

AMWU

News

Australian Manufacturing Workers' Union



Summer 2021/22

Secure jobs worth fighting for



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Editorial

As we close in on the end of 2021, I think we are all looking forward to a break and some time with our families and loved ones.

It's been a year of mixed emotions for many AMWU members - from navigating the uncertainty and challenge of extended lockdowns and the volatile economic situation through to the elation of winning secure jobs and better safety through collective action - it all demonstrates that together we can win, even in the most difficult times.

I hope that all of you and your families get to have a break over the summer period and are able to enjoy some time away from the worries of 2021.

Of course, we already have big plans for 2022 in our sights.

Our union has a proud history of achievement. These wins were never won by a small minority or a clever slogan. They were always won by rank and file delegates showing leadership and our members standing shoulder-to-shoulder with them for as long as it took to win.

We have so much to win – top of the list is our Support Aussie Made campaign which is about building a bigger Australian manufacturing industry that will deliver secure local jobs.

This campaign has been built and led by 12 proud AMWU delegates from a range of our workplaces, industries, and states. These delegates have been working tirelessly over the past nine months, mostly in their own time, to build a campaign that all our members can be proud of.

We also know that a federal election will be called early in the new year. Candidates around the country will be vying for our support and our votes. The Support Aussie Made campaign seizes on this opportunity to make secure Aussie jobs an election issue.

We cannot forget that this government encouraged the exit of our major vehicle manufacturers, signed dodgy free trade agreements that sold out local industry, and oversaw cuts to penalty rates and permanent jobs – a legacy of attacking and dividing workers while they lined the pockets of billionaires.

Our Support Aussie Made campaign is an opportunity to make sure we don't just have a change of government, but that we deliver a government that is proudly pro-worker.

Our campaign leaders have worked up a pledge that clearly sets out what we expect of politicians before they get our support. They must Support Aussie Made, and support secure jobs, and better rights for workers.

We will not support any candidate that isn't prepared to support the rebuild of our industries, our jobs, and our unions.

Our history tells us that we don't win without struggle, that's why we are asking every member to step up and support our campaign.

I encourage you all to come back ready to build a powerful, united campaign to win a secure future for all workers.

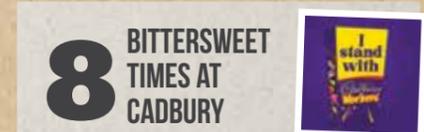
Stay safe and look after each other.

Solidarity.

Steve Murphy
AMWU National Secretary



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AMWU News Summer 2021

The AMWU News is authorised by the National Secretary of the AMWU, Steve Murphy.

Secure jobs are worth fighting for

AMWU delegates from two large NSW sites have seen the job security and skills tide beginning to turn, in one case with a dramatic cut in casual work, the other by a return to apprenticeships.

Lulu Suapopo has worked at Cerebos Foods for about 18 years and has been an AMWU delegate for two.

She says that until recently the maker of well-known Aussie brands including Fountain, Gravox, Foster and even Coles tomato sauce was not a happy place to work.

“Under the last management, we had a hell of a time,” Lulu says. “We had no pay rise in five years, they fired delegates, it was a disaster.”

The problems increased when Suntory Beverage & Food sold the business to Kraft Heinz in 2018.

“During the transition, when Kraft Heinz took over, they made all our permanent fitters redundant – about a dozen to 15 workers,” Lulu says.

“Only one eventually made it back and he left.

“We were relying on contractors, but we had automated five years ago and none of the workers left knew how to fix things.

“So it was becoming a nightmare – all their management targets were going out the window. They came to the realisation that they needed people to be on the factory floor full time.”

Lulu says last year all contractors were offered permanent jobs and the company is still recruiting to fill gaps on its three 12-hour shift rosters.

She adds that there has been a general change in management’s attitude, especially towards the union.

“It all comes down to the management,” she says. “The last lot came in like they had a big broom and just swept everyone away.



