

**WORKERS'
WIN PUTS
ICECREAMS
BACK ON
THE MENU**

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QLD ELECTION VICTORY
ESSO SOLIDARITY IN DARWIN
ALCOA'S NEW WEST COAST EBA

STREETS SUMMER VICTORY!





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THERE IS POWER IN OUR UNION.

"THE STREETS DISPUTE SHOWCASED HOW POWERFUL OUR UNION IS WHEN WE BRING ALL OUR SKILLS AND PASSION TOGETHER."

As we come into summer, we can celebrate the many wins that members have had throughout the year.

One of our biggest wins of the year – showing our union's power in campaigning against multinationals, and our strength in the food industry – was the Streets Icecream dispute which saw a huge victory in November.

Members at Streets stood up and said No when their employer, Unilever, tried to terminate their agreement and cut their pay by 46 per cent. The resolve of these members to fight, and the support we saw across our union and the entire movement, was inspiring. Much like our victory at CUB, this was a dispute that garnered the imagination of the Australian public, and the hard work by our NSW branch ensured that #streetsfreesummer was trending across the news and social media.

It was a great victory that demonstrated the power we have when members stand together, and when we work to leverage support across the community. The dispute also showcased how powerful our union is when we bring all our skills and passion together.

Congratulations to the members and to everyone

who participated. A huge victory.

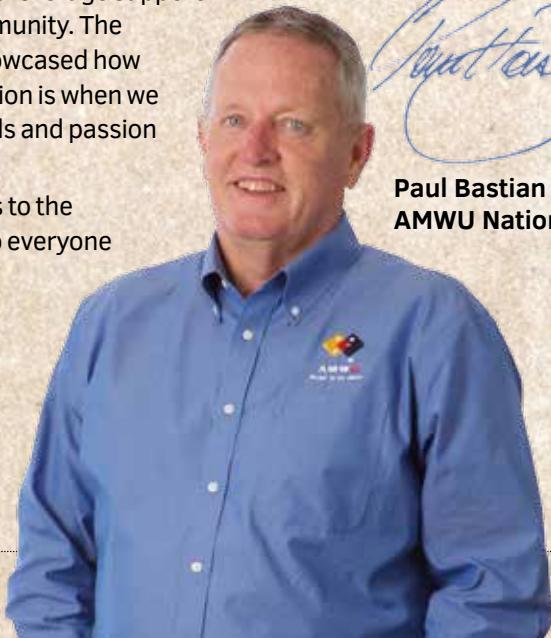
It's been a big year for our union and this edition celebrates many of our recent wins, big and small. New EBAs signed, new sites signing up members and organising, new delegates and OHS Reps elected and trained, and some great wins in the commission, recovering backpay and lost superannuation for members.

Perhaps what I'm most proud of though is the members who are sticking up their hands to become delegates and OHS Reps. Our workplace leaders are what keep our union strong – congratulations to every member who's stood up at work this year, whether as a delegate, OHS Rep or an activist.

I hope you've been enjoying your summer so far, that you've managed to have some time with family and friends, and that 2018 brings us further strength and wins together.



Paul Bastian
AMWU National Secretary



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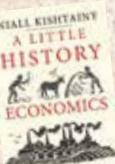
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Please contact your union organiser for updates.
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NO MEDALS FOR GC COUNCIL AS DISPUTE DRAGS ON

The Gold Coast may be hosting next year's Commonwealth Games, but the local council won't be winning any medals for family-friendly work conditions.

In fact, the Gold Coast City Council is running in the wrong direction when it comes to a fair deal on pay and conditions for its workforce.

Organiser Ricky Luke says a major sticking point in negotiations over a new Enterprise Agreement has been the Council's demand for new rostering arrangements that would leave workers unable to plan family time.

"The Council want to impose rosters that will undermine the work-life balance of our members," Ricky said.

"The current span of hours, as set out in the Award, go from 6am to 6pm. But under the Council's proposal the span of hours for the majority of employees would go from 4am to 9pm."

James Clark, AMWU Delegate at Gold Coast City Council, said the proposed rosters and extended hours would hurt local families.

"What that means to me is on a Friday night I won't get to see my son play soccer, or if they say my hours now are on Saturday, I won't get to see my daughter play netball," James said.

Members are also concerned with



GC Council: Members are standing strong together against management.

the Council's proposals around job security, redeployment and classifications.

Ricky Luke is scathing of the Gold Coast City Council's arrogant approach to the bargaining process.

"It hasn't really been negotiating, it's been their way or the highway," Ricky said.

"But workers have showed they won't be pushed around. We've held protest rallies outside the Council, and at Council meetings, and even held

weekly protests outside the office of the Mayor, Tom Tate."

