

**AMWU**  
**NEWS**

AUSTRALIAN MANUFACTURING WORKERS' UNION

# DIFFERENT FACE - BUT SAME POLICIES:

**CHINA-AUSTRALIA FREE TRADE AGREEMENT**  
**WAR ON PENALTY RATES**  
**CUTS TO EDUCATION FUNDING**  
**ATTACKS ON MEDICARE**

## INSIDE

GORGON WORKERS WIN HISTORIC ROSTERS

JOBS BOOST AT ORARA

BOOM FOR HEINZ WORKERS

**SPRING 2015**



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# BUILD A BETTER FUTURE

**Our union has a strong and proud history of standing with our members to build respect where they work. But, we also recognise that to make real and lasting change we must campaign beyond the workplace and engage in wider society and in the political system.**

For example, we have always argued for national industry policy to support manufacturing jobs. This often involves taking the case to government and campaigning in the community for the right policies that will lock in the industries of the future.

Recently this has meant a strong focus on Climate Change and Renewables Policy and the jobs and skills that will flow from a well-supported renewable manufacturing sector.

Globally, the renewable energy industry employs 7.7 million people – an increase of 18 per cent since 2013. Jobs in this sector are predicted to double to 16 million by 2030. It's vital we get Australia into this sector – and it needs government support to get off the ground.

It is predicted that if Australia adopts a goal of 50 per cent renewable energy by 2030, it would not only slash emissions and electricity costs, but would help create 20,000 jobs in the next 15 years – perhaps more.

It is also important to remember that we can lose our rights at work through a vote of the Parliament. The most recent example of this was the Liberal Party's WorkChoices legislation, which limited our ability to represent members and removed crucial safeguards at work. But we fought back.

In more recent times, some Conservative State Governments have removed or reduced Workers' Compensation protections and support.

We saw the fight back in the community from our state branches in recent state elections, and already positive changes have been made in Queensland and Victoria due to changing the government. Rail jobs have been secured in Victoria and industry policy and Workers' Compensation improved in Queensland.

We recognise that through the ballot box we have the ability to improve important parts of our social wage – healthcare, education, industry policy, transport and infrastructure. These elements cannot be just bargained for at work – they must be fought for and negotiated through the political system, and through an alliance with progressive political parties.

That's why we get out in the community to fight for these issues.



Paul Bastian  
AMWU National Secretary

Our WA branch was out in the streets campaigning in the Canning by-election to send a message to our Conservative Government; and we recently participated in the ACTU's Big National Doorknock across every state – taking the fight out into the community and marginal seats. Thanks to all the members that got out and participated, it was a great weekend.

A key current example is the China Free Trade Agreement (*which you can read about in detail in this Journal*).

If we allow it to simply pass the Parliament – and not engage politically – it will have a devastating effect on jobs and employment in many of our industries.

The Agreement as it currently reads allows companies to bring in workers from overseas on lower wages and conditions, without local labour market testing. That means Australian workers will be bypassed. This is simply unacceptable and that's why we've joined with other unions to fight back.

Trade can't just be bilateral, and tied up in the guise of "Free Trade Agreements". Trade needs to be fair – to both sides, to all industries. This agreement simply isn't.

That's why we've been active in the community and in the Parliament to either stop the Agreement or put labour and jobs safeguards in place. We are keeping the pressure on Labor and the Greens to block this legislation in the Senate, unless the necessary changes are made. And members have stepped up to the plate, as we report on in this Journal.

We are working to build strong and productive relationships with Federal Independent Senators, including Senator Nick Xenophon, who is a strong supporter of our shipbuilding campaign in South Australia, with Senator Ricky Muir, and with Senator John Madigan in support of our jobs and industries.

We hope to continue to build these relationships in support of positive outcomes for members and industry.

As we approach a Federal Election I know many members will join the union in getting active and campaigning in workplaces and the community to get a better deal on jobs and play our part in building a better society.

## AMWU NEWS SPRING 2015

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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Design: dcmc Design, Melbourne.

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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Made in Australia by AMWU members



# DAMIAN'S MATES DIG DEEP TO FIGHT CANCER



Union solid:(L-R) AMWU organiser Steve Dodd with Damian Ferguson, dad Bernie, brother Patrick and mum Rose.

**AMWU members have been doing all they can to help their mate Damian Ferguson beat cancer.**

Damian's workmates on the Inpex Ichthys Offshore Oil and Gas Project, off the coast of Darwin, have been taking up a collection to assist with the treatment of Damian's brain tumour.

Through the generosity of members working on the project, coordinated by WA Organiser Glenn McLaren, \$70,000 was raised to help with Damian's medical expenses.

Damian and his father Bernie have donated much of the money to the research and treatment of brain tumours and brain cancer to help all patients.

"As a union member, when this happens your hand goes into your pocket without thinking but now the boot's on the other foot, it's humbling," Damian said.

"Your co-workers are your mates, when life gets put into perspective it shows their true colours. I'm just so fortunate."

Doctors originally told Damian that his tumour was inoperable. But in June he had successful

surgery in Melbourne, which has vastly increased his life expectancy.

Things are looking so bright for Damian that he and girlfriend Tenielle have decided to get married.