Lulu says contractors at Cerebos foods were finally offered permanent roles.

“But Kraft Heinz’s current management deserves a shout out as they are doing all the right stuff.

“They’re actually pro-union. I’ve told them a few times, when people and shenanigans have gotten on top of my job,

that I want to quit as delegate. But the operation manager has said, ‘No, I need you for my business’.”

The move back to permanency not only led to better job security, it also led to more members.

“After the company stopped relying on casuals and took a lot of them on as permanents, I was able to recruit them as they came in. Now all the newbies – cleaners and everyone – are in the union.”

Similarly, a campaign from the shop floor led to full apprentice training making a comeback at

Infrabuild in Newcastle.

Delegate Mark Cole says the old BHP plant had a huge apprentice training centre but that it folded when the steelworks closed in 1999.

Mark says Infrabuild, formerly OneSteel, had been forced to use outside-trained apprentices who would arrive in their second or third years.

“We would get them from one of the local training co-ops, but they would come in and we had to train them from scratch, and the attrition rate was huge,” he says.

“The guys on the shop floor talked to the boss, who had a pretty good understanding of the situation; he pushed upper management and four or five years ago we got them back.”

Mark’s department does most of the machining, fitting, and maintenance for the Infrabuild plant.

He says with the return of apprentices, an area was set up in the workshop where first years do some engineering exercises and learn lathe work.

They can also come back in their third year and do advanced machining if they want to take that job path.

Infrabuild now has about eight to 10 good apprentices on site, and a lot will stay on after doing their time.



A move back to permanency has led to better job security at Cerebos.

“The beauty of it is they train here their first year, then go off to all different departments, get all those skills, and you want to keep them after their four years – they are what you want,” he says.

“We just got a guy straight from year 10 who really wanted to do an apprenticeship and applied. You can get this insight into them and give them a go.

“There is a big push for skilled workers in the Hunter with many companies struggling with training shortfalls.

“They can’t get qualified trades people, so many larger sites are starting to go back to the old way and do their training in-house,” Mark says. ●

Welders breathe easy after critical safety win

A proposal by Safe Work Australia (SWA) to remove an important workplace exposure standard for welding fumes (WES) was met with resounding opposition by AMWU members.

SWA’s proposed change came after welding fumes had been reclassified as a Group 1 carcinogen, meaning they could cause cancer. Workers and their unions were not consulted over the proposal that would have left workers more exposed to the deadly fumes.

“Looking after people’s health should be the number one priority. The industry is not without its risks but if there are things we can change to make it safer, they should be changed,” says Wes Hodgens, a boilermaker / welder who completed his apprenticeship two decades ago.

“I don’t know too many boilermakers that haven’t had metal fume fever from welding galvanised steel. It’s short-term, hitting you immediately or within 24 hours, although there’s probably long-term health effects as well.”

Although technological advances like extraction systems and personal air respirator helmets have improved work health and safety, exposure standards are still critical protections for workers.

Through the union’s active health and safety rep (HSR) network, an online action was launched to protect the WES and to communicate directly to SWA members about workers’ concerns.

“Looking after people’s health should be the number one priority. The industry is not without its risks but if there are things we can change to make it safer, they should be changed.”

In just a few days, hundreds of members had emailed SWA calling for them to not only retain the existing WES but to strengthen it.

“Australia’s exposure standard actually lags behind many other countries. We want to see it strengthened,” says AMWU President Andrew Dettmer.

Pressure on SWA ramped up as over a thousand workers signed a petition within 48 hours calling on SWA to keep the standard.

Workers, union and non-union, backed the AMWU’s campaign with workers sharing their stories to highlight why exposure standards are so important.

“One thing we’ve been good at in the AMWU is changing these safety standards over the years. We’ve done it with asbestos and a whole range of things, and it’s good we’re now focusing on welding.”



