



QUEENSLAND BRANCH NEWS

NEWSLETTER of the QLD Branch of the MARITIME UNION of AUSTRALIA

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To be truly radical is to make hope possible, rather than despair convincing - Raymond Williams No. 181 – 31 May 2019

Branch Secretary's Report – Vale Neville Birleson - Climate Action Ahead of Coal Jobs 100 jobs: What Adani is Really Delivering - Rio Tinto Meeting – Seafarer Revalidation Salary Sacrificing – Karachi 8 - Rope Technology – Uber's Quiet Ride Option - IDC Visit

Branch Secretary's Report by Bob Carnegie

SEVERAL OF THE highlights of this week's work of the Branch are in separate articles including work around Rio Tinto and my opposition to the increased use of thermal coal, of which my position has been made very clear.

I have tried at all times to keep to the scientific facts of the matter, but sadly many people who are normally quite vocal, including many well known people in the labour movement, seem to have developed a type of 'Lock Jaw' when it comes to the Adani issue.

Me, I'd rather be upfront and honest about it and have the debate. It certainly is a better way than a Chinese whispering campaign or a character assassination campaign. Having been a target of both of these types of campaigns on many occasions, I am well aware of these spineless individuals and it's like water off a duck's back.

I had the real honour of attending an ACTU organising workshop on Thursday. Dave Lyon is doing a really outstanding job in his role as North Queensland Organiser, both the Branch and National Office (in particular Will Tracey) are putting in considerable resources in our efforts to help Dave become a great asset to our union. Anyone who knows Dave knows he is a young, fair dinkum family man doing his best for his union and the working class. It's great to have him onboard.

This coming Tuesday in Brisbane I've got the major operator of the 3 month Cairns dredging job meeting with us. The Branch will be doing its best to maximise employment in this area.

This Thursday we are holding a Branch meeting 1700 to 1800 at the Cairns RSL, followed by a 30 minute presentation on workers' rights should they be injured at work by Adam Tayler of Turner Freeman. As members know nothing is closer to my heart than making sure working class people know their rights when injured at work. We hope to be rolling out these meetings up and down the Queensland coast.

One of the proudest industrial areas I've been involved in has been the downstream work the Branch has won at Amrun in Weipa. We hope to have over 50 jobs in this

area, long term 20 plus year jobs at good union rates of pay.

We have worked with Rio Tinto, Smit and other players to deliver an outcome. The work of Deputy Branch Secretary, Jason Miners has been first class in this area. We stopped partnerships and delivered union jobs, something we can be proud of.

The week beginning the 10th will see the Branch heavily involved in Townsville with meetings concerning the Branch, Port of Townsville (dredging matters), Sun Metals, NSS and TBSH. It will be a busy week.

Paul Petersen and I were involved in a disciplinary hearing late last week. All parties involved behaved in a professional and honest way. Qube are a tough outfit but in my dealings with them in Brisbane (and I'm only speaking for Brisbane) I've found them to be a fairly well managed outfit with exceptionally talented G5's and G6's and an all round decent grouping of men. Men in the main with a great deal of experience and talent who are also a massive credit to their union. We are up to almost 20 full time jobs being created which by any standard on the waterfront is a good result, which speaks for itself.

The nature of Bulk and General with its irregular shifts, work in all types of weather is a bloody tough job (as is terminal, towage and seagoing generally) and I get a great deal of pride representing these workers. They are salt of the earth blokes.

On the 14th of June we have a labour review in Brisbane where our committee, Brisbane Qube management and Qube Ports head of IR, Julia Swift will be in attendance. It promises to be an interesting meeting and hopefully productive meeting.

The Branch is making real headway in our struggle to get extra tonnage on the Gladstone Weipa run. Against all odds by developing ideas and relations with Rio Tinto we are 'on course' to win jobs. All members of the Executive conducted themselves professionally. I'm a hard bloke to please but I was happy with the general outcome and direction of the meeting on Wednesday.

At our Branch Monthly Meeting on Tuesday we were passionately addressed by a Spanish Docker and IDC activist, Sergio Ballester Ivars. Both MUA affiliates of

Authorised by Bob Carnegie, Maritime Union of Australia (MUA) Queensland Branch Secretary

73 Southgate Avenue, Cannon Hill QLD 4170

the IDC in Australia, the Queensland and Sydney Branches, are looking after our Spanish comrade in between his studies.

Sergio Ballester Ivars ▶ United International Dockers ...
 Admin · Wednesday at 18:01 · 📷

I'm a spanish dockworker, I'm currently in Australia for 1 month and I had the opportunity to meet with our australian comrades. The welcoming was as you can see in the photo wonderful. I could give them thanks for their support in spanish dockers conflict during 2017. Thanks comrades from MUA for be members of IDC, we are forever grateful for your help. Your spanish brothers will be always ready to act if you need.

We can only see this strong workers union between DOCKERS 🚢🚢🚢🚢🚢🚢🚢. My hair are still on end at seeing this unity. ❤️❤️❤️❤️ We'll never walk alone again 🤝🤝🤝🤝🤝🤝🤝



To finish up this week's report the 173 page Queensland Parliamentary Intra State Shipping Inquiry was handed down after COB Friday. I'll work on a précis over the weekend and have it available to members on Monday.

I hope everyone has a safe weekend, whether at work or not and please pay attention on the road.

Vale Neville Birleson

RIP Neville Birleson, long time Brisbane seafarer Neville Birleson was laid to rest today, Friday 31 May. From a man who sailed with you Nev, I can only wish you a fair wind and a following sea.

Queensland Unionist Urges Labor to Put Climate Action Ahead of Coal Jobs

Article from *The Age* by Dana McCauley, Monday 27 May 2019

Source: <https://www.theage.com.au/politics/federal/queensland-unionist-urges-labor-to-put-climate-action-ahead-of-coal-jobs-20190525-p51r4i.html>

THE QUEENSLAND SECRETARY of the left-wing Maritime Union of Australia has broken ranks with the CFMMEU, of which it is a part, to urge Labor to put climate action ahead of coal jobs.

Bob Carnegie said Labor and the union movement must take a stand on climate change for the sake of future

generations and that the ALP's new party leader must make its position clear to voters ahead of the next federal election.

"We've only got one world and we've got to at least try to take care of it," he said. Mr Carnegie, whose maritime union merged with the Construction Forestry Mining and Energy Union last year, said the fractured union movement must unite, saying divisions over the Adani coal mine had harmed Bill Shorten's electoral chances.

A split emerged in the Queensland branch of the CFMMEU after its mining division demanded all election candidates sign a pledge in favour of coal mining jobs, while the wider union movement pushed for climate action and a "just transition" away from coal.

The CFMMEU's Queensland construction division secretary Michael Ravbar last week attacked the Indian conglomerate's record of using cheap foreign labour, warning the state government "risked being taken for a ride by a shonky multinational with a chequered corporate history".



Bob Carnegie has broken ranks with the CFMMEU over Labor's climate change policy direction. Credit: Glenn Hunt

The union's national president Tony Maher insisted the divergence was "just a difference of emphasis". Mr Carnegie, whose position is up for reelection next month, said unionists can either be "part of the problem or part of the solution" and that the movement should "take a long hard look at itself".

He said unions must address youth disengagement and falling membership numbers - with density now just 14 per cent nationally and lower if the public sector was excluded - as young progressives turned towards the Greens, splintering the left-wing vote.

Labor also needed to make clear what it stood for to regain the confidence of voters in Queensland, where their primary vote had fallen as low as 25 per cent in some parts of the state, he said. "Labor lost the election because they put out a confusing message," he said. "You should stand up. You either stand for something or you stand for nothing." Mr Carnegie supports a 45 per cent emission reduction target and a "just transition" away from thermal coal, but says his views have made him "unpopular" in Queensland.

Despite knowing his job may be on the line, he was determined to take a stand "on principle". He said

working people should be more worried about climate change than the jobs promised by Adani. "It's the poor people of this earth who'll suffer the first problems with climate change," he said, pointing to the low-lying Pacific islands and Bangladesh.



Mr Carnegie compared the union movement's approach to climate change to the way it fought for action on asbestos, arguing that the two were similar in that some in the community had wanted to turn a blind eye to a problem with consequences seen to be decades away. "If this [climate change] was asbestos the union movement would be up in arms," he said. "We in the rich West think far too much about driving around in the latest four wheel drive."

Adani Stance and a Sustainable Future by Bob Carnegie

SINCE MY POSITION has been made publicly clear on where I stand on a just transition in relation to the heavy CO2 emitting industries I've received a lot of support from everyday people. Here is a beautiful message I've received only today. I feel humbled!

"Dear Mr Carnegie

On behalf of my grandchildren and their grandchildren I want to thank you for not 'staying silent' and publicly declaring your opposition to the Adani mine and, more importantly, the focus on coal.

You have stood up for your beliefs, knowing the consequences of your actions, against all the odds and never wavered.

There are very few people in any walks of life who would do as you have done and I just needed to let you know you have the total support and admiration of every intelligent, informed, caring and compassionate Australian who all know renewable energy is the way of the future and the only thing that can save this planet from total destruction and not only provide a healthy, safe, sustainable future but jobs, jobs, jobs.

Yes the country needs people like you who have a great profile and can attract media attention and who are

willing to stand up and demand clear, concise, truthful information and plans, plans, plans not just PR, rhetoric and lies.

Congratulations and believe me Australians are still shocked and hurting from the election result as many of us believed change was coming and definitely for the best.

Power to the people and peace to the world."

Rio Tinto Meeting

Wednesday 29 May, DEPUTY BRANCH Secretary, Jason Miners, Assistant Secretary, Paul Gallagher and Assistant Secretary, Paul Petersen and I held very fruitful negotiations with Rio Tinto Shipping. I've been around a long time, but I think we are getting to the tipping point where we may win one extra vessel on the Gladstone-Weipa Run with the distinct possibility of more.

These have been very tough negotiations but one of the things I'm most proud of is that they have been done in a spirit of frankness and honesty. As the Branch Secretary I've led and fought from the front with these talks however special mention must go to Deputy Secretary, Jason Miners who has been by my side through all of this.

To the Rio team, although we are not over the line yet, Michael, Ben and Duncan your 'no bullshit' approach is appreciated. Hopefully in a couple of months we will announce more Australian seafarers on the Gladstone-Weipa Run. I'm proud of all who have maintained the faith.

In some circles I'm about as popular as a bad case of the rabies, but in the circles in my life that count - the rank and file of the MUA and the working class generally - I'll always be able to hold my head high.

100 jobs: What Adani is Really Delivering

Source: <https://www.thebigsmoke.com.au/2019/05/30/100-jobs-what-adani-really-delivering/>

THOSE SUPPORTING THE Adani mine have pointed at the jobs it will create. However, the exact figure depends on who you ask. When it comes to the Adani coal mine, Adani has put out so many different job creation numbers, at different times and for different audiences, it's hard to know what's what.

Adani comes up with different jobs figures depending on who it is talking to:

- Adani promised politicians 10,000 jobs;
- Adani told investors the whole project would be automated from mine to port (meaning robot-driven trucks to reduce on labour costs—i.e.; jobs);
- in court, Adani was forced to admit it would create just 1,464 new job—direct and indirect jobs—for the mine and railway, because it would negatively impact other industries.

Richard Denniss, Chief Economist at The Australia Institute:

"No one was meant to check whether any of the promises made by Adani were actually deliverable.

“That’s why mining companies and their friends in parliament are so keen to crack down on the use of court cases to examine the claimed benefits.

“Lying to journalists and politicians is a lucrative business for the mining companies and their PR firms, but the reason why these court cases are so significant is that lying to judges is a crime.”

Now the proposed mine is going to be a quarter of the size Adani originally took to that fateful court case, but they are still saying it will create “thousands of jobs”. We are supposed to believe this magic pudding of a coal mine will somehow create more direct jobs than what Adani said would be created—direct and indirect—across the life of a mine that was originally slated to be four times the size.

One trick Adani uses in its jobs claims is to conflate the short burst of construction jobs with far fewer jobs during operations. But helpfully, Adani supporter Senator Bridget McKenzie makes this clearer:

“(Adani will) be employing 1,500 through the construction phase and around about 100 ongoing.”

100 ongoing jobs. Some jobs “bonanza”.

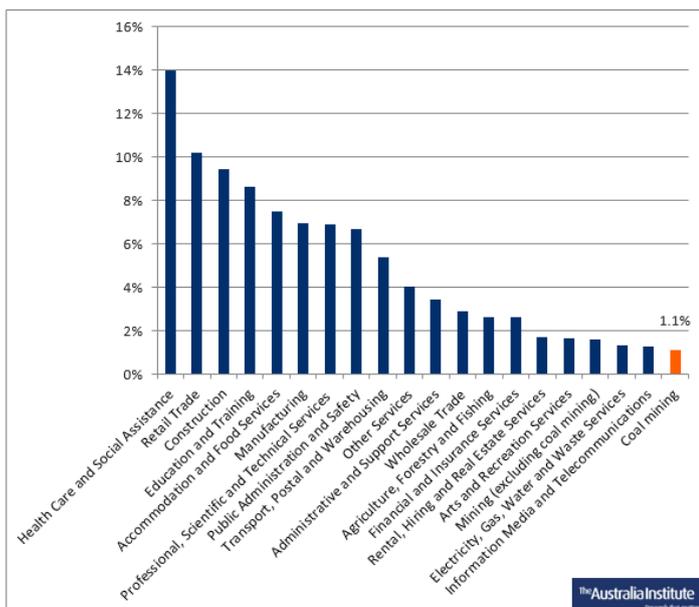
Fact: coal mining is a relatively small employer, even in North Queensland

Contrary to popular belief, coal mining is a small employer by Australian standards:

- 99.6% of Australian workers do not work in coal mining;
- 98.9% of Queenslanders do not work in coal mining;
- 95.7% of North Queenslanders do not work in coal mining.

Across Australia, coal mining accounts for half of one percent of all jobs (0.5%), that’s half a job out of every hundred.

Figure: Queensland jobs by industry (Feb 2019)



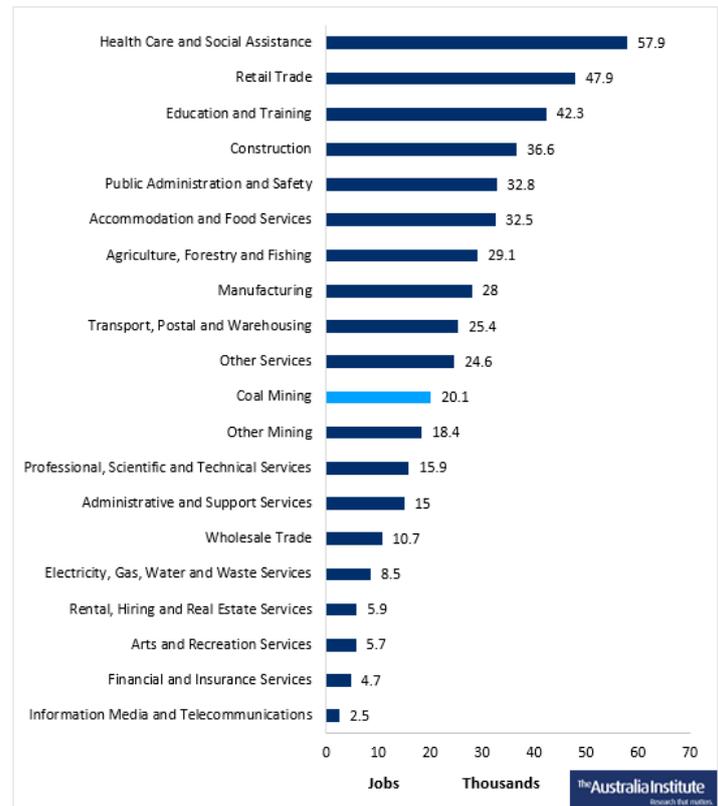
Source: ABS Cat no. 6291.0.55.003 - Labour Force, Australia, Detailed, Quarterly, Feb 2019 – Total employed, four quarter average to Feb 2019. Table 05, EQ06

In Queensland, coal mining is just 1.1% of all Queensland jobs. Coal mining comes in far behind far

bigger employers like health, education, retail, agriculture, public administration, construction, as well as accommodation and food services, which are heavily linked to tourism, and manufacturing.

In North Queensland, coal mining is the eleventh biggest industry, accounting for 4% of jobs, meaning 96% of North Queenslanders do not work in coal mining.

Figure – Coal mining is a modest employer even in North Queensland



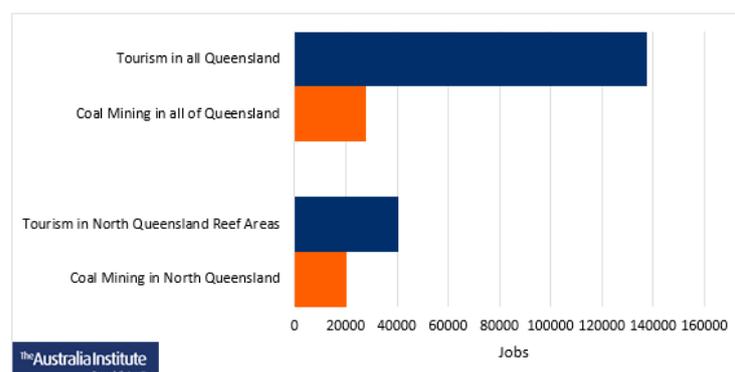
Source: Total employment by Industry, Labour Market Information Portal, data from Feb 2018, <http://lmp.gov.au/>, Coal mining employment from ABS Cat. no 6291.0.55.003 - Labour Force, Australia, Detailed, Quarterly, Feb 2019 – annual average, share of coal mining in North Qld regions from 2016 Census,

Tourism is a far bigger employer in North Queensland than coal mining.

Tourism is a major driver of jobs across a number of different industries, and the Great Barrier Reef is a major attraction drawing tourist to North Queensland.

There are around 40,000 jobs in tourism in reef regions on the North Queensland coast—twice as many as in coal mining, according to ABS data. Other estimates put the number higher at 59,000.

Figure 2 - Qld Tourism vs Coal Mining Jobs



Tourism jobs are put at risk by mining more coal, which will fuel climate change and increase bleaching and coral death at the Great Barrier Reef.

Lots of coal does not equal lots of jobs

Mining is also incredibly capital intensive, not job intensive. In fact, there is no industry less job-intensive than mining. So even though Queensland produces a huge amount of coal, it doesn't produce a huge amount of jobs.

Figure 3 – Australians employed per million dollars of net capital stock



Source: ABS Cat no 5204.0 Australian System of National Accounts, Net Capital stock; chain volume, ABS Cat. no 6291.0.55.003 - Labour Force, Australia, Detailed, Quarterly, Aug 2017

The best thing you can do if you care about workers in existing coal mines is to stop a massive new coal mine from putting them at risk.

Australia Institute Research Director and economist Rod Campbell:

“The subsidised development of the Adani mine represents a threat not just to Newcastle Port but to all mines in the Hunter. With flat world demand, subsidising a large amount of new supply is economic madness.”

This mine is the gateway to the Galilee Basin. It has been scaled back, but once the infrastructure is built it makes the whole basin more likely. If that happens, it will put millions of tonnes of new coal into a stagnant and falling market, and put existing coal mines at risk. The Australia Institute estimates this puts up to 13,000 jobs at risk if the whole Galilee goes ahead, according to The Australia Institute’s research report, *The Impact of Galilee Basin Development on Employment in Existing Coal Regions*.

Pat Conroy MP, the Member for Shortland in the Hunter region:

“It’s a matter of economic logic that, if you increase supply into a market where demand is falling, you will affect prices. You will drive down prices. You will threaten existing coal mines and existing coal mining jobs, including the 18,000 in my electorate.”

No one knows this better than the Port of Newcastle, the world’s biggest coal port, and Glencore, Australia’s biggest coal miner, both of which have publicly opposed the political support this project has received.

Then-Port of Newcastle executive Jonathan van Rooyen:

“There is no avoiding the simple mathematics that if Turnbull succeeds in pushing between 25 million and 60 million tonnes of subsidised new coal into a flat world market the volume of coal mined and exported from the Hunter and Illawarra will decline.”

Electrical Trades Union state secretary Peter Ong told the Australian Financial Review that Adani had refused to engage with his union and warned the mine was unlikely to provide decent wages or conditions.

Peter Ong, ETU QLD state secretary:

“You open up another coal mine and all it’s going to do is put further downward pressure on the price of coal—and it’s basically flat at the moment—and it’s going to put pressure on the already operating coal mines.”

There’s been a lot of triumphalism about increased coal revenues recently. But Australia coal exports are essentially flat. What has changed is price.

And what’s doing this? The shift away from new coal mines. As the Chief Economist wrote recently (page 50): “A lack of substantial investment around the world is expected to constrain supply growth, providing price support.”

Why is that?

“...there is a growing reluctance to commit to new greenfield projects.

“Projects have struggled to attract financing, with a growing list of lenders announcing they will no longer finance thermal coal projects, and pension and equity funds divesting from coal. There is also growing public opposition...”

In other words, the turn away from new coal mines is pushing prices up. And that’s a good thing, for both coal mining jobs in existing mines, and for the climate.

\$130 billion per year benefit to GDP by avoiding climate change

Maritime Union of Australia Queensland secretary Bob Carnegie publicly opposed the Adani mine, and called on other union leaders to do so, on grounds it would worsen climate change.

“We stand by our mining brothers and sisters in the CFMEU mining division but as Queensland state branch secretary I do not stand by the fact that another coal mine is going to be built to further enrich the world’s CO2 emissions. The world doesn’t need another thermal coal mine.”

As The Australia Institute has written:

Unless national action is taken to meet the Paris Target to limit global warming to less than 2 degrees, Australia’s GDP faces a hit of an average of \$130 billion per year according to a new briefing note by The Australia Institute.

•The cost of inaction on climate change is huge—Australia’s GDP would average \$130 billion per year lower if the Paris Agreement is not achieved according to a prominent study.

•Under the carbon price period, Australia successfully reduced emissions by 2% while the economy grew by 5%.

•Economic literature suggests the economic impacts of climate policy will be minor.

Rod Campbell, Research Director at The Australia Institute:

“As an economist, it is hard to understand why policymakers are ignoring Australia’s own recent history in climate policy and the clear costs imposed by climate change,” said Rod Campbell, Research Director at The Australia Institute.

“Australians have seen firsthand how emissions reduction and economic growth are possible at the same time—as a nation Australia experienced this very phenomenon five years ago.

“For political leaders to suggest we now need economic modelling to tell us whether this is indeed possible after all is a furphy.

“In just two years Australia reduced emissions by 2% and grew the economy by 5% under a carbon price and the sky did not fall in. “In fact, employment grew by 200,000 jobs. “Analysts cannot claim to base their work on the likes of Lord Nicholas Stern or Professor Joseph Stiglitz and then ignore the conclusions drawn by those very same pieces of research.

“Nicholas Stern’s own conclusion was that ‘the benefits of strong and early action far outweigh the economic costs of not acting (on climate change).’

“Similarly, consultant Brian Fisher cites a study that estimates climate costs to Australia of \$130 billion per year, but ignores the conclusion of that very same study. “Analysis that ignores the economic benefits of acting on climate and only focuses on costs is misleading and does a disservice to this year’s voters and future generations.”

This piece was originally published on Medium.

Seafarer Revalidation

AFTER EXTENSIVE MEETINGS with Inpex over the last 12-months, WA Branch Secretary and National President Christy Cain is happy to advise that he has arranged for Inpex to cover the cost of revalidation of unemployed seafarers who require their revalidation certificate.

Any member requiring revalidation must contact the MUA WA Branch ASAP, as we do not know when the cut-off-date for this training will end.

If you require revalidation, can you please contact the Branch asap with the expiry date on your card and to confirm whether you require option 1 or option 2 below regarding your sea time.

Requirements for revalidation of certificates are as follows:

Option 1

The person must have documented qualifying seagoing service of:

(a) 12 months in the 5 years before the application for revalidation; or

(b) 3 months in the 6 months before the application for revalidation.

1) For revalidation of a certificate of proficiency as Integrated Rating.

Course needed (Continued Competence Ratings)

2) For revalidation of a certificate of proficiency as Chief Integrated Rating.

Course needed (Continued Competence Chief Integrated Rating)

3) For revalidation of a certificate of safety training, (cost card)

Course needed (Continued Competence Certificate of safety training)

(4) For revalidation of a Navigational Watch Rating certificate or an Engine Room Watch Rating certificate, Course needed (Continued Competence Ratings)

Option 2

This Option applies if the person does not have the documented qualifying seagoing service mentioned in Option 1.

(1) For revalidation of a certificate of proficiency as Integrated Rating, the person must have completed approved courses in the following:

(a) Basic fire-fighting course 3 days

(b) Proficiency in survival craft and rescue boats 4 days

(2) For revalidation of a certificate of proficiency as Chief Integrated Rating, the person must have completed approved courses in the following:

(a) Advanced fire-fighting course 3 days

(b) Proficiency in survival craft and rescue boats 4 days

(3) For revalidation of a certificate of safety training (cost card), the person must have completed approved courses in the following:

(a) Basic fire-fighting course 3 days

(b) Personal Survival Technics

(4) For revalidation of a Navigational Watch Rating certificate or an Engine Room Watch Rating certificate, the person must have completed approved courses in the following:

(a) Basic fire-fighting course 3 days

(b) Proficiency in survival craft and rescue boats 4 days

(5) Requirements for revalidation of certificate of proficiency as marine cook

The requirements for revalidation of a certificate of proficiency as marine cook are that the person holding the certificate has either:

(a) documented qualifying seagoing service of 3 months in the 5 years before the application for revalidation; or

(b) performed duties or functions appropriate for the certificate to be revalidated that AMSA considers at least equivalent to the service

If you have any queries, please contact Jack McCabe, WA Branch Organiser, as soon as possible.

jack.mccabe@mua.org.au

Reinstate the Karachi 8 *by Bob Carnegie*

EIGHT UNION LEADERS in Karachi, Pakistan have been sacked by Hutchison Ports for leading their union's fight for dignity and fairness for their members.

This is the latest union-busting attack against the leaders and membership of SAPT Democratic Workers' Union (SAPTDWU).

Previously the company tried to challenge the legitimacy of the union in court, and failed. Then they secretly registered another union in Islamabad. They filed trumped up charges of sabotage against union leaders resulting in the incarceration of two union leaders for 9 days.

None of this has worked. The union remains strong and has the support of its members. Now in violation of a court order, the company has sacked eight union officials. The union is asking for our support today.