The Fergusons hope the money raised will go a long way to uncovering new treatments. Chemotherapy trials and an immunotherapy trial in North Carolina that Damian hopes to join have given the family hope that a breakthrough is on its way.

Damian has been back at home in Victoria's Latrobe Valley keeping busy helping his father,

a retired AMWU member, on the family dairy farm.

Bernie said the family is "overwhelmed and humbled by the thoughts, kind gestures and generosity" of Damian's workmates.

"This section of the industry has always involved strong loyalty to workmates and strong friendships. I have had the privilege of experiencing these customs myself."

AMWU Organiser Steve Dodd reflected, "No matter which job they are on, AMWU workers dig deep to support another member in distress."



Union brothers: Inpex Project workers who fundraised for Damian, including Phil Charles (on left), one of the main organisers.

## SOLIDARITY AT SEA A LIFESAVER

**Seaborne AMWU members on the Inpex Gas Project have courageously stood up for their workplace rights after a major safety malfunction on the pipelaying ship *Casterone*.**

The Fair Work Commission (FWC) has vindicated workers who chose to do other duties rather than following an employer order to resume work on the main pipelaying machinery when it was still being investigated for a safety breach.

The pipelaying work off the WA Kimberley was halted after a terrifying incident onboard the *Casterone*, when the positioning system was being re-booted but its back-up mechanism failed.

It caused the massive pipe to start travelling uncontrolled, heading towards the vessel. Workers hit emergency stop buttons but these failed to activate to halt the pipe.

No alarm sounded or warning rose from the ship's bridge - members believe it was only sheer luck that the pipe stopped.

Only moments before, workers had been cleaning up around the pipe and may have been killed or severely injured.

AMWU State Secretary Steve

McCartney said the Health and Safety Reps (HSRs) on board were fully justified to issue a Provisional Improvement Notice over the failed warning procedure and emergency stops.

But the ship operator Saipem disputed this, triggering an investigation by the safety regulator NOPSEMA.

Mr McCartney said workers did

the right thing by doing alternative duties rather than further risking their safety by agreeing to Saipem's aggressive demands to resume full pipelaying activities.

Faced with an operating bill of \$3 million a day, the company tried to bully members who strongly insisted they await the outcome of the safety regulator's inspection before re-starting the line.

The employer claimed this was "unprotected industrial action" and in an intimidatory move, named individual members in a return-to-work application before the FWC.

But the workers who resisted threats of personal fines and legal pressure were fully vindicated when the FWC declined to issue any order.

One AMWU member onboard said: "The Health and Safety reps were brilliant. They did everything right and we were vindicated."

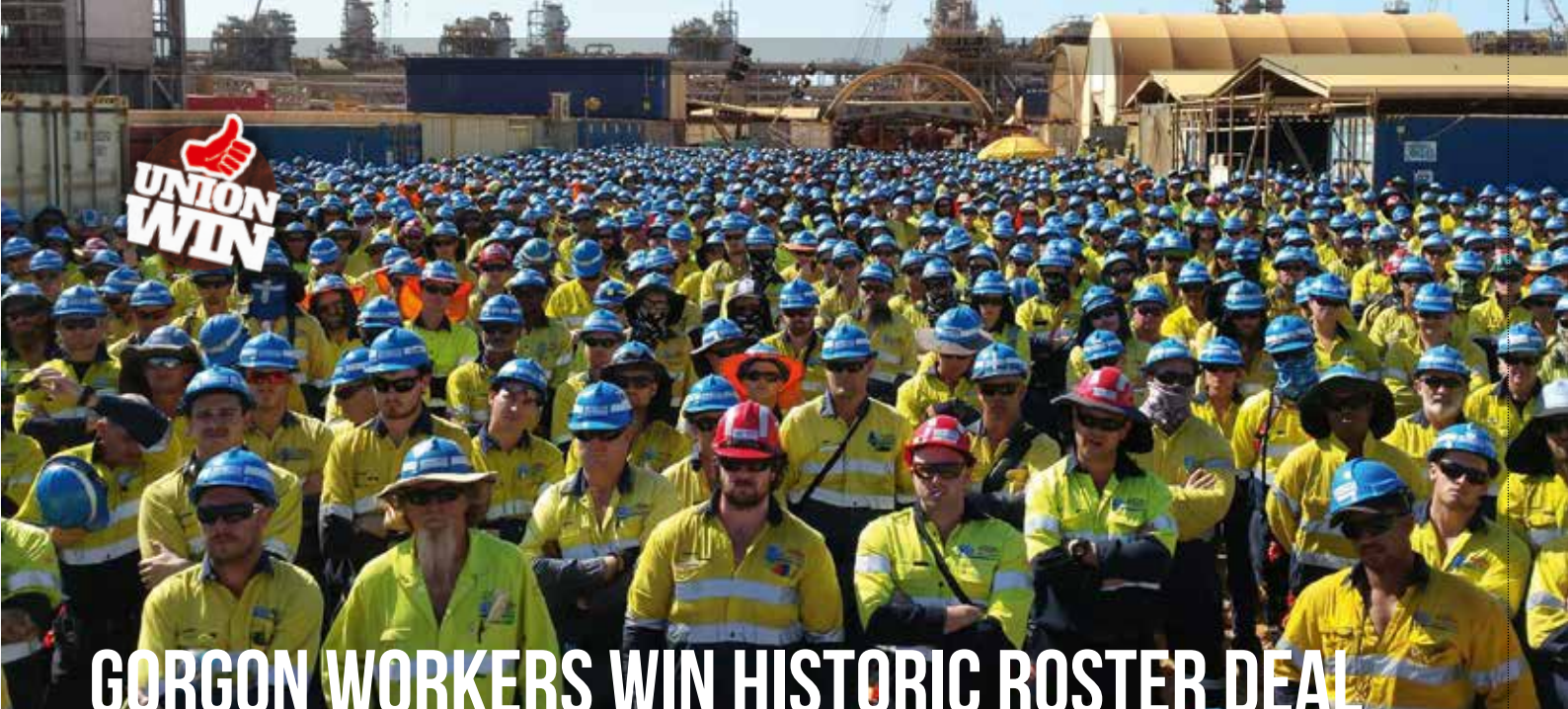
Mr McCartney said the only adverse findings came from the safety regulator NOPSEMA against Saipem for potentially risking lives during the critical incident, then later trying to put production above safety.