At the time of writing, the Fair Work Commission was holding facilitation meetings with the unions and Gold Coast City Council management to get the stalled negotiations back on track.

BUILDING POWER ACROSS INDUSTRIES

Workers from around the country met recently to connect across their industries and build power in their workplaces and occupations.

Three of the union's new National Industry Committees – Automotive and Transport, Defence and Aerospace, and Printing came together to learn new skills, plan campaigns and work together.

Each of the committees held important discussions about how workers can better connect together, learn from each other and further the needs of workers in each sector.

In each committee, delegates worked together to plan their priority campaigns and how to roll them out in workplaces across the industry.

VEHICLE

It was fantastic for members from across the automotive sector and supply chain companies to come together and foster collaboration.

It was also great to see strong representation from the retail service and repair sector – a growing base of membership for our union.

The 3-day conference ensured that delegates were able to engage in the future of their industry, their union and indeed the wider union movement, and to inspire new ideas around organising worker power.

PRINT

Print workers from around the country were excited to gather and form the union's new Print Industry Committee.

A range of issues were debated and discussed by delegates, including the current global state of print

and packaging industries; the future of work focusing on automation, technology and the gig economy; economics and the effects of wage stagnation on the economy; and issues around organising in the digital age and communication methods for campaigning and linking workers.

The delegates also considered where they want our union and our industries to be in the medium to distant future. Delegates were asked to 'dream' so that we could go beyond normal boundaries in thinking about where we want our union to be and to not be limited by our traditional industries and way of organising traditional shops.

The meeting was a fantastic kick off to further build strength and skills across the print industry and to connect delegates together.

DEFENCE AND AEROSPACE

Workers from the Defence and Aerospace National Industry also met recently to continue to plan their campaigns and build power in their workplaces.

As well as learning new skills, the workers were addressed by the Hon Dr Mike Kelly MP, former Minister for Defence Materiel under the last Labor Government.

Dr Kelly spoke about the importance to Australian industry of local content and skills development – particularly in the area of Defence.

Delegate Gary Boxell, one of the committee members, said the skills learnt would help him recruit in his workplace and increase Union density within the defence industry – something Dr Kelly said he would be very keen to see.



Delegates Alex Christenson, Lee Heggie, Nick Lawrie are pictured with organisers Scott Batchelor, Nicole Coppock and Eddie Gonzales.

ALCOA MEMBERS STAVE OFF ATTACK

Members at Alcoa have staved off a long-running attack on their workplace conditions, standing strong to secure an agreement that continues annual pay rises and protects key entitlements.

Workers agreed that the enterprise negotiations had been long and bruising – running over 18 months – but together they had showed they would be not bullied by Alcoa's aggressive tactics.

"The first proposed agreement Alcoa put out in 2016 was an absolute pile of rubbish," said AMWU Organiser Simon Rushworth.

"We knew that something didn't smell right from the start."

The original offer stripped away all the union conditions, pegged back all the redundancy clauses, and workers' right to consultation, among other hard-won entitlements.

The original proposal was voted down, with 90 per cent of members rejecting it. A similar offer was then put out in

early 2017, and again rejected.

Faced with a stalemate, and worried that the company may try to terminate the existing agreement and throw workers back onto the Award safety net, members agreed to file an application for a bargaining dispute with the Fair Work Commission.

This allowed for the Commission to mediate between union members and the company through its 'New Approaches' program.

After another several more months of 'interest-based' negotiations, an agreement was finally reached that members were prepared to accept.

"The agreement itself predominantly hasn't changed in respect to wages and conditions," Simon said.

"We secured a pay rise of 2 per cent each year, and back pay to the start of 2017. That was a great win."

Members also maintained the ordinary hours of a 36-hour week, shift premiums remain the same and they

kept union structures and redundancy clauses.

In order to reach agreement, members gave some flexibility around hours of work – and are now working with the company to make sure this is managed in a fair and reasonable way.

Branch Secretary Steve McCartney said taking the New Approaches route was a 'necessary evil.'

"No-one really wants to be in the Commission negotiating agreements, and it took all of us time to get used

to," he said.

"But as long as the Fair Work Act allows companies to run off to the Commission and terminate our agreements, then sometimes we have to take different approaches.

"Members faced many challenges in this negotiation and they stayed strong and united. Now that the agreement is locked in, we'll need to stay vigilant to make sure it is implemented in the spirit it was negotiated."



Steve McCartney addresses Alcoa Members during the bargaining

MTPD WORKERS OUT TO HOT UP THEIR CONDITIONS

They know how to pimp a ride, and now the workers at Maughan Thiem Pre Delivery (MTPD) are also hotting up their workplace with the addition of a union Delegate and a Health and Safety Representative.