Please join us in calling on Hutchison Ports Pakistan to immediately reinstate the Karachi 8 and end their union-busting tactics

[Click here to support the workers.](#)

And meanwhile in Bangladesh, workers who try to fight for their rights are also under attack. One way you can support those workers is buy fairly and co-operatively sewed solidarity t-shirts from our friends at dna merch.

All surpluses go directly to Bangladesh and will be used for covering lawyer and court costs.

[Learn more here.](#)

And finally, if you are using Telegram, the secure alternative to WhatsApp and Facebook Messenger, please check out the new LabourStart channel there:

<https://t.me/labourstart>

Please share this message with your friends, family and fellow union members.

A Beginner's Guide to Salary Sacrificing Your House, Superannuation and Car

Source: https://www.abc.net.au/life/what-salary-packaging-is-and-how-it-works/10830070?utm_source=abc_life&utm_medium=content_shared&utm_content=mail&utm_campaign=abc_life

WHENEVER I HEAR someone talking about salary sacrificing, I get confused. But it also leaves me wondering if I'm missing out on a good opportunity. We all want to make the most of our income and prepare for the future, right?

It turns out whether you're saving for retirement, your first house or buying a new car, salary sacrificing can help. What is salary sacrificing and how does it work? Salary sacrificing is basically a way to minimise your tax bill. It involves using your pre-tax salary to buy goods or services that you'd normally buy with your after-tax pay. Because in the eyes of the tax department you're earning less when you're salary sacrificing, they tax you less. The rules are complicated but there are two big things to keep in mind when starting out.

1. What you can salary sacrifice depends on your employer, but it's commonly used for superannuation, electronic devices (like laptops and phones) and cars. Whether you can take advantage of it at all depends on your workplace. Many small businesses don't offer salary sacrificing services, says Jarrod Rogers, a certified public accountant based in Melbourne.

2. Salary sacrificing arrangements must be made in advance. You can't package money you've already been paid. There is an exception for superannuation, which we'll get to shortly.

See, that wasn't too hard! Now we can get to the money-saving part.



Whether you're buying your first house, saving for retirement or buying a new car, salary sacrificing can come in handy. (ABC Life: Luke Tribe)

How to use salary sacrificing to boost superannuation or buy a house

If you're looking to buy your first home or want to boost your retirement savings, salary sacrificing into super can be a great option, says Mr Rogers. What's attractive about this strategy is that superannuation contributions are taxed at 15 per cent, which is much less than the 32.5 per cent paid by someone on earning an average wage in Australia.

It's especially good for first home buyers, who can withdraw up to \$30,000 in voluntary super contributions, as well as the amount's earnings, to put towards their first home.

It works like this. Imagine you earn \$80,000 and decide to salary sacrifice \$10,000 to super. You would pay \$1,500 in tax on that \$10,000 in super compared to \$3,450 you would have to pay otherwise — a saving of \$1,950.

There are some caveats:

If you don't end up using the money for your first home, you will have to pay a special tax to access the money, or wait until you have retired.

Salary sacrificing reduces the minimum amount of superannuation your employer is obliged to pay you, because your after-tax income is reduced. Some employers make arrangements so their employees are not left out of pocket, so make sure to check.

Super is now a bit more flexible than it has been in the past. You don't even need to tell your employer: you can simply make a personal contribution (which is as easy as paying a bill) and claim the deduction at tax time.

If you're doing that, it's important to notify your super fund that you're claiming the deduction, Mr Rogers says. If it's more convenient, you could also ask your payroll department to put a little extra to superannuation each time you're paid.

There are a couple of important things to keep in mind if you're thinking about salary sacrificing into super:

The limit for super contributions with a tax break is \$25,000 per year. Keep in mind this is total: it includes any contributions you already get from your employer. The First Home Saver Super Scheme has strict rules about how much money can be withdrawn and what the money can be used for. It also takes some time to withdraw the money, which has caught some people out.

A guide to making salary sacrificing decisions

Don't let salary sacrificing tempt you into buying something you otherwise wouldn't buy. You still have to pay for it.

Think about what might happen if your circumstances change. If you're salary sacrