of how and why Australia's workplace rules were broken.

"These rules allowed our company to legally make 230 workers redundant in 2017, and the very next day they offered our jobs back to us - but with a 30-40 per cent pay cut, significant

cuts to our allowances, significant cuts to our annual leave, significant cuts to our loadings, and a roster that will be completely at the discretion of the company, he said.

Troy also told the meeting that our workplace laws were titled in favour of global corporations.

"Big business has way too much power," he said.

"They make huge profits while working families struggle to make ends meet. And yet while working families are paying an ever-increasing fortune for utilities and services to live, and paying enormous amounts of tax, big business such as Exxon Mobil and UGL pay no corporate tax in Australia at all.

"We need fair pay and secure jobs. Local workers need to be looked after. We need to make sham contracts a thing of the past. We need to put an end to this outrageous race to the bottom."

After the meeting finished, Delegates marched to Esso's corporate office in Southbank in a powerful show of solidarity with the picketing maintenance workers.

Make Exxon Pay campaign to target marginal seats

ExxonMobil - the multinational company that owns Esso - has become the poster child for corporate greed in Australia. Workers have now been on the picket line for a year, with the struggle still going strong.

When ExxonMobil is not ripping off workers, it's failing to pay tax. In fact, ExxonMobil has paid no corporate tax at all in Australia for the past three years – despite reporting revenues of over \$24 billion.

That's why the AMWU has teamed up with the ETU and the AWU (the other unions on site) to make ExxonMobil the focus of a national community-based campaign.

The campaign is seeking to exert maximum pressure on the Federal Government to Change the Rules by specifically targeting Government MPs in marginal seats.

The campaign has a number of different elements:

- Billboards placed on the streets calling for Exxon to pay their fair share.
- Radio advertisements will be placed on local commercial stations.
- Robo calls will ask people to call their local MP, to tell their MP that companies like ExxonMobil should not be given a free ride; and
- Events will be held to raise awareness and to give people in local communities a chance to come out and take a stand.



"We're taking the message out, into the community, around Australia to let everyone know that multinational companies shouldn't be allowed to get away with this, and that the Federal Government needs to step up and do something about it," said Victorian State Secretary Steve Dargavel.

One such event was held recently in Nowra NSW, in the Federal electorate of Gilmore, outside the office of Liberal MP Ann Sudmalis.

Ms Sudmalis is best-known for telling young workers that cuts to their penalty rates were a 'gift' from the Federal Government. She also holds the seat by a slim margin of less than one per cent.

Around 30 workers and supporters rallied outside Ms Sudmalis' Electorate Office in March, demanding that ExxonMobil should pay its taxes. Giant billboards parked outside her office led a lot of colour to the affair and really hammered the message home.

AMWU NSW State Secretary Steve Murphy was there, and said the rally was a great opportunity to talk to the people of Nowra about issues like corporate tax, workers' rights and fairness.

"It's great to have the workers up from Longford, and great to have the unions out in force," Steve said.

As well as in NSW, the campaign has targeted seats in Queensland around Rockhampton and Gladstone, as well as suburban Brisbane.

You can expect to see many more union rallies like this outside the offices of Federal MPs in marginal seats as the next Federal election draws closer.

MAY DAY PASSION

Australians Rally to Change the Rules

From Fremantle to the Gold Coast, Darwin to Hobart and all points in-between, union members across Australia turned out in droves for May Day (Labour Day) and showed their support for the national Change the Rules campaign.

Across QLD, members were out in force and once again our union was bright, loud and well dressed in a sea of AMWU logos. Members had a solid presence as far north as Cairns and Townsville, right down through Rocky, Mackay and Gladstone, and big turnouts in Brisbane and on the Gold Coast.

The biggest crowds were in Melbourne, where around 120,000 people brought the city to a standstill in a massive display of solidarity for their Change the Rules rally.

Speaking from the rally in Fremantle on the West Coast, where the AMWU was out despite the grey weather, ACTU Secretary Sally McManus said Australians were ready to take action to change the rules to win better job security and fair pay rises.

"[Australians] know big business has too much power, and they know that when working people join together we are mighty and unbreakable," Sally said.



Over a quarter of a million workers and their families attended events in 25 cities across 12 days of action.