Workers at the small Adelaide firm, which details new cars before they are delivered to their owners, have been steadily joining the AMWU over the past two years, and the site is now 100 per cent union.

Organiser Nicole Coppock said lunch-

time chat over lamb kebabs was the catalyst for major changes.

"My first visit to the site was on my very first day as an AMWU Organiser," Nicole said.

"We only had one member there and he called the union to see if we could talk to the other employees to gauge their interest about joining.

"The initial site visit was just a brief overview of who we are and what we do, but it was also a chance to get contact details of the workers.

"I then arranged a lunch-time, off-site visit at a local Afghan restaurant, where we were able to have a proper conversation about the issues they faced."

Their main concerns related to workplace safety.

"It was a dodgy old warehouse that these guys were working in - with no air-conditioning, a whole heap of hazards, the flooring didn't have a non-slip surface, and there was no fire exit.

"So there were quite a few issues that they wanted to work together towards fixing."

After workers chalked up a few wins on safety issues, management could see that fixing up the old warehouse to the required standard would require significant investment, so they decided to instead move the operation to a brand new premises.

The workers are now in a new air-conditioned workshop, with brand new equipment

Now that workers at MTPD have had time to see the benefits of collective action, they are starting to build their own union culture on site.

"It's now to the point where the business has brought on a few more additional employees, and when new workers come on the guys sit them down and tell them about what we've achieved through the union," Nicole said.

"The workers are in the process of appointing a Delegate and a Health and Safety Representative, and putting them through union training courses.

"It's a great example of how with a bit of work and persistence, workers build a fully unionised workplace and make real change for the better."



MTPD are now union strong and union proud

SUMMER SAVED!

VICTORIOUS WORKERS TAKE STREETS OUT OF THE FREEZER

It was looking like a long, hot Streets-free summer, without some of Australia's favourite ice cream treats.

But a huge win by workers at Streets and the parent company Unilever means we can all relax and enjoy our Magnums, Golden Gaytimes, Paddle Pops and Buffalo Bills once again.

The drama started when Streets management announced earlier this year that it would be applying to the Fair Work Commission to terminate the Enterprise Agreement of workers at its Minto ice cream factory in NSW.

Workers and the union had been re-negotiating their EBA with the company for many months, but discussions had stalled when Streets-Unilever took the nuclear decision to try and rip up the agreement.

Terminating the Agreement would see workers pushed back onto the minimum Award pay and conditions – which was effectively a 46 per cent pay cut.

Angry workers, backed by the AMWU, decided to fight back by calling for a consumer boycott of all Streets ice cream products, and before you could say "No Magnums for me thanks" a fully-fledged campaign was underway. At the time, State Secretary Steve Murphy vowed that "Australians have a choice this summer. It's a choice between supporting workers in a struggle or supporting corporate greed. Streets and

Unilever should withdraw their application before any more damage is done to their brand."

With these fighting words, the #StreetsFreeSummer campaign took off, with ice cream lovers across the country vowing to switch to other great unionised ice creams like Bulla until workers at Streets were given a fair go.

TAKING IT TO THE STREETS

The seriousness of the situation became clear when Streets workers fronted a media conference outside the Minto factory in November.

AMWU Delegate at Streets, Michelle Parkin, said that terminating the agreement would devastate many workers and their families.

"People will lose their homes over this," Michelle said. "It's un-Australian and it's not how we do it here."

Delegate Lance Wilson said he had worked at Streets for 19 years, and his colleagues were like a second family.

Lance said the way the company was treating its staff was unethical and immoral.

Another AMWU Delegate Troy Gardner, said he had a young family and a mortgage that he was struggling to pay.

"If Unilever terminate the agreement then it will potentially break my promise to my wife and children that I will be able to provide for them," Troy said.

NUCLEAR OPTION

The tactic of terminating agreements has been called the 'nuclear option' for employers who are not getting everything their own way during enterprise bargaining negotiations.

AMWU NSW Secretary Steve



Steve Murphy.

"We want to thank the thousands of union members and everyday Australians who contacted Streets to express their outrage, who sent messages of support to the workers and who pledged not to buy Streets ice creams until the dispute was over.

"This is their victory as much as it is the workers and will be celebrated by the entire union movement."

"This dispute showed the power of the Australian union movement when we work together. Australians just won't cop big multinational companies treating their workers unfairly."

WORKER DEMANDS

Throughout the process the union maintained five key demands for an outcome and an end to the Boycott:

- Stop the termination of the agreement
- No cuts to workers' salaries
- Retain redundancy conditions in the current agreement
- Retain a 12 hour shift structure
- Protect the food trade skills and training

The in-principle agreement has delivered all five of these demands.

The new Enterprise Agreement is a four-year deal that will take effect prior to Christmas.