AMWU’s campaign to protect the WES not only saved it, but gathered interest from non-union members.

“Australia’s exposure standard actually lags behind many other countries. We want to see it strengthened.”

Workers sent a message loud and clear to SWA members that they refused to be left exposed by a decision made in the boardroom and the proposal was voted down in a critical win for union health and safety.

Workers have long been at the forefront of work health and safety on this issue.

When Mark Pearce began his welding career in 1978, he said welders didn’t get much of a retirement as the long-term effects of welding fumes took a toll later in their lives.

He describes the union members at one of his early worksites in the 80s as being ahead of their time on welding health and safety.

“They were very proactive about extraction and getting welding fumes out of the air; I think they were years ahead of their time and they probably saved hundreds of lives.”

That union activism has continued over the years as the risks of welding fumes remain.

Mark recalls a workmate who passed away from cancer, likely from adverse effects from welding fumes, “I remember, he was very proactive in trying to get stuff fixed and ended up being the victim of it in the end.”

After the win to retain the current WES, workers in the industry want to see more done to ensure everyone in workplaces where welding occurs is as safe as possible.

AMWU members now want to bring Australia’s exposure limit for welding fumes into line with international standards.

“One thing we’ve been good at in the AMWU is changing these safety standards over the years. We’ve done it with asbestos and a whole range of things, and it’s good we’re now focusing on welding,” says Mark, who is also an HSR.

The current WES for welding fumes in Australia was set in 1995 at a limit of 5 mg/m3. In Germany and the Netherlands, the limits are 1.25 mg/m3 and 1 mg/m3 respectively. ●

Uniting to save leave purchasing

When management at Komatsu threatened to remove a leave purchasing policy, workers across the country organised together to protect it.

Earlier this year, without any consultation, management at Komatsu made a shock announcement that workers who had access to rostered days off (RDOs) would no longer be able to purchase leave - a policy workers had benefited from for up to five years.

Komatsu workers have been able to purchase up to 12 days leave each year in addition to the 20 days annual leave. They say it's a major draw card for working there.

"Komatsu have struggled to maintain their workforce and this purchase leave policy is one of the better things that they had offered their blue-collar workers," says AMWU organiser Gary Carozzi.

"When you work such long hours and many weekends, being able to have time with family is valuable and so is being able to have some work-life balance."

Gordon Entwistle is an AMWU delegate and spray painter at Komatsu in Welshpool in Western Australia. He agrees the policy is one of a few things that means the company can attract and retain staff.

"When you work such long hours and many weekends, being able to have time with family is valuable and so is being able to have some work-life balance," he adds.

"I genuinely don't think management realised how contentious this would become. The leave purchase policy is valuable to us and that's why we had to make them understand."

Workers were so fired up about losing the policy, delegates quickly organised to meet nationally on Zoom to devise an attack strategy to retain the policy.

Gordon says that as a result of COVID-19 and border closures, workers are being poached by rival companies. The policy is crucial to keeping them.

Workers decided to launch a petition and circulate it across the country to get as many signatures as possible.

The petition outlined that it is "blatantly unfair to use accrual of RDOs (hours already worked) to exclude us from the ability to purchase additional leave."

"As your employees, we view the 2021 policy as discriminatory, family unfriendly as well as paying scant regard to retaining workers.

"The opportunity to purchase additional leave is highly valued by your employees who accrue RDOs and employees who work a lifestyle roster system," AMWU members said in the petition.

Delegates and their organisers contacted workers in each relevant state and were able to gather hundreds of signatures for the petition before sending it to senior management within a nationally agreed time frame.

Gordon says the organising efforts brought non-union and union workers together.

"It ended up being a really powerful recruitment tool," he says.

Komatsu management listened, deciding to keep the leave purchasing policy for another year for workers with RDO entitlements.

Leading hand and delegate Gary Rayner, at Komatsu in Wacol, Queensland, says he heavily relies on the ability to purchase leave.