"We congratulate our members who stood up for their rights under heavy pressure and particularly our HSRs who stood up not only for themselves, but on behalf of the entire workforce."



Safety always first: the *Casterone* working on Inpex's Ichthys LPG project to supply Browse Basin gas to the new plant near Darwin - the southern hemisphere's biggest undersea pipelaying project.





# GORGON WORKERS WIN HISTORIC ROSTER DEAL

Workers on Chevron's Gorgon Liquefied Natural Gas (LNG) have won a historic victory, after being offered the most family-friendly roster seen in the resources construction sector.

Workers endorsed "in principle" the most recent offer of a 23 days on and 10 days off roster, at the recommendation of the union.

Ongoing protected industrial action on the huge LNG project was averted, with contractor CB&I agreeing to more family friendly rosters for construction workers, as well as a host of other improvements, including better parental leave and a crackdown on bed busts.

The Western Australian branches of the AMWU and the Construction, Forestry, Mining and Energy Union (CFMEU) applied for a protected action ballot after months of negotiations with CB&I failed to offer any significant change to the 26 days on and 9 days off roster.

Workers were seeking a roster of 20 days on and 10 days off, consistent with the recommendations of a recent bipartisan Parliamentary Committee inquiry into the mental health of FIFO workers.

Under the current roster, workers spend nearly a month at a time away from families and communities.

AMWU WA State Secretary Steve McCartney said it was an historic achievement.

"Workers on Gorgon have secured the most family-friendly FIFO construction roster to date," he said.

"This was never about the money, as many in the business community and media wrongfully asserted. This has been 100 per cent about workers' families and mental health.

"It is a tribute to the hard work of delegates across our three strong unions – the AMWU, CFMEU and ETU, that put us in a position to secure this watershed deal.

"Our proud members have stared down Chevron, one of the largest and most powerful multinational corporations, and won.

"The findings of the landmark Parliamentary Inquiry into FIFO suicides really left us no option but to use every means at our disposal to win family friendly rosters for our members.

"FIFO is no longer just a "young man's game" – we now have 60,000 FIFO workers in Western Australia,

and many of them have husbands, wives and children."

It was a win with a personal touch for WA Secretary Steve McCartney, who has been a FIFO worker, and was involved with roster campaigns since the 1980s, when rosters were 13 weeks on and 1 week off.

"I thank all of our members who were involved in this campaign for their support. This is their victory," said Mr McCartney.

The deal will be put to workers for formal endorsement in the next fortnight.



Gorgon – workers gather to vote on the historic deal

## NEW ORORA



A major paper sack manufacturer in Melbourne is set to expand and hire extra workers after the dedication of AMWU members helped the firm win a new multi-million dollar export contract.

Orora St Regis Bates could boost its workforce by at least 21 jobs when it installs a new multi-wall production line next year.

Its 69 workers are pleased that the contract is likely to bring extra job

security as Orora have taken out a new lease on its site at Keon Park. It is expected to invest about \$20 million there and seven workers have already been hired for new shifts on existing machines.

AMWU delegate Luis Ferrada said the unionised workforce had shown it was prepared to be co-operative to improve efficiency and provide stability. Members recently voted up a new union agreement over four years with a 2.75 per cent pay rise per annum and have adjusted rosters to give extra RDOs taken mainly in quieter months of production.

"We employees have put a lot of effort over the past year in to helping the company gain this extra work which will benefit everyone," he said.

"We're looking forward to it, people are very happy about the job security and prospect of more jobs."

Orora is likely to be running four machines 24/7 and has invested in replacement equipment from Germany.

Victorian State Print Secretary Tony Piccolo welcomed the Orora St Regis Bates' expansion and said it showed

the global growth of packaging.

"The company is expanding which is great but we will also be concentrating with our delegates, to ensure our agreement is properly adhered to," he said.