AMWU members were well represented at all the rallies, including in many regional centres up the Queensland coast, in Newcastle and Wollongong and in Albury-Wodonga.

The AMWU in a sea of orange shirts led the march in NSW, as the biggest single union block. It was a fantastic turnout of rank and file members, including many who travelled into Sydney from regional areas for the march.

AMWU Delegate at Esso/UGL Troy Carter was front-and-centre at the Melbourne rally, speaking from the stage outside Flinders Street Station about the impact the continuing Esso dispute is having on workers and their families.

"We are a true example of how broken these rules are," Troy told the massive crowd.

"We would have seen our union ratified agreement replaced overnight by a collective agreement voted on by just five people in Western Australia who had not worked with us, yet they were there deciding our wages and our conditions.

"That is why we need to Change the Rules."

"We believe in a fair go and we are prepared to fight for it. Working people are not getting their fair share – we have one of the highest levels of insecure work in the developed world.

"Anyone who wants to live in a better, fairer country who wants more secure jobs and fairer pay rises, should join the movement for change."



Perth



Brisbane



Gladstone



Cairns



Gold Coast



Hobart



Adelaide



Sydney



Toowoomba



Best Bar deal reinforces the importance of solidarity

Workers at Best Bar in NSW have pulled off an impressive win in their EBA, securing a pay rise of 11 per cent over the next three years.

The increase takes workers at Best Bar's Prestons workshop in Sydney up to \$27 an hour on their base rate – a far cry from the situation in 2011, when workers producing reinforcing steel were getting paid just \$16 an hour.

For Workplace Senior Delegate Azam Ali, the new EBA is the culmination of seven years' work – slowly unionising the site, one worker at a time as they became permanent.

"Back then it was all one-way traffic, with the management calling the shots," Mr Ali said.

"So I spoke to some of my colleagues, and said, 'I'll try to get the union in here for us.'"

"I spoke to someone in the AMWU, and a week later organiser Jagath Bandara came around to my place and we spoke about getting our workplace unionised.

"After that I went around and spoke to every permanent employee individually, and told them why joining the union was important, and got them to fill in the membership forms.

"Once everyone had signed up, I told the Production Manager that we were being represented by the AMWU.



Best Bar workers celebrate their solidarity and their win.

I said, "from now on, our union will be with us in all our negotiations."

The first EBA struck with the assistance of the AMWU was a step in the right direction, and the new deal has seen further improvements in conditions, including:

- An increase to the redundancy cap from 22 weeks to 33 weeks
- Increases to senior operator allowance
- Paid delegates training
- Extra uniforms.

Mr Ali said workers decided if they were still stuck in negotiations after five meetings, then they would move to the protected action stage and file for an indefinite strike.

"The prospect of workers taking protected industrial action was critical to achieving such a positive result from the negotiations.

"Once the ballot was taken, which was supported 100 per cent, we gave the company five days' notice for industrial action.

"Two days before the industrial action the CEO, the General Manager and HR Manager came down to our Prestons office and held meetings, and we were able to get a revised offer of 6 per cent in the first year, followed by three per cent and two percent."

Mr Ali said all negotiations were held in very good faith, and every time the company made an offer it was taken back to the members for consultation.

"Unity and consultation with the members were the most important things. We were always united in every decision we made," he said.

INDUSTRY 4.0—IS THIS THE FUTURE FOR AUSTRALIAN WORKERS?

Industry 4.0 describes the new trends in automation and data exchange in manufacturing and related technologies. It includes cyber-physical systems, the Internet of Things (IoT), cloud computing and cognitive computing. Industry 4.0 is also known as the fourth industrial revolution.

Industry 4.0 has been a bit of a smoke screen. While it creates what has been called a 'smart factory', this has led to a lot of talk – and some panic – that all jobs in our sector will soon be automated, leaving workers behind.

Our National President Andrew Dettmer has been coordinating the AMWU's efforts in this area and reaching out to our sister unions in Europe to learn from their experiences.

"Our union needs to get on top of Industry 4.0. We need to make sure that we understand it, and use it to assist our members to organise around it. We can't afford to simply accept whatever bosses serve up," said Mr Dettmer.

"Industry 4.0 doesn't mean that robots will take everyone's jobs. But it does mean that our skills and training needs to be capable of adapting to the challenge. The European experience shows that



AMWU President Andrew Dettmer with Jorg Hoffman, President of IG Metall

those workers able to adapt will be the ones that thrive in this new environment.