Rayner says there are up to 12 boilermakers onsite overseeing hundreds of things that need to be fabricated.

"It's a really demanding gig," he says.

He works most Christmases but routinely takes a week off in October either getting things done around his home, or going away with his wife.

Gary says he then spends a month in March/April visiting his family across Australia.

"When we're in full swing here, you're looking at one day off a fortnight. Most of us work weekends and big hours.

"Being able to purchase extra leave means if you want to get away with the family for a week, you can.

"Earlier this year everyone was waiting with bated breath for the new round of purchased leave and then they said it excluded anyone on the RDO system - I couldn't believe it."

Despite the success of taking a petition to management, Gary Rayner says the fight continues.

"We've been here through thick and thin during Covid. We saw all the office staff work from home for months and we were still on the shop floor doing shift work.

"It's just mean - that's how we all view it on the floor. We're pretty fired up," says Rayner.

Gordon says the move by management was an attempt to drive a wedge between white-collar and blue-collar workers at Komatsu.

Komatsu organiser Gary Carozzi says the company was trying to bring in a major change on the quiet and that they "tried to sweep it under the carpet."

"Workers weren't going to take this one quietly, not when they've had such a big year, with major demands and the company doing really well.

"This leave purchasing policy is key to looking after workers' welfare, work-life balance, and fatigue management," Gary says. ●



Komatsu delegates from across the country got together to organise to protect a policy they loved.



AMWU members at Komatsu work long hours and rely on the leave purchasing policy for some work-life balance.

Support Aussie Made for secure jobs blitz

AMWU in Western Australia has kicked off the Support Aussie Made for secure jobs campaign in key workplaces across Perth during the first week of November.



The campaign is in full swing as workers from different sites talked with each other about how to win more secure jobs in our communities with local manufacturing, that will secure the supply chain for our primary industries.

We all know people who are in labour hire, casual work, or non-permanent contracts who want job security. Those of us with secure jobs are afforded more opportunity to do the things that many take for granted - from getting a first mortgage and buying a house, to simply knowing that we'll be able to get to footy training, keep food on the table, and pay the bills.

In WA right now, there is a lot of work going around but a lot of it is insecure and unreliable in our boom-and-bust cycle.

In the lead up to the next federal election, AMWU WA will be campaigning to make sure that an increase to local manufacturing is on the agenda of the Labor party, and then to make sure the Labor Party wins.

So many AMWU members are skilled up and ready to make the machinery that our mining industry needs, there is no reason for big companies to be buying it from overseas.

AMWU members are ready to fight for better jobs and for a strong local manufacturing industry that will ensure secure jobs for generations. They know that a secure job means the ability to better stand up for yourself and others.

The workplace blitz was just the start and we're all energised by the conversations with members at Metroll, Gemco Rail, Epiroc, Komatsu, Inghams and Integrated Packaging on why this campaign is so important.

We'd love to hear from you too! If you're in WA and ready to Support Aussie Made, sign up here: amwu.org.au/support_aussie_made ●

Bittersweet times at Cadbury

Booming chocolate sales during the pandemic haven't stopped Cadbury trying to milk as much as they can from their workers.

Up to 350 Cadbury workers were forced to take strike action after the company refused to convert so-called 'flexi-permanents' to permanent roles.

These AMWU members make iconic confectionery brands such as Fry's Turkish Delight, Picnic, and Cherry Ripe from two sites in Melbourne.

Many at the Cadbury site in Ringwood have been working for 10 years as 'flexi-permanents'.

These 'flexi-permanents' are contracted to work 10 months a year but they mostly work 12 months like permanent staff.

This means Cadbury's owners, Mondelez International, can drop workers back to 10 months anytime they choose. The arrangement effectively means Mondelez International can make their staff take the hit for seasonal fluctuations in confectionery production.

If they misjudge demand for chocolate, the company can use their staff as a buffer, passing the risk of their business model onto their workforce.

Historically, Cadbury was a good employer with a strong commitment to workers and their families. But the current owners have trashed a lot of this legacy since taking over.

Mondelez International has been dragging its heels in converting these workers to secure, truly permanent roles. When EBA negotiations began in February, AMWU members put the 'flexi-permanent' rort front and centre.

After strike action in September and October, 33 workers, 10 per cent of the workforce, converted to more secure jobs but another 60, roughly 20 per cent, are still waiting for the company to do the right thing.

Other sticking points in EBA negotiations include a meagre initial offer of 1.8 per cent pay rise a year, over three years.

Cadbury also tried to get workers to agree to cap redundancy at 80 weeks despite some workers having accrued up to 130 weeks redundancy over many years of service.

"It's gut-wrenching, it's the pits and it's not what we signed up for. People are so stressed at the moment and the company is not taking that seriously."

Another union demand has been the number of short-term contractors seeking more secure employment with the company, many of whom have been there for a decade or more. These are a group quite apart from the 'flexi-permanent' workers.

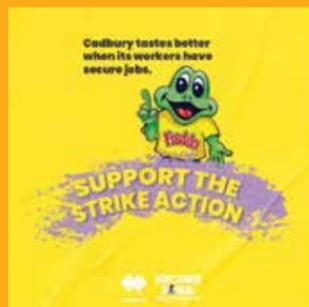
After some gutsy industrial action, the offer on the table has changed. Should the latest deal get up, all workers will receive a \$500 sign on bonus, a 7.5 per cent pay rise over three years (2.5% a year), and conversion to permanent jobs for many workers.

The company has also dropped the proposal to cap redundancy at 80 weeks.

AMWU organiser Aaron Malone says he's so proud of Cadbury workers for their professionalism.

"From start to finish, we moved Cadbury a lot. The negotiations started with a low pay offer and attacks on conditions, we fought off those attacks and moved them up to 2.5 per cent, and a number of our workers gained more secure work in the process," said Aaron.

"These workers have fed Australia throughout the pandemic, the company has never been busier and is posting record sales.



Top: Sabina Lewis has worked at Cadbury since 1996 and has been part of the fight for secure jobs onsite.

Above: Social media graphics in support of the campaign.

Our members have stood together to get a fair outcome in the face of a global corporation."

Historically, Cadbury was a good employer with a strong commitment to workers and their families. But the current owners have trashed a lot of this legacy since taking over.

Sabina Lewis has worked at Cadbury since 1996 and says things at the confectionery giant just aren't as sweet as they used to be.

"After having my son, I came back to work in about 2012 and they put me on a lower pay grade, entry-level pay, and that's where I've stayed," she said.

"These workers have fed Australia throughout the pandemic, the company has never been busier and is posting record sales, and our members have stood together to get a fair outcome in the face of a global corporation."

The confectionery giant is still making it difficult for Sabina to attain a higher pay grade despite performing and taking responsibility for tasks listed at a higher grade.

"It just doesn't make you feel nice; we loved working at Cadbury, it was a very family oriented place, but that's changed."

"We're being asked to do more work than ever, I don't feel like I am being recognised, and the pressure is at boiling point."

During the pandemic, workers at Cadbury have been forced to turn up to work every day despite many having to homeschool their children.

"It's gut-wrenching, it's the pits and it's not what we signed up for," Sabina added.

"People are so stressed at the moment and the company is not taking that seriously." ●

Libs sink local subs

Six new Collins-class Mark II submarines will need to be built to make up for the military and skills shortfall created by Scott Morrison's recent cancellation of the French submarine deal.

Naval shipbuilding in Australia is centred in Adelaide and provides thousands of supply chain jobs across Australia. It is based on a 'continuous build' philosophy to maintain skills, jobs and knowledge between projects, and to keep costs down.

This is the centrepiece of 2017's national naval shipbuilding enterprise policy worth \$180 billion.

The recently completed air warfare destroyers, new offshore patrol vessels, nine Hunter-class frigates, and the refurbishment of the current Collins-class subs starting in 2026 are part of this continuous build plan.

Another crucial piece of work on this timeline was the 12 French-designed Attack-class submarines.

On September 16, the Morrison Government spectacularly walked away from the France attack class program, and announced eight American or UK designed nuclear-powered subs not due to start until 2033, with future job commitments now at risk.

There is still no guarantee the new subs will even be built in Adelaide - with talk that the first few might be leased or bought off-the-shelf.

With the first nuclear-powered sub expected in 2040, six years after the first of the French subs were due in the water, there's also concern our navy will be caught short should we be involved in any conflict.

The scuttling of the French contract has left thousands of workers in Adelaide in limbo - 600 South Australians building the new shipyard at Osborne for the 12 attack-class submarines have already downed tools. \$370 million has been spent on the building.

Australian workers were already in France, and others were about to leave Australia to start work, when they found out the project was dead in the water.

There is now uncertainty around more than 2,800 direct jobs and 3,200 indirect jobs that would've been created by the French sub project.

Up to 400 Australian suppliers have signed contracts with the French submarine designers - on average these businesses spent \$200,000 each to win the work.

It is cold comfort to these workers and businesses that the Liberal Government



Shipbuilding workers are bracing themselves for a new campaign.

has given itself 18 months to work out how, or if, it will build the new subs in Australia.

Glenn Thompson, convenor of the Australia Federation of Shipbuilding Unions which includes the AMWU, ETU, CEPU, AWU and Professionals Australia, says the only solution is to build new Collins-class Mark II submarines.

"Shipbuilding workers, apprentices, and local small businesses need answers about what their futures look like, and they need it now," he said.

"We also need to know what this means for the naval shipbuilding plan. Australian shipbuilding had some certainty to invest around a rolling build which would have avoided the boom-and-bust cycle of the past.

"There are thousands of people working in the shipbuilding industry in Australia and they deserve certainty.

"We don't want to see this turn into an

"The Morrison Government has wasted billions of dollars on the French submarine deal which will now be abandoned. After nearly a decade in power, the LNP has failed our naval shipbuilding industry."

export opportunity for American and British companies at the expense of our local industry and jobs.

"We saw how important sovereign capability was during COVID-19 - we had international vaccine shortages because

nations that made them looked after their own needs first.

"Imagine how bad that would get in times of war."

"The abandonment by the Liberals of their own 2017 national naval shipbuilding enterprise policy shows how rudderless and inept they truly are. And the introduction of nuclear-powered and nuclear-capable submarines into Australia without any public debate shows absolute contempt for Australian voters.

"The Morrison Government has wasted billions of dollars on the French submarine deal which will now be abandoned. After nearly a decade in power, the LNP has failed our naval shipbuilding industry." ●

Manufacturing is an election issue

There's nothing better than our shop-floor delegates giving federal policymakers a glimpse into how important the manufacturing sector is for their lives and livelihoods.

The AMWU has put them front and centre of a submission that our union made to the Senate to highlight how we can successfully recover from COVID-19.

"We've spent a lot of time listening to our members across the nation," says AMWU National Secretary Steve Murphy.

"They believe, that with the right policy leadership, Australia can enjoy a manufacturing-led recovery that creates secure, high-skilled jobs; promotes economic development in our regions; increases our sovereign capabilities; and diversifies the nation's economy."

A number of AMWU leaders shared their knowledge in the submission to the Economics References Committee's inquiry into the Australian manufacturing industry.

They say that to revitalise manufacturing, we must start by fixing our rundown vocational education and training system to provide more skilled workers, especially by boosting apprenticeships.

Haromi "Pepe" Jones, a process worker at Darrell Lea in NSW, wants to make sure future generations of Australians can get secure, well-paid jobs in a manufacturing sector where they are treated with respect.

Pepe says to do this, "We need to boost people's skills, that means getting the TAFE system back up and running."

Gordon Entwistle, a spray painter at Komatsu in WA, says the nation's skills shortages are not simply due to closed borders but reflect a long-term lack of strategic thinking on training and industry policy.



Delegates Cam Brady and Michelle Owen are instrumental in the Support Aussie Made and secure jobs campaigns.

"Our company is fairly good in terms of training apprentices but a lot aren't," Gordon says. "They rely on poaching tradespeople who have been trained elsewhere."

A strong manufacturing sector needs

globally competitive energy costs, especially as we transition to a low-carbon world.

Cam Brady, a printer at NewsCorp in Melbourne, says the government needs to invest in making energy more affordable. "The cost of energy is killing manufacturing in Australia," he says.

"The government has a central role to play in facilitating a transition to renewable energy, and Australian industry can and should play a central role

in developing and manufacturing sustainable energy technologies here."

Supporting Aussie Made through procurement policies is one of the simplest ways governments can help local manufacturers.

Tracey Davis, a supply quality assurance coordinator at the Department of Defence in Melbourne, has seen Australia's capacity to

make things diminish significantly during her time at the department. This is putting our sovereignty at risk.

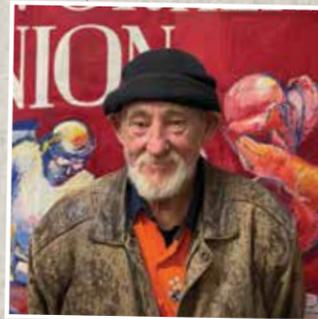
"Australia needs to ensure we have the capacity to manufacture not only what we need to survive and thrive but also be ready to protect our nation from all threats," she says.

For many firms, COVID-19 disrupted global supply chains and forced them to re-learn how to produce components themselves or find domestic companies that could.

Denis Webber, a fabricator helping to build catamarans and ferries at Incat in Hobart, says we might buy products a bit more cheaply overseas but that doesn't mean that product is any good, especially if it comes at the cost of Aussie jobs.

"Sydney Ferries recently bought a bunch of boats from Indonesia. When they got to Australia, they were a total disaster," Denis says. "They can't operate at night or when any sort of sea is running."

"We need to rebuild our manufacturing capacity so we can be more self-sufficient as a country but also so we can create good jobs for people."



Denis Webber is a trained cabinet maker who has worked on and off at Incat for 30 years. Incat employs around 500 people in Hobart and builds catamarans for buyers in Australia and internationally.

"Senate submissions are usually pretty dry documents," says Steve Murphy. "Our submission is all about the people who work in manufacturing. We have plenty of politicians who make noises about the importance of

manufacturing. This is the testimony of our people in our industries who know better than any politician the importance of manufacturing to us, our livelihoods, our families, and our communities.

"We will be distributing copies far and wide. We want manufacturing to be an election issue and for all major parties to commit to a manufacturing future for our country." ●

AMWU Financial Accounts 2020/21

Please find below the union's financial summary for 2020/2021.

The union's full accounts can be found online at 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.org.au

How are these financial reports prepared?

Our financial year ends on 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 internal and 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 and 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 24-hour counselling, and a range of insurances such as emergency transport and journey cover where it's needed. The union also allocates \$2.00 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% 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?

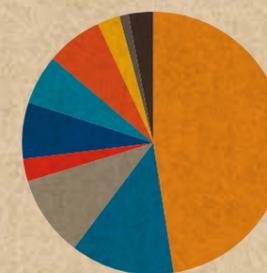
All investment decisions are taken by the National Council on recommendation from the Audit, Risk And Investment Committee. The investment portfolios comply with the United Nations Principles Of Responsible Investment and all officials and officers are subject to the AMWU Conflict of Interest Policy.

Is the union in a good financial position?

The union is in a good financial position. Thanks to prudent decisions made by your national council, the National Union delivered an operating surplus of \$6,898,446 a significant improvement on previous years.

This result was achieved thanks to a number of significant cost saving decisions made during the COVID-19 lockdowns. Income was also stronger than expected, thanks to better-than-expected membership income and broad growth in the manufacturing industry. ●

AMWU Expenditure 2020/21



| | | | |
|--|-----|-----------------------|----|
| Employees - Industrial and Membership Support | 48% | Building Expenses | 6% |
| Employees, Administration, Finance etc. | 13% | Other Member Services | 7% |
| State Council Expenditure | 10% | Communications | 3% |
| Specific Project Funds - Strategic Plan, Education, Hardship and Political | 3% | Affiliation Fees | 1% |
| Depreciation | 7% | Other Expenses | 3% |

National Union Snapshot 2020/21

| | |
|--------------------------|---------------|
| Income from Members | \$33,832,283 |
| Other Income | \$14,811,616 |
| Total Income | \$48,643,899 |
| Expenditure | \$40,400,978 |
| Assets | \$217,454,915 |
| Highest Salary Paid | \$130,866 |
| Union Agreements in 2021 | 257 |

CONTACTS

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(02) 8868 1500

2nd Floor, 251 Queensberry St,
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NSW Branch

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PO Box 167, Granville, NSW 2142
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Albury/Wodonga (02) 6024 1099
Newcastle (02) 4954 3215
Wollongong (02) 4229 7611

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DELEGATE PROFILE

Maan Yaneza

“All women should feel empowered at work” – meet delegate Maan Yaneza.

Maan Yaneza called on the AMWU at her darkest hour. Maan came to Perth from the Philippines about 10 years ago and soon after began working as a lab technician, testing oil and gas samples at Australian Laboratory Services.

Maan says there are mostly women at her work site, many of them migrants.

At first she was slow to join the union but once she did, she didn't look back.

“I got pregnant three years ago and the company dismissed me. My organiser came to my rescue. I asked for help and they helped me the whole way.”

She was able to stand up to the company and be reinstated.

“The environment changed after that – it demonstrated that women should be treated with respect.

“I did my part to fight for this even when management tried to scare me – I said ‘No, I'm not going to cry, I'm going to fight!’”

Last year, Maan became a delegate and is now leading over 20 members.

“I learnt a lot from training as a delegate – I am able to empower other women to stand up to poor treatment at work.”

This year, Maan was invited to be part of the Anna Stewart Memorial Project, a week-long program bringing women together from diverse backgrounds and workplaces, run in Perth by Unions WA.



Maan participated in the Anna Stewart Memorial Project organised by Unions WA, alongside Jessica, both pictured here.



Maan Yaneza hasn't looked back since becoming an AMWU delegate.

The project is named in honour of the Victorian union official who successfully spear-headed the first blue-collar union campaign for maternity leave award provisions. Anna passed away in 1983, aged 36.

The program highlights how women at work are still experiencing sexism, sexual harassment, gender inequality; and the fight for secure jobs, decent wages, and conditions continues.

“All women should feel empowered at work,” adds Maan.

Maan says what she learnt on the program is valuable for migrant women at work.

“Many of the workers at ALS are migrants. Many of us have poor English and don't necessarily understand what's going on.

“Migrant workers can be exploited because too often we don't understand the system or laws, and we often have a different interpretation of what a union is in our country – often it's a negative view.”

Maan says migrant women are the hardest group of workers to get involved in unions.

“It's so important to get involved because bosses can easily exploit you. For many of us as migrants, it slowly dawns on you that you're not being treated well.”

“When migrant women see what a union can achieve, they join.”

Maan was part of the recent negotiations for a new agreement that introduced paid family and domestic violence leave.

“The AMWU supported me in my darkest time, when I most needed it. Many migrants can benefit from the same, but they should join earlier than I did.” ●

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

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