Agreement in the bag: (L:R) AMWU delegates Mohammed Mohamadu with Luis Ferrada and members Karm and Benito Caro.





Television campaign – the AMWU has joined the CFMEU and ETU in funding TV and Radio commercials against CHAFTA

Workers across the nation protest the new China Free Trade Agreement.

# PROTEST STORM GROWS OVER CHINA FTA



**The Government is facing a growing storm of anger as workers across the nation learn how the new China Free Trade Agreement (CHAFTA) threatens jobs.**

The change of Prime Minister has left unions and workers waiting to see if there will be a change – but aren't holding their breaths as the new Prime Minister is known as a big supporter of free trade deals.

Unions are concerned the CHAFTA will unfairly lock out local workers, undermine Australian sovereignty, drive down wages and conditions,

and exploit foreign workers brought into the country.

Rallies took place around Australia as a travelling Senate Committee inquired into the deal, along with marches in Gladstone, Devonport and other centres.

Another protest was held outside the ALP National Conference, where the Labor Opposition formally embraced the union movement's push to re-negotiate the labour chapters of the agreement.

The existing deal allows Chinese corporations to bring an entire labour force into Australia for projects over \$150 million, which can have as little as \$22.5 million Chinese investment.

It's hit a nerve among Australians, bringing a huge response to a union advertising campaign on TV and radio, complemented on social media. The AMWU joined the CFMEU and ETU in funding the ads.

A recent independent poll found 90 per cent of voters in marginal electorates opposed the deal.

Half of Australian businesses surveyed say the deal will hurt them and only 11 per cent say it will help.

While Trade Minister Andrew Robb is focused

on reducing trade barriers on beef and wine exports, the Government is coy on the deal's wider impact.

The ACTU believes it could cost as many as 158,000 local jobs because of cheap imports that are unfairly subsidised and do not meet Australian standards.

"Our fight is not with foreign workers, it's with the Government's free trade deals with China, Korea and Japan, which were all negotiated in strict secrecy," AMWU National President Andrew Dettmer said.

"The details finally released have revealed that manufacturing jobs will be sacrificed in return for dubious gains.

"We hope with a new PM there might be a policy change – but given Turnbull's history we aren't holding our breath."

AMWU delegate Terry Barnes at Inpex, Darwin said members had "hit the roof" when learning about the details of the China agreement.

It was a typical reaction at AMWU workplace meetings across Australia.

"If overseas workforces are permitted to be brought in for a project so the work is taken off us, what are our children going to do?"



## ABBOTT BLEW ILL-WIND ON JOBS – WILL TURNBULL BE DIFFERENT?

**AMWU members at a major wind tower fabricator are hopeful that state investment in renewables will help restore hundreds of jobs – in contrast to the previous negative attitude of the Abbott Government.**



Workers are now waiting to see if there will be any policy change under the new Prime Minister, Malcolm Turnbull. Workers at Keppel Prince have welcomed a

commitment by Victoria's Government to purchase \$200 million in renewable energy, which will aid the recovery of the sector as it gains certainty from the new Renewable Energy Target (RET).

It's given them confidence the

company can put on 40 new workers by Christmas.

Keppel Prince has won the contract to supply six wind towers for a small wind farm near Bendigo.

Its best chance of recovering nearly 100 jobs lost at the firm a year ago is a \$450 million wind farm near Ararat announced by a consortium the day after the new RET was formally approved.

AMWU member David Mills said

workers' "jaws dropped" when they heard previous Prime Minister Abbott's tirade against wind towers as "utterly offensive" and "visually awful."

He welcomed the federal ALP's target of 50 per cent renewable energy for Australia by 2030.

Members are hopeful that with a change of leadership there might be a fresh policy wind coming from Canberra.

The members are backed by

National Secretary Paul Bastian.

"Tony Abbott had us on the wrong path by trashing renewables – but we're hesitant about whether the new PM will be different. So far Mr Turnbull has said that climate policy won't change, but we'll wait and see," said Mr Bastian.

"This is about growing Australia's energy mix, growing innovation and manufacturing jobs for the future," Mr Bastian said.



Not happy Mr Abbott: delegate Craig Mannix (left) and some of the AMWU members in the Keppel Prince fabrication area who are hoping for a big revival of work on wind towers.





## HOW CHAFTA TRADES AWAY OUR JOBS, OUR RIGHTS

The China Australia Free Trade Agreement (CHAFTA) loosens labour market testing, with corporations allowed to bring in workers on temporary visas for any project over \$150 million.

The Chinese investment share need be as little as \$22.5 million.

“ This does not require the jobs be offered to local workers first.

There will no longer be any compulsory requirement for local labour market testing, where the employer normally must prove they have advertised locally and found no Australians with the skills to do the same jobs.”

And a “side letter” signed by Trade Minister Andrew Robb and his Chinese counterpart will gradually do away with Australian-based, mandatory skills assessment.

Ten occupations – including diesel mechanics, motor mechanics and electricians – will not require an Australian-based skills test. This “streamlining” aims to eliminate skills tests for all occupations within five years.

The other major concern about the CHAFTA is the Investor State Dispute Settlement (ISDS) mechanism, which overpowers laws passed by any Australian parliament.

It will allow Chinese corporations to sue any Australian government if they think a local law has harmed their investments in Australia.

That is already a reality for tobacco giant Phillip Morris, which is suing Australia over our cigarette plain packaging laws.

It is the same loss of sovereignty that could expose Australian governments – and taxpayers – under the biggest free trade deal of the lot, the pending Trans Pacific Partnership agreement that unions in Australia and the USA are also fighting.





# POWER SWITCH CHARGES NEW QLD DEALS

AMWU members in Queensland's power generation industry are getting a buzz out of new workplace deals which have reconnected them to improved wages and conditions as the Newman legacy is shut down for good.

The AMWU is on the cusp of a new agreement with the CS Energy Callide plant in Central Queensland, following similar agreements at three power stations run by the other main government operator Stanwell.

Public opposition to power privatisation was a key to defeating the Newman Government, giving a surge of new energy to EBA talks which had all stalled.

Workers had been blocked by the Newman regime's wages policy for government corporations, which offered just 1.5 per cent a year in return for trading off their conditions, their job security and the underpinning award.

"Our members would have lost the lot and that wasn't on," said AMWU State Secretary Rohan Webb.

"We secured a commitment before the election from Labor that it would help our members and now we're seeing that carried through."

The stalemate over a new agreement at the Stanwell power station west of



Rockhampton began to clear straight after a change of Government.

The AMWU presented the wages policy of the new Palaszczuk Government to management at Stanwell and it was quickly accepted with a 3 per cent annual rise in a four-year deal.

Delegate Russell Wilson said members had taken talks as far as they could but needed a change of government.

"We've retained our right to no forced redundancies and to payroll deductions and the union regained decent access to

worksites, which Newman had restricted," he said.

He described it as a "breakthrough", which helped clinch agreements at other power stations.

CS Energy was far tougher, its Callide management holding out for months.

Members passed a vote for protected industrial action but CS Energy finally agreed to a similar deal to Stanwell.

Mr Webb said these deals were a template across the power generation industry, where there are over 250 AMWU members.

**GOLD  
PASS  
DEAL**

**P.11**

*"My Aboriginal grandfather and his brothers fought for Australia. When he came back, he wasn't even allowed into the RSL or the local picture theatre. They wouldn't put the movie on until my grandfather left but he refused to go. From that day on, they were able to sit in the cinema."*

*Soon Australians will vote on another issue of fairness. A vote to recognise Aboriginal and Torres Strait Islander people in the Constitution and deal with the racial discrimination in it. I think this will go a long way in helping the social status of Aboriginal people."*



**- TROY KENWARD**

CRANE DRIVER ON THE  
ICHTHYS LNG PROJECT, DARWIN

AMWU MEMBER AND PROUD  
GUNGARI MAN

RECOGNISE is the movement to recognise Aboriginal and Torres Strait Islander people in the Australian Constitution and remove discrimination from it.

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# SHIPBUILDERS KEEP THE PRESSURE ON THE NEW PM OVER SUBS

Win for Adelaide: pressure from AMWU shipbuilders has resulted in a promise of a future rolling build of warships.



**THE AMWU will intensify pressure on the Government over its lack of commitment to a continuous future build of all Australian warships.**

With the change of Prime Minister and with MPs calling out former PM Tony Abbott for his broken promises, shipbuilders are hopeful of getting some results under new Prime Minister Malcolm Turnbull.

The Government's recent \$39 billion promise to start building new frigates and offshore Pacific patrol boats in Adelaide was a landmark victory for the AMWU's shipbuilding campaign.

"Faced with a voter backlash, this Government finally adopted what our members and defence industry experts have told them all along about the need for a continuous build of naval ships," said AMWU Assistant National Secretary Glenn Thompson.

"It vindicates the work of our members over the past two years, including our National Day of Action just days earlier where we marched on Liberal MPs' offices across the nation.

"But now it's time for the new Prime Minister to step up and commit to building the full 12 submarines in Australia.

"We saw lots of MPs and Senators being critical of former PM Tony Abbott's tendency to break promises. Well, the submarines are a big broken promise that Malcolm Turnbull now has a chance to fix."

An AMWU delegation went to Canberra the week after the Government's recent announcement kept the pressure on.

Yet that political promise won't be watertight until the Turnbull Government commits to the election promise on submarines and gives real detail on budgets and flow-on work across the states for the offshore Pacific patrol boats and frigates.

"Abbott broke his party's election promise to build 12 submarines in Australia. How can we be sure that Malcolm Turnbull will keep this promise that the Liberals made a few weeks ago?" asked SA Assistant Secretary Colin Fenney, as shipbuilding jobs continue to be lost in Adelaide, Melbourne and the Hunter.

Unfortunately, the Government announcement has come too late to stop the workforce declining and there is no detail yet on the tender process or the

future of shipyards at Williamstown, in the Hunter and Perth.

"It is absolutely crucial that Turnbull right the wrongs of breaking this promise, and step up straight away to support the shipbuilding industry around the country," said Colin Fenney.

Mr Thompson said that crucial detail would remain a mystery until the Defence White Paper was released – previously due in October.

"We will not accept any less than all these submarines and ships being built in Australia," he said.

"The Coalition's election promise to build the 12 submarines in Adelaide must be kept – PM Turnbull should know voters will be reaching for the Coalition's throat at election time if that build goes overseas.

"He has a chance to keep the promise and to take action – now is the time to step up.

"Our members won't be giving the new Prime Minister any leeway."

## TAFE GUARANTEE GIVES APPRENTICES HOPE

**AMWU members Aaron Sawka and Brian Turner know first hand just how important a promised funding boost to TAFE is for apprentices.**

They were at work at ACTION buses in Canberra when Labor leader Bill Shorten announced the funding guarantee, which is supported by our union.

Labor has proposed a set portion of vocational education funds to be dedicated to TAFE and a National Priority Plan agreed with the states to secure TAFE as the linchpin of vocational education and training.

AMWU National Skills, Training and Apprenticeships Coordinator Ian Curry said it would be great to see a bipartisan commitment to well-resourced TAFEs.

He said high quality TAFE training was needed to give Australia the productivity boost it needs, but prioritising for-profit providers had damaged the quality of training for many apprentices.

In the AMWU's 2015 apprentice survey over a third of respondents

named poor quality training as a reason they had considered throwing in their job.

Brian Turner, 34, completed a heavy vehicle mechanic apprenticeship after a decade as a boilermaker-welder, while second-year apprentice Aaron Sawka, 19, came straight from school.

Both are happy to work at a solid union shop where the basics are covered.

Aaron said: "When a couple of my mates at TAFE found out we get our tools and uniform provided they said: "Gee, you're lucky." A lot of people at TAFE from smaller firms don't have the support we do.

"We have two mentors on the floor to help us. The union keeps us informed about workshop changes too."

Brian relished the chance to learn a mechanics trade at ACTION and work with his Dad, who retired that year.

"I've never been happier, we had our TAFE fees paid, and our uniform and tools supplied. In the small private shops apprentices do it tough, they really need all the help a union can give."



Better deal needed: ACTION bus apprentices Brian Turner and Aaron Sawka

Both have attended Fyshwick TAFE, where the three year levels of apprentices are put together in classes of about 30, supervised by three dedicated teachers, who are often run off their feet.

"There's a staffing struggle. If you've got a question you might have to wait half an hour or so to get it answered," Aaron said. He believes funding cuts are the reason much of the TAFE equipment is far from state-of-the-art.

Both Aaron and Brian disagree with the new loan scheme replacing the Tools For Your Trade Allowance for apprentices.

Brian said: "The new loan scheme gives about \$8000 up front, but I've seen young guys blowing it. It's a huge problem because they struggle with the wage to make ends meet, then find they're deep in debt too. In years ahead the debt will only grow."



“

The AMWU is campaigning nationally for permanency to become automatic at all companies after six months unless the employee chooses to stay casual.

Go to our website [www.amwu.org.au/casuals](http://www.amwu.org.au/casuals) to find out more and help us with a survey as we prepare the case we'll argue before the Fair Work Commission in 2016.

”

## HUNGRY BABIES BRING BOOM FOR HEINZ WORKERS

AMWU members at the Heinz factory in Echuca are looking forward to a “baby bonus” after the company decided to meet booming demand for its infant food products by putting on more permanent workers and adding shifts.

The happy news is that 10 new full-time positions have been filled by experienced casual workers, with the extra production meaning that management also converted a further five casuals to permanent

part-time.

Heinz is now running production on weekends, opening up penalty rate shifts for both Saturdays and a new Sunday evening start-up.

AMWU National Food Secretary Tom Hale visited the Echuca baby food factory recently to assist with a smooth transition. Management agreed to take on the new production workers from longest-serving

casuals in accord with the agreement.

Eight of the new full-time jobs are on production and two are in maintenance.

New plastic pouch packaging introduced three years ago has become increasingly popular with parents, but demand has taken off since a cap and screw top replaced the tear-off type for fresh food-mix combos.

Union delegate Ray Clifford said production was busier than ever, with the extra jobs great for morale and extra shifts meaning more wages going back into the local community.

“The new full-time positions have

been offered to casuals. In the past people had to wait quite a number of years to gain permanency but these jobs have become available for people after a few years,” he said.

“They’re over the moon about it, in fact everyone is really happy at the prospect of some extra work.”

Felicity Cocks was thrilled to be among the casual workers chosen, relishing the certainty that permanent shifts will bring to family life.

“I’ve worked for two years as a casual and I’m fortunate to have secured a position – permanent days will be great for the family,” she said.

“It means not being called up for work at random times, or being sent home.”



## MEMBERS EXPAND FAMILY VIOLENCE PROTECTIONS

More AMWU worksites are embracing the need for family violence leave to be a normal part of their workplace agreements as the ACTU pushes for two weeks paid time as a national standard.

Australian of the Year Rosie Batty has fully supported the push to give victims the crucial time needed to deal with their situation, inspiring AMWU members to expand the number of our agreements with family violence leave provisions.

That includes our male membership at truck and machinery workshop Wallenius Wilhelmsen Logistics (WWL), whose new agreement includes the first family violence leave provision among vehicle workshops in Victoria.

That initiative has since been expanded by WWL to benefit all its employees Australia-wide – a great credit to our union members.

AMWU delegate Andrew Otte said: “It’s not just for us, the focus is really on the impact of partner and family violence for all workers.”

It allows any employee dealing with a domestic violence situation to access 12 days carer’s-personal leave or annual leave, plus unpaid leave if required.

WWL will take action to protect that



New Leave rights: (L:R) Derek Diep, Karen Simonsen, Ana Child, Neil Young, Danka Majstorovic and Connie Lee are among AMWU members at ALS Water standing up for having family violence leave in their new EBA.

employee from unwanted visitors to the worksite or any attempted phone or other contact while at work. A security guard will escort an employee to their car, if requested.

AMWU organiser Clinton Bannam said: “This is the first agreement I’ve done among auto assembly workers which includes a family violence provision – it’s a breakthrough.”

ALS Water Resources Group is another site inspired by the union’s campaign who are working to introduce family violence provisions into their agreement.

AMWU members at one of Australia’s main water testing laboratories decided to include a first-ever domestic violence clause in their current log of claims.

“I’m getting the vibe that the management is receptive to the idea this would be positive for our workplace,” said union delegate Karen Simonsen.

AMWU member Ana Child advocated the leave in bargaining after getting strong support among workmates at the Melbourne site, particularly as it was already part of the union agreement at rival firm MGT.

“When I listened to Rosie Batty say she wished she had leave at work during her difficulties, I knew this was

something we should have,” she said.

“Not long ago I became an Australian citizen. I’m proud of our nation for facing up to what has been a hidden problem and I’m passionate about putting this clause on our books.”

The AMWU clause provides workers experiencing family violence to have access to additional paid leave, personal/sick leave and leave without pay to help them cope. But whether additional paid leave will be available – consistent with ACTU policy – will be subject to further talks at ALS.

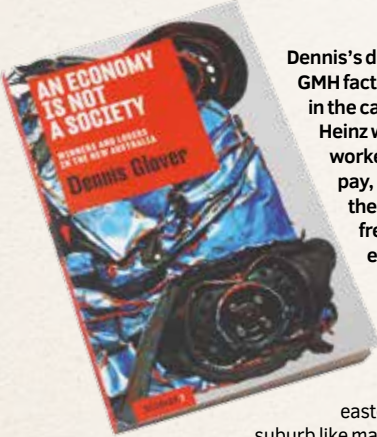


Protecting all workmates: AMWU members Deniz Yavul (left) and Ivan Deak with fellow WWL employees Robyn Lawson-Roberts (2nd from left) and Essener Sagdic.



# BOOK REVIEW: AN ECONOMY IS NOT A SOCIETY

Dennis Glover takes us on a personal, nostalgic trip back to the Australia many of us grew up in.



**Dennis's dad worked at the GMH factory and his mum in the canteen of nearby Heinz where unionised workers had good pay, hours set and the weekends free for nearly everyone to enjoy leisure and sport.**

They lived in Doveton, on Melbourne's eastern fringes, a suburb like many others built

to house the workers needed for new auto and food factories. They produced a limited range of quality products workers put their pride and passion into.

These suburbs became communities, where kids safely played sport in the streets, where workers had pride in their neat homes, and ambitions for their children to have even better lives.

Historical revisionism now sells Australian industry back then as inefficient and life as dull but Glover recalls a warm place of moderate affluence fairly spread, "a pretty damn good place to live."

Dennis Glover did holiday work at Heinz before uni, becoming an academic, studying at Cambridge and later writing speeches for Labor Cabinet ministers.

But when recession hit in the early 90s and companies such as Heinz moved offshore for cheaper labour, four of his own family were made redundant.

He revisits Doveton today, his old suburb now sadly devastated by high-unemployment, drug abuse, petty-crime caused by factory closures and offshoring of jobs.

It's like too many other post-war industrial suburbs. Glover asks: are we really better off?

This is our worldwide legacy of free market economics, of free but unfair trade - a life where 40 per cent of the population work in uncertain casual jobs, home prices are unaffordable for young couples, where technology kills jobs and tilts the wealth flow ever toward the glittering minority.

Glover takes aim at the Australian economists

and politicians who have made economics and productivity into tin gods - ends in themselves.

They've guided wealth creation but been damningly negligent on it's fair distribution. They've "killed" the fair-go suburbs of our youth, the Dovetons.

Glover's personal story ties in economist Thomas Picketty, author George Orwell, actor Robin Williams and singer Bruce Springsteen to bring home the global debate on inequality and the "working poor." It's timing is perfect with Australia's debate on wealth and taxes.

His is a cry for modern Labor to advance the quality of wealth creation, talk straight on economic "reform", stop demonising the past and respect workers by not treating them as dullards.

**The AMWU is giving away 25 copies of *An Economy Is Not A Society*. Please email [news@amwu.asn.au](mailto:news@amwu.asn.au) with your name, address and membership number or mail to AMWU News, 2nd floor, 251 Queensberry Street, Carlton South, VIC 3053.**

## UNION NEWS IN BRIEF

### SPOTLESS WAVES WHITE FLAG ON DEFENCE PAYOUTS

Workers who maintained defence bases in WA and the Northern Territory are set to gain thousands of dollars in payouts after unions outpointed industrial giant Spotless in a legal battle.

AMWU member Lee Moss is among 76 tradespeople to benefit after Spotless agreed to pay out employees it had previously deprived of any redundancy payments after its contracts to maintain plant and buildings ended in September 2014.

"I think everybody has been well satisfied that the union did everything it could to successfully counteract Spotless - the company just kept coming up with more

reasons to fight," Mr Moss said.

Mr Moss worked for Spotless at Garden Island navy base outside of Perth as a refrigeration mechanic. Spotless argued that losing the contracts to Transfield was part of "ordinary and customary turnover of labour", which meant no redundancy pay.

The AMWU, CFMEU and CEPU won in the Fair Work Commission when we argued these workers were all covered by a union agreement with redundancy.

The company settled after recent Federal Court decisions in other cases, which defined the meaning of a firm finding alternative work for employees when it loses a contract. The payouts mean up to \$10,000 for former Spotless workers.



**GOLD FOR OUR RAIL MEMBERS** Mick Beatson is among Queensland rail members smiling after another AMWU win when the State Government guaranteed that gold passes would continue to be provided for railway workers with 25 years service.

The good news on State Budget day covers employees who transferred to Aurizon (QR National) from QR and also continuing or retired employees of QR.

"It's very good. When we went to Aurizon we weren't sure if we'd keep it, then the rumour mill started that we'd lose it and people just assumed it would be gone," said Mr Beatson, a turner in Aurizon's Rockhampton machine shop.

The spouses and dependents of eligible employees will also be covered by the passes.

Queensland State Secretary Rohan Webb said it was the end of doubt over the past three years of the Newman Government on whether the passes recognising loyal long-service would be retained.

"We congratulate the Government on taking decisive action in delivering on the agreement for these workers' long-held conditions," Mr Webb said.

"Unions had an agreement from 2010 that the gold pass entitlement would be secure for workers."

**GLENYS A WINNER FOR ALL WORKERS** Glenys Lindner's dedication to helping people via the union movement's foreign aid arm APHEDA has earned her a \$1000 prize for selling the most raffle tickets, but it's far from a one-off effort for this outgoing AMWU member.

Improving working lives in developing nations has become central to Glenys and her sister Robyn McQueeney since 2009, with the two women raising funds and devoting some of their leave to travel to APHEDA projects in Laos and Cambodia.

Glenys is an AMWU member with the public service in Tasmania, where she sold tickets at a table in the foyer and at the Hobart May Day celebrations.

She even sold them in the foyer of Unions NSW when she visited Sydney. Her final tally was 43 books worth \$1720.

Glenys takes every opportunity to raise funds for APHEDA Union Aid Abroad projects, such as when she occasionally meets political leaders or even on holiday with Robyn in India.

"My motivation is to help make all workers' lives better - too many people in Asia are exploited," she said.

**Visit APHEDA at [www.apheda.org.au](http://www.apheda.org.au).**



Exotic sales office: Glenys (left) and sister Robyn took their APHEDA raffle ticket book to sell to other tourists at India's Taj Mahal.



Joint effort: Lee Moss worked with the AMWU to secure a win.



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## DELEGATE PROFILE



### PETER ENGEL

#### Downer Rail, NSW

I'm a locomotive maintainer for Downer Rail at Kooragang. There's 42 of us looking after the Pacific National diesel coal fleet in the Hunter. We've got good blokes here and good conditions. We do everything – servicing, major repairs, call-out work on all areas of the locos, the engines, the bogeys, instrumentation.

By trade I'm a fitter-machinist. I started my apprenticeship at Cardiff in 2004 and came over here three years later, which is when I joined the AMWU. In 2009 our delegate stepped aside and I thought I might have a crack at it. I was 23, didn't know exactly what I was getting into, but it's really grown on me so that it's part of my make-up. I've come to believe in the values of comradeship and solidarity

because that gets results. It's about being passionate for your workmates and realising that what unionists achieved in the past, we now benefit from.

A lot of younger people don't understand – they take it for granted because they've never really had to fight for anything. I was an apprentice during WorkChoices and saw what everyone went through, the rallies, the campaigning, the effort. We haven't had a WorkChoices-style campaign but with the government we've got, we need to.

You could think, "I'll pay my union fee, someone else will take care of things" but we all have a bit of responsibility. I try to be inclusive, try to promote solidarity. I try never to isolate anyone in our workplace, I ask their advice, get around.

I like to have our apprentices in meetings. They need to see how meetings are held, hear and join the conversation, because they are our future. It's to help them pick up on the culture of unity from the start. There's more to it than work. I like to keep fit, play a bit of soccer and go kayaking with some of the guys from work.

Rail should have a good future, but we have to share our vision and get politicians to wake up. We had nine redundancies here last year, then picked up some guys from Port Waratah. So, there's some uncertainty. But we've got an upcoming EBA and the company signed a 10-year, \$1 billion deal with Pacific National. So there's potential for plenty of positive outcomes.

 **AMWU Care**  
A counselling service for members  
and their families **1800 206 316**

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