The workers have agreed to work with the company on a number of measures to improve productivity and flexibility that will secure the future of the site.

BACK ON THE MENU

The Streets dispute has again shown the power of consumers to demand that companies treat their employees with respect and decency.

And now that it is OK to eat Streets products again along with other great union-made ice creams and we encourage everyone to tuck into an extra ice-cream or two this summer, made by proud union workers.

We can't think of a more enjoyable way to show some appreciation for the AMWU members at Minto who stayed strong and resolute throughout their long and difficult dispute.

BREAKTHROUGH

The breakthrough in negotiations came in late November, when the heat of the boycott started to melt the company's resolve.

The union held its first campaign event, handing out Zooper Doopers at Sydney's iconic Bondi Beach on a hot Saturday, letting beach-goers know to avoid Streets products.

The online consumer campaign was heating up too – union activists successfully ruined Streets' live online launch of its new Gaytime Sanga product, a feat which was reported on by ABC TV's The Gruen Transfer.

"You can see the company's resolve starting to crumble in negotiations as the boycott heated up and the public support for workers grew," said

A collage of images and news snippets related to the Streets protest. It includes a Facebook post from Andrew Wilson, a group of activists at Bondi Beach, a large protest sign, and news articles from the Daily Telegraph and Nine News.

Andrew Wilson: "Introduce something good like a pay that doesn't cut 46%". Dylan Styles: "Don't applaud cutting wages". Aurora Adams: "I love gaytimes but I hate corporations who rip off their workers even more. Pay your workers properly - until then, I'm boycotting!". John Slogar: "Stop cutting wages". Mich-Elle Myers: "Something good / what? A good deal for your workers".

UNION WIN

STREETS-FREE SUMMER

'Streets' Look To Cut Workers Pay And Ice-Cream Fans Are Furious

Cone of silence: Streets ice-cream boycott to be launched on Sunday

Boycott threat to summer icons Paddle Pop, Golden Gaytime

Activists hit Bondi Beach to spread the word about Streets' actions

WEIR GETS A BIG WIN

Workers at Weir Engineering in NSW have had a big win with their brand new EBA poised to be ratified before Christmas.

With support from their AMWU Organiser, members at Weir Engineering in Sydney have been active over the last year, doubling the number of members on site and finally securing the best agreement the site has ever seen.

Weir – a large, multinational firm that engineers products for the mining, oil and gas sectors around the world – was threatening workers with a huge loss of conditions.

When negotiations for a new enterprise agreement began in January this year, management at the mining equipment manufacturer thought they could offer 1.5 per cent while taking an axe to hard fought conditions at the site, including RDOs and redundancy provisions.

"It was the worst offer I'd seen in a long time," said Eddie Ward, a union activist from the rubber shop. "People were disappointed and angry but in the beginning we didn't think we could fight it."

"We knew we had to work with our members to better organise the site and stop the company gutting the Agreement," said AMWU Organiser Ray Shorthill.

"Only around 50 of the 200 workers had joined the Union and it was clear that we could only build the strength we needed if more people joined."

"Weir's a difficult site – it's really big and there's four break rooms and staggered shifts – it's hard for workers to get together," said Ray.

"We decided to hit the site with our full strength for a big, early push. Four organisers went to the site for the whole day – 7am to 9pm – and we each took a lunch room. We worked with existing members to distribute flyers in advance of our



Weir Minerals Bargaining Committee: Craig Buchanan, Eddie Thomas, Abdul Hassani and Richard Carlile.

arrival so they knew we'd be there.

"On the first day we signed up 43 new members. In the second visit we picked up 13."

The company reacted immediately to the union push, putting out sheets trashing the union and defending the company offer.

Early success pushed our active members to keep working to pick up members and build their strength and momentum.

"It's a numbers game," Eddie Ward recalls telling his workmates. "If you want to fight this we need to be stronger, we need more people in the union."

Eventually, membership grew to more than three quarters of the workers on site.

"You could see straight away that they changed their tune as soon as we were in the majority," said Eddie. "Once we took a protected action

ballot, they totally changed their position." 98 per cent of workers voted in favour of taking protected industrial action for a better agreement and two days later he got the call – the company offer was off the table.

In the end, workers accepted an offer that included a strong annual pay increase, over six months back pay and none of the company's original cuts.

For Ray, Eddie and the active members on site, there's a key lesson to learn – show the power of union strength.

"We hit them with everything we had to start with. When four organisers walked in and stayed the whole day, the company had never seen anything like it before – we rattled them from the start.

"IT TOOK TIME, BUT WEIR IS NOW A STRONG AND PROUD UNION SITE AND THE MEMBERS INTEND TO KEEP IT THAT WAY."

SOLIDARITY KEEPS SPIRITS HIGH ON THE ESSO PICKET

Despite five long, challenging months, spirits on the picket line outside Esso's Longford gas plants remain high, and the resolve of workers and supporters is strong.

The picket is being maintained by determined members of the AMWU, AWU and the ETU, who have made a massive sacrifice by selflessly refusing to take work at Esso, after contractor UGL cut their wages by up to 35 per cent.

Workers have been buoyed by the enormous support they have received from across the trade union movement.

For AMWU Delegate Troy Carter, the depth of that support hit home on a recent solidarity trip to the Northern Territory to meet with workers on the Ichthys gas project.

Speaking from the back of a ute, Troy told hundreds of workers in Darwin about how Esso's maintenance contractor UGL had used a sham Enterprise Agreement with a subsidiary company to slash the pay and conditions of workers.

"Darwin was fantastic," Troy said. "To see hundreds of those guys come out and listen to us speak about



Esso delegates found nothing but solidarity in Darwin

what we're going through, and then donate to our fighting fund, was very humbling."

Victorian Branch Assistant Secretary Craig Kelly said the trip to Darwin was important because UGL was also a maintenance contractor on the Ichthys liquified natural gas project.

"There's good solidarity from members around the country on those big infrastructure jobs, because they can understand how difficult it would be if they had to take a 30-35 per cent

wage cut," Craig said.

"They're also acutely aware of the mega-profits that these oil and gas companies make, and that they pay zero tax in Australia.

"Every worker up there, every week, would pay more tax than Esso paid last year."

The delegation left Darwin with a \$15,000 donation to the fighting fund to support the picketing workers. Support is also coming from AMWU

members at other workplaces, with maintenance workers at the Mobil refinery in Altona chipping in a further \$20,000 and CFMEU members also chipping in.

Troy Carter said he could not express how much it meant to him and his colleagues regarding the amount of people who donated into their fighting fund.

"I have a young family, I've got sons who are eight and four, and my wife, and they are literally being fed by the money that people are donating," Troy said.

"And coming up to Christmas time, that little bit of money we receive from those donations ensures our children will get a present for Christmas."

Troy Carter said the fight was not just about UGL workers in Victoria – it was a fight for all Australian workers, and the need to stop major companies from using legal loopholes to rip off their employees.

"We also want to ensure our children have a future," Troy said. "If we walk away from this, then it's just going to be a race to the bottom."

The fight at Esso continues. You can donate to support the members at: <http://www.amwu.org.au/supportessoworkers>

VICTORY!

FIVE THINGS YOU SHOULD KNOW ABOUT THE QUEENSLAND ELECTION

The Queensland election was a crucial moment for AMWU members.

Over the last three years, the union has campaigned hard to secure some important wins for members and our industries – including pushing the Labor Government to commit to a ‘Buy Queensland’ Procurement policy, which ensures that Government has to prioritise purchasing that benefits Queensland workers and businesses.

It was shaping up as one of the most unpredictable and uncertain elections of recent times, but in the end Queensland Labor edged over the line to secure victory.

AMWU members and activists campaigned hard across the state, in the regions and cities. Members worked in conjunction with the Queensland Council of Unions to further the agenda for workers and make sure these issues were front and centre of voters’ minds.

Here are five things you need to know about the result of the Queensland election on 25 November.

A Labor Majority – Just

As we go to press, Labor has won 46 seats and is predicted to win at least 47 in the expanded 93 seat parliament – giving them a majority.

After governing in minority with the support of independents since 2015, Labor will now have the luxury of a slim parliamentary majority.

Liberal-National Vote Collapses

The Liberal National Party had high hopes of winning the election, but



Brittany Lauga MP with members supporting the regional manufacturing announcement

voters delivered them a savage blow with a strong swing against them, particularly in the regions.

Much of this swing went to One Nation, which received around 13 per cent of the vote across the State. The result in Queensland has sent a scare through the Coalition’s Queensland Federal MPs and Senators, who could be facing their own election soon.

Union Campaigners Make a Difference

Activists from across the Queensland union movement were out in force throughout the election, campaigning on a range of issues that are important to union members including investment in jobs in the regions, funding for health, education and TAFE and making sure that the ‘Buy Queensland’ policy is protected. This important policy will deliver secure, local jobs across the state.

Union activists campaigned strongly for candidates, including a number

of AMWU members who supported our initiatives to build the Queensland manufacturing industry and secure Queensland manufacturing jobs

Locally-built trains

During the campaign, Labor promised to spend \$150 million to fix problems with around 35 new trains. While the trains are being built in India, the modifications will be carried out in Maryborough. Labor also promised that in the future, all new trains will be built locally.

This is a crucial win for AMWU members and their industries.

Labor will also push ahead with its plan for a new rail tunnel under Brisbane, which was opposed by the LNP.

Big Policies for Manufacturing

As well as their commitment to locally built and maintained trains, the Palaszczuk Government committed to establishing Manufacturing Hubs across Queensland, which is great news for union members in the Queensland regions.

The first hubs will be founded in Cairns, Townsville and Rockhampton and will connect industry, unions and universities to create secure manufacturing jobs and reskill workers for new forms of manufacturing at a highly localised level.

In addition, the Government committed to introduce a dedicated



Members and activists campaigned across the state for support for jobs and manufacturing.

Minister for Manufacturing to promote new opportunities and growth in the industry and ensure secure jobs for working Queenslanders.

This is a great win for AMWU members and all Queensland manufacturing workers.

WE WON'T WAIT: CAMPAIGN FOR 10 DAYS OF DOMESTIC VIOLENCE LEAVE

There's no doubt about it: having access to Domestic Violence Leave can, and does, save lives.

That's why unions such as the AMWU have been actively involved in the We Won't Wait campaign to make Domestic Violence Leave a standard condition of employment for all Australian workers.

A ruling by the Fair Work Commission in July, however, was a setback for the campaign, with the Commission deciding against the inclusion of Domestic Violence Leave as a standard clause in modern awards.

AMWU NSW Assistant Secretary Robyn Fortescue said the Fair Work Commission decision was extremely disappointing.

“We know that having access to paid leave allows victims to access things like legal advice and medical treatment if required, and to make sure they have a safe place to live.

“The problem is, that unless you get it in an Enterprise Agreement, then currently there is no paid leave for people who are the victims of family or

domestic violence.

Unions are now looking for the Federal Government to step in and put ten days paid Domestic Violence Leave into the legislated National Employment Standards.

That's why Robyn and Tracey Davis, an AMWU delegate from the Department of Defence, recently went to Canberra as part of a cross-union delegation to build support for the proposal amongst Federal politicians.

While most politicians were happy

to discuss the issue, one group was conspicuously absent from the delegation's meeting list.

“We were able to meet with Labor, the Greens, the Nick Xenophon Party, and Senator Derryn Hinch, and they were all supportive of what we were talking about,” Robyn said.

“But we weren't able to get a single meeting with the Liberals or Nationals. So I don't know if the word went out to Government MPs not to meet with us, or if they just don't care – but

either way it just looks like they're not interested.”

The Federal Minister for Workplace Relations, Senator Michaelia Cash, remains firmly opposed to Domestic Violence Leave, while industry peak bodies like the Australian Industry Group claim that employers simply can't afford it.

Research from the Australia Institute's Centre for Future Work, however, found that the cost of providing universal Domestic Violence Leave would be between \$80 -120 million for the entire economy – or just five cents a day per worker.

Actions on the ground are helping to build public support, and to create a compelling case for change.

Despite the entrenched positions of some industry bosses and the Federal Government, Robyn Fortescue believes the argument for universal Domestic Violence Leave is too strong to ignore.

“We say it's not impossible, it can happen, and as the campaign says – we won't wait.”



The cross-union coalition visited Canberra to raise awareness on this vital issue.

A JOB WELL DONE

There was pride mixed with sadness and anger at the closure of Holden and Toyota in October.



Pride in the cars that were produced, pride in the quality of their workmanship, pride in the workplace conditions that were won with their union, and pride in the iconic role that the car industry has played in Australian life and culture.

Car manufacturing has always been a fully unionised sector and the stories of struggle and victory are a crucial part of the history of car manufacturing.

The auto industry was the bedrock of the Australian manufacturing sector for over 50 years. The closure of the Holden and Toyota plants - a year after Ford also closed its doors - signalled the end of the industry.

The union and all members pay tribute to the people, and the cars, that made it all happen.

Toyota: The Cars that Conquered the Country

For many years, Toyota was the country's largest automotive manufacturer and easily the biggest



Holden workers stood together to the end, proud Toyota delegates, workers gave their all until the last car rolled off, early days of Holden.

exporter.

Australia was the first country to produce Toyotas outside of Japan, and the factory was the longest running outside of Japan. In fact, Toyota started building cars in Port Melbourne in 1963.

Locally-built models included the Tiara, Crown, Corona, Corolla, the Camry, and the Camry Hybrid.

Holden: The Lion of Australia

From the FX and FJ, to the Kingswood, Torana, Monaro, the Commodore – and of course the ute – the Holden brand became synonymous with Australia.

Ben Chifley called the first one to roll off the production line 'a beauty', Peter Brock won Bathurst in them nine times, and there was always one parked in Ted Bullpitt's garage.

But for the thousands of Aussie workers who produced them, locally-built Holdens will mostly be remembered as just bloody good cars.

WORKERS SPEAK



"We built an industry through blood, sweat and tears, a good union in Vehicle Builders and tireless work ... A great job done, you can walk away proud of your achievements."

Steve Hollingworth

"As a senior shop steward it has been a great experience working with people and also great training from the AMWU. I met a lot of great people and it's a shame that the auto industry didn't stay."

Heinz Joham

"The sad part is Australians didn't want this to happen – no one wants this to happen"

David Borg

"I will be leaving with great pride knowing that we built the best cars in Australia and that I played a part in that."

Shawn Matthews

"As a representative of our union I am proud of the unity and strength shown by the people in both the good times and difficult times at Holden. I also feel privileged that I could play my part to try to improve and progress the working conditions and working lives of the people who played such a big part in my life. The memories will last forever."

Paul Brown

"Everyone knows the Toyota factory. It gives the whole area, the whole community a sense of pride. It's put a lot of people's kids through university, got a lot of families houses. Everyone from gardeners, cleaners, production workers, so many trades. The flow on effect will be massive."

Peter Cook

AMWU FINANCIAL ACCOUNTS 2016/2017

Please find below the Union's financial summary for 2016/2017. The Union's full accounts can be found on the internet at http://www.amwu.org.au/rules_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.asn.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 Fair Work 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 \$1,363,037 for the 2016/17 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 significant investment in the refurbishment and repair of a number of Union properties during the year.

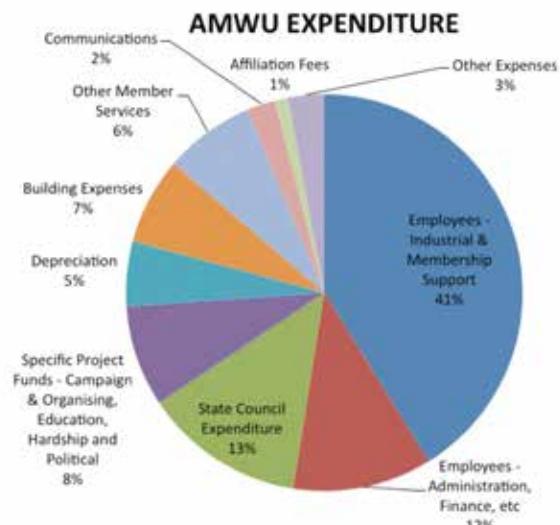
National Union Snapshot

Income from Members	\$37,159,694
Other Income	\$10,752,464
Total Income	\$47,912,158
Expenditure	\$49,275,195
Assets	\$129,201,677
Highest Salary Paid	\$115,666
Union Agreements in 2017	223

Employee Snapshot at 30 September 2017

State	Members	Employees
NSW	16,748	44
VIC	24,332	66
QLD	13,211	37
SA	5,878	16
WA	8,176	25
TAS	1,685	6
National		60
Total	70,030	254

Below is a graph of our Expenditure for 2016/2017



BOOK REVIEW: A LITTLE HISTORY OF ECONOMICS

By Niall Kishtainy

Economics – it affects us all but can be complex to understand. However, this book is an accessible and entertaining read for those who are new to economic theory and for anyone looking for a better understanding of the history of economics' key ideas.

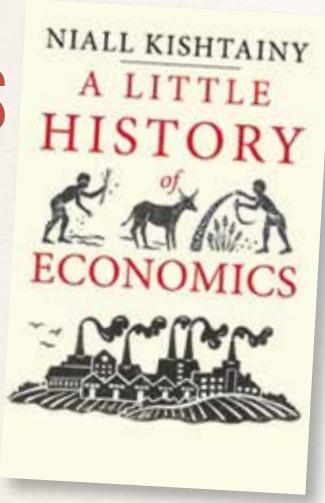
What causes poverty? Is government intervention in an economy a helpful approach? Are economic crises inevitable? The answers to such questions effect everyone.

In *A Little History of Economics*, Niall Kishtainy looks at the complex history of economics from ancient Greece to the present day. He pulls from a wealth of historical knowledge, with amusing anecdotes and examples

Trained as an economic historian, the author presents his book in short, chronological chapters that centre on key events and ideas.

He presents the central ideas of key thinkers including John Maynard Keynes, Adam Smith, Karl Marx, and David Ricardo (among others), while examining topics ranging from the invention of money to the Great Depression, the rise of the concept of money (away from barter and trade) to inequality, and behavioural economics.

The result is a volume that succeeds in



illuminating the economic ideas and forces that shape our world.

Kishtainy, former economic advisor to the UK and the United Nations Economic Commission for Africa, draws on his extensive historical knowledge to make the book's complex ideas engaging and relatable.

The AMWU has 20 copies of 'A little history of economics' to give away to members. Please email your full name, postal address and mobile phone number to news@amwu.org.au to go into the draw to win.

UNION NEWS IN BRIEF

COLLIE FIGHTS ON

Since the day it started more than 18 months ago, the Collie dispute in WA has been a long, bitter struggle. Maintenance workers at Collie (Griffin Coal) in Southern WA were among the first in Australia to experience the now all-too-common occurrence of having their employer threaten to terminate their EBA.

Except in Collie's case, they followed through. Workers were pushed back to the Black Coal Award, facing a 43 per cent pay cut, a loss of over \$50,000 a year.

Since the day it started, union members have been fighting for a fair deal, and to get their EBA back.

As we go to press, Collie Members have been on the picket for over 16 weeks – the stoppage has claimed the title of the longest running Collie coalfields dispute since the Scottish Colliery strike of 1911.

"This dispute will come to be seen as a defining point of struggle for the entire union movement," said AMWU WA



Collie workers still standing strong, together

Secretary Steve McCartney.

"It's been one of the longest and hardest disputes I've ever seen."

It was mid-June, 2016, when the Fair Work Commission terminated the site's Agreement which left the whole town of Collie reeling.

Since that time, the entire community has pulled together and waged a strong campaign to restore fairness at

Griffin Coal.

Negotiations are continuing and members and the union are hopeful of a resolution soon.

LIFT INDUSTRY ON THE UP

Thyssen Krupp lift industry members in NSW have finalised a great new EBA, marking off a year of wins for the entire

Sydney lift industry.

The Thyssen Krupp Agreement comes off the back of new agreements for Liftronics in September and KONE in the middle of the year, with a new standard being set across the industry in NSW.

Workers across all three companies have seen big pay rises and increases in superannuation, amongst other improvements.

"It was the KONE members that set the standard after a long and hard campaign," said AMWU Organiser Fergal Eiffe.

"They were prepared to stand together with their workmates in the ETU and take strong industrial action to lift conditions.

"Once we finalised KONE, the employers saw that lift industry workers were willing to take action to achieve results – so the rest of the companies were a lot easier."

Members are hoping their successes flow on to Otis, which is due for a new agreement next year.



Lift delegates have delivered a fantastic result for the industry in NSW.

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ACT Office
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DELEGATE PROFILE

MELINDA SIKK

IN PLANE SIGHT: MELINDA IS STRIVING TO MAKE THING BETTER

Melinda Sikk has always made things.

As a student in Creative Arts at the University of Wollongong, Melinda focused on making things from textiles. But these days, she makes aeroplanes as a lay-up operator in fabrication at Boeing in Fishermans Bend, working on 787 Dreamliners.

"I went into University as an artist," Melinda says.

"I draw, I paint, I sculpt – but I thought textiles would be a very practical thing to study, something that would be useful."

"So it's funny that I ended up in manufacturing, using my skills in a way that I didn't really expect."

"It's actually a very creative job, because you're working with your hands and making the shell of the aeroplane."

Apart from building aircraft, Melinda is also determined to build a more equitable workplace in her role as an AMWU Delegate – and she has a big picture view of what that role entails.

"Being a Delegate is more than just covering the EBA, it's making sure people's workplace rights are there, and making sure they're respected and they're not being bullied at work," she says.

"I try to make sure that everyone, especially in my area at work, is being treated fairly. It can be unfair in the workplace and in society, there's just such an imbalance of power. I think that's why I like the struggle and the fight to try and change our workplace laws to be more equitable to workers."

"I like to think I'm really a human rights activist, I guess."

Melinda also recognises that she is something of a trailblazer in an industry that is still male-dominated, and she is the only woman working in her section at Boeing.

Melinda's workplace activism has seen her elected to the AMWU State Council in Victoria. Earlier this year



she nominated to attend an international solidarity conference in the Philippines, where she saw the brutal reality of inequality and oppression.

"Yet the union women I met on that trip were so strong, inspirational and dignified," Melinda says. "The people of the Philippines touched my heart and showed me the importance of international solidarity."

Melinda is the convener of the AMWU Victoria Women's Committee, which was formed last year. A major focus of the Women's Committee will be the upcoming International Women's Day on 8 March, 2018

"We've decided that our theme for International Women's Day will be 'lifting the silence on gender violence', and we'll be organising a workshop and speakers with the ASU," she says.

It's hardly surprising to find out that activism is in Melinda's blood. Her grandfather and father were both union delegates, and her brother is also a union delegate.

"I've always been in the union, no matter what job I've been in," Melinda says.

"You have to have some sort of drive and purpose in life. For me, standing up for people is something that I'll always do – that's where I want to work, and what I want to do with my spare time."

"I love my job at Boeing but I get much more satisfaction out of being a Union Delegate."



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