"One of the most important indicators as to whether or not a job will be automated is the level of computer use already in a job. If a worker already uses a computer, then it is unlikely that he or she will be negatively impacted by automation. Likewise, the higher the level of education and skill training, the less likely workers will find themselves out of a job due to automation.

"If unions are to grow and respond, then we must look seriously at all of the challenges which are faced by our industries, our members and future members."

"Industry 4.0 is a challenge for the future, but it is already here in many respects. We must confront it, deal with its requirements, and bend it to the needs of workers, wherever possible. In other advanced economies, unions are challenging the status quo, and are creating new standards for consultation, training, and participation in technological change."

"If there ever was a need to #ChangetheRules, Industry 4.0 is it. How can companies deal with fundamental change like Industry 4.0 without involving their most important asset, their people?" he asked.

Andrew recently travelled to Germany as part of a cross-Industry delegation focused on Industry 4.0.

"Our sister union, IG Metall in Europe, is a leader in this area. IG Metall provides a pointer to how the AMWU might also respond.

"Like IG Metall, our response cannot be to ignore the coming future and hope it will be ok. If workers ARE left alone they will simply lose their jobs while the world changes.

"Our response instead must be to work with our members and with industry to demand new and more relevant skills for the changing environment. At the same time we need to ensure that machines serve people, and not the other way around. We need to organise around these new skills, and work together to achieve this," Andrew said.

Queensland brings in Australia's first Labour Hire Licensing scheme

Queensland has become the first state in Australia to fully introduce the licensing and regulation of labour hire firms, with South Australia following soon after and Victoria not far behind.

AMWU National Secretary Paul Bastian said labour hire licensing and regulation is about supporting secure jobs, ending exploitation of labour hire workers and stopping sham arrangements to have local people hired first.

"Regulating this sector means stopping dodgy operators and the underpayments and wage theft that has been a business model for many unscrupulous companies.

"Our union has been at the forefront of campaigns to rein in labour hire companies right across Australia. We're now starting to see genuine action, and the pressure will soon be on the other states to follow suit and introduce their own licensing schemes."

Queensland

After a relentless campaign from AMWU members and the community, the Palaszczuk Labor Government's legislation to protect Queensland labour hire workers from exploitation came into force.

AMWU members Darryl Piper and Simon Green had the opportunity to share their personal experiences with dodgy labour hire firms with Members of the Queensland Parliament.

The group (which included NUW members) met with government and the cross-bench MPs to encourage their commitment to support the Labour Hire Licensing bill.

AMWU Queensland Secretary Rohan Webb said employers were using labour hire loopholes to avoid their responsibility to provide workers with a fair wage, training and safe working conditions.

"What we're seeing is people who once had a full-time job at a company, and the company's decided they don't want a permanent workforce any more," he said.

"So what happens is the workers change their shirts and lose all their terms and conditions of employment."

"We want unscrupulous employers out of the system and a move back to permanency. The introduction of Labour Hire Licensing will encourage that to happen."

Paul, an AMWU delegate from Ipswich, worked labour hire in the manufacturing industry for over five years.

"I was doing the same job as the permanent workforce but got paid thousands of dollars less with no long-term job security. The labour hire industry needs to be regulated to stop workers from being ripped off", Paul said.

South Australia

Meanwhile, South Australia's Labour Hire Licensing Act 2017 came into force 1 March 2018.

Under the Act, anyone who operates as a labour hire provider in South Australia must be licensed. It will also be unlawful for employers to use the services of an unlicensed operator.

A transitional period is being provided to allow labour hire operators time to become compliant with the new rules. This means that all labour hire providers must be licensed by 1 September 2018.

At the time of writing, the legislation to set up this scheme had passed the Victorian Lower House and was being debated in the Upper House.

Other States & Territories

Opposition Parties in both Tasmania and NSW have announced policy positions in regards to Labour Hire Licensing.

At the 2017 NSW Labor Conference, NSW Opposition Leader Luke Foley unveiled a plan to combat exploitation in the workplace, including a licensing scheme for labour hire companies to force compliance with existing labour laws.

Our WA Branch continues to push the new Labour Government in WA to introduce a regulatory scheme similar to that in other states, with the campaign ramping up.

"We want unscrupulous employers out of the system and a move back to permanency."



AMWU members Darryl Piper and Simon Green shared their experiences of Labour Hire with Members of the QLD Parliament, to help push for change.

Victoria

In Victoria, the Andrews Labor Government has introduced legislation to create a broad-based labour hire licensing scheme covering horticulture, security and aged care.

The new scheme is in response to the Victorian Inquiry into the Labour Hire Industry and Insecure Work, which uncovered widespread abuse and exploitation of workers across Victoria.

The Victorian Inquiry found rogue operators were underpaying workers, not ensuring proper safety standards, abusing worker visas and undermining the minimum standards of employment.

Prior to the Tasmanian election in March 2018, the Tasmanian Labor Party put the issue on the state's political agenda by committing to conduct an Inquiry into labour hire practices and wage theft.

The ACT Government has yet not made any commitments to labour hire licensing, but is reaching the end of a Parliamentary Inquiry into the Extent, Nature and Consequence of Insecure Work in the ACT.

One of the issues being examined by the Inquiry is "allegations that labour hire and sham contracting arrangements are being used to avoid workplace laws and other statutory obligations."

The union will continue to campaign on this crucial issue across the country.

Council disputes hot up in Queensland

A series of Enterprise Agreement disputes with local councils have sprung up across Queensland, with council workers staging rallies and taking industrial action to secure fair pay and job security.

Workers at Mareeba Council in Far North Queensland have taken two 24-hour work stoppages, protesting the inadequate offer that has been put on the table by the Council CEO, Peter Franks.

Adding insult to injury, Mr Franks has refused to even sit down and meet with the workers.



Above: Members protest at the front of Cairns City Council. At right – Members stand strong at Gold Coast and Mareeba City Councils.

AMWU Organiser Peter Dalton said unions were now applying to the Queensland Industrial Commission for a 'good faith' bargaining order to force the CEO back to the negotiating table.

At the neighbouring Cairns Regional Council, ten months of failed wage negotiations with the Cairns Regional Council have left workers angry and frustrated.

Council workers at Cairns have not had a pay rise since 2014. It was only after taking the 24-hour stoppage in April, that Cairns Council voted to approve an administrative increase of 2.25 per cent.

Peter Dalton said job security was a key issue for negotiations at both Mareeba and Cairns, as both councils had been shifting work to labour hire firms and increasing their use of casual staff.

Further south on the Gold Coast, council workers who went above and beyond to ensure the success of the Commonwealth Games are fed up with being treated as second class citizens by Town Hall.

The Gold Coast Council is pushing an anti-worker agenda, with pay cuts, loss of rights, and un-family friendly rosters which change the spread of normal working hours.

AMWU Secretary Rohan Webb said workers from the combined unions at Gold Coast Council took three days of strike action prior to the Commonwealth Games, but the continuing stalemate meant that more industrial action was now a possibility."

Organiser Ricky Luke explains that workers have demanded that council stops playing games and come to the table with a fair wage offer, and an agreement that does not reduce hard won conditions.



SPECIAL NATIONAL CONFERENCE REPORT

By Paul Bastian, National Secretary

In March, our union held a Special National Conference in Sydney to discuss changing our Rules. Coming to this point was the result of more than two years of consultation and debate across the union.

It's almost 25 years since union amalgamations formed the current AMWU. Together, we recognise that as our world changes, so must our union.

I am very pleased to advise all members that the National Conference Delegates including your elected, rank and file representatives have voted for a stronger union – a more united union – better placed to face the challenges ahead.

What will never change is our collective determination to deliver for all of our members, and to fight for a better deal for all workers.

I want to thank every member who has been part of this process for their commitment to members and the union as a whole.

The key changes endorsed at the conference are:

- Rank and File Majority – Each Conference and Council of the union will have a guaranteed majority of rank and file members to ensure the Union is focused on the key issues for members.
- One United Membership – While we will always fight for our members across our key industries and occupations, the governance of the union will be based on one AMWU membership and we will no longer be divided into four separate divisions.
- Simpler Governance – The governance of the union will be based on one National Conference and National Council and a State Conference and a State Council in each State.

Coming to this point was not easy and has taken many years of discussion and goodwill.

There have been strong views, deeply held, on a variety of issues. Together we have debated and worked through these matters and come to a consensus position.



Join Australian Unions

Everyone in our union has always been committed to the same core principle: Members Come First. That will never change.

If you have any questions or comments, you can contact me on national.secretary@amwu.org.au or you can contact your State Secretary.

I look forward to working with you to keep our union strong.

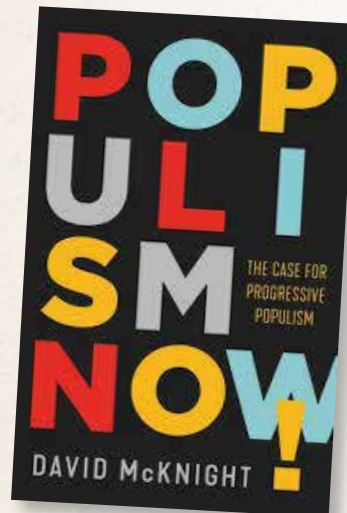
BOOK REVIEW: Populism Now!

"Populism Now! The Case for Progressive Populism" by David McKnight is a succinct exploration of how the last 35 years of neoliberal policy dominance, in Australia and globally, have led to an increasingly unequal society and a loss of faith in institutions like government, and outlines a way forward for progressives.

McKnight defines populism as movements of 'the people' that are fundamentally anti-elitist. While we often associate populism with right wing forces such as Trump and One Nation who routinely scapegoat ethnic minorities, McKnight argues that a left wing populism that rails against the elites of big business and corporate interests in the vein

of Jeremy Corbyn and Bernie Sanders has the power to truly address the root causes of growing inequality.

A book as grounded in research as this one could be a very boring read, but while McKnight uses plenty of statistics and case studies to support his arguments about the failure of neoliberalism, he structures the book really well. The chapters are broken up into short sub-sections, so it doesn't feel like an overwhelming or dense read, and concepts are clearly explained.



The book equips progressives with the arguments for a different vision of society than that provided by the neoliberal orthodoxy. The final chapter, Towards a Progressive Populism, outlines the key principles which should underpin a progressive populist movement but steers clear of being overly prescriptive. This is definitely worth a read if you're interested in how we ended up where we are, and how we could make a change for the better.

Beer Flows with a great deal at Coopers

Union members at Coopers brewery are celebrating a great outcome in their recent EA negotiations which have just concluded.

Together with their colleagues from United Voice and the CEPU, AMWU members achieved a four year agreement with a guaranteed 3 per cent per year pay rise, keeping all their conditions or entitlements.

They also have a CPI component underpinning the wage rise. If CPI reaches 3 per cent, or greater, then the wage rise for that year is CPI + 0.5%.

We knew what we wanted and were clear on our claims and we maintained all our conditions and got a fair wage increase that is locked in for four years."

Coopers have recently expanded the site and built a new Malting Plant and the agreement has a 'major change' clause which requires Coopers to notify and consult with workers around any major change.

Matt went on to say, "The new Agreement had to take into

Members are also entitled to a 'Beer Allowance', with the clause in the Agreement stating every week full-time workers will be credited a sum equal to the current wholesale cost of one Coopers beer carton, up to a maximum of \$5,000.

AMWU Organiser Derek Winter said, "This was a great outcome for our members at Coopers. To achieve good wage increases over a four year period and maintain all existing entitlements and conditions will give the members peace of mind and allow them to plan for the future without any worry."



Picture Left to Right - AMWU Delegate, Matt Ford, AMWU Organiser, Derek Winter, members Nathanael Bowering, and Terry Santucci

AMWU Delegate Matt Ford said "Negotiations with Coopers went much smoother this time round.

consideration the expansion of the site and also provide coverage for the new Malting Plant. We came out with a great result that benefits all members."

WGEA Report 2018

The AMWU reports annually to the Workplace Gender Equality Agency. The report is on gender equality in the workplace, specifically equal remuneration between women and men and the family and caring responsibilities of women and men.

This report covers employees (elected and appointed officers and staff) of the union – it does not cover the workplaces that our members work in.

We have now lodged our report with the Agency for this year. Any member is welcome to read the full report on our website:

www.amwu.org.au/gender_equality

We work hard to ensure equal rights at work for our women members and we are just as committed to these principles for the union's employees.

Any financial member of the AMWU can request a copy of our report for the 2017-2018 year be sent to you, please contact the AMWU Helpdesk on 1300 732 698 or on helpdesk@amwu.org.au.

CONTACTS

AMWU National Office

Location: Level 4, 133 Parramatta Road, Granville
Postal: PO Box 160, Granville, NSW 2142
(02) 8868 1500

2nd Floor, 251 Queensberry St,
Carlton South, VIC 3053
(03) 9230 5700

NSW Branch

Location: Level 1,
133 Parramatta Road, Granville
Postal: PO Box 167, Granville, NSW 2142
(02) 9897 4200

Albury/Wodonga (02) 6024 1099
Newcastle (02) 4954 3215
Wollongong (02) 4229 7611

VIC Branch

1st Floor, 251 Queensberry Street,
Carlton South, VIC 3053
(03) 9230 5700

Albury/Wodonga (02) 6024 1099
Ballarat (03) 5332 2910
Bendigo (03) 5442 5101
Dandenong (03) 9701 3044
Geelong (03) 5229 9358
Latrobe (03) 5134 3306
Portland (03) 5523 2525
Shepparton (03) 5822 2510

QLD Branch

Location: 366 Upper Roma Street, Brisbane
QLD 4003 (07) 3236 2550
Gladstone (07) 4972 5319
Mackay (07) 4953 0550
Rockhampton (07) 4927 1487
Townsville (07) 4771 5960

SA Branch

Location: 53 - 61 Dale Street, Port Adelaide
(08) 8366 5800
Whyalla (08) 8645 7115

WA Branch

121 Royal Street, East Perth, WA 6004
(08) 9223 0800
Bunbury (08) 9721 7933
Karratha (08) 9185 4078

TAS Branch

28 Station Street, Moonah, TAS 7009
(03) 6228 7099
Devonport 0407 059 362
0408 773 900

ACT Office
Canberra (02) 6273 2412

NT Office

1st Floor, 38 Woods Street,
Darwin, NT 0800
(08) 8941 1511

www.amwu.org.au
email: amwu@amwu.org.au

DELEGATE PROFILE

Abi Winter

Abi is out to help her mates.

Second year apprentice fitter and turner Abi Winter had no hesitation in putting her hand up to take on Delegate duties at Townsville City Council.

Abi said the opportunity to learn the ropes from established AMWU Delegate Daniel 'Skip' Schiappadori sounded like a good way to help out her fellow apprentices.

"They asked the whole workshop and I'd been working with Skip, the Delegate. I saw what he does, and thought yeah that'd be pretty cool," Abi said.

"So I said - no worries, I'll do that, it will be awesome!"

Abi says being an apprentice is no barrier to also being a Delegate - in fact, it means that apprentices have a direct voice in the union and in the workplace.

"Now that I'm a Delegate it seems that some of the apprentices have been able to come and talk to me about issues like TAFE and general issues in the workplace.

"For example, some of the apprentices noticed that we were missing a copy of a book they needed, so I was able to order extra ones in for all of us. It means we're able to talk about issues that affect apprentices and communicate better."

For Abi, being an AMWU member is all about being part of something big.



"The best part about being in the union is that I have a strong community around me, and people that I feel comfortable talking to - both men and women. And I think the best part about being a Delegate is having people come to me for support.

"Once I've done some more training on the legal side of things, I'll be able to give people some advice if they're in trouble. So yeah, I like helping people!"

Looking ahead, Abi is keen to keep developing more skills for the workplace and for her role in the union.

"After I've finished my apprenticeship as a fitter and turner I'd like to go over to the boilermaker's workshop for a year, so I can add welding to my skills. And after that, maybe I could do time as a diesel fitter or something like that, which would give me a finger in different pies.

"Being active in the Union is a really good thing to get into as well. Especially being a girl in the industry, it's good to have some knowledge of what's going on and how EBAs are negotiated.

"I'm definitely interested in doing more, but you've got to start somewhere - so it's great to get your foot in the door!"



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Talk to AMWU Care. We listen.

1800 206 316

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

No problem is too big, or small. Whatever your age or experience we will listen and support you.

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.




 **AMWU Care**
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 **helpdesk**
1300 732 698
Email: amwu@amwu.org.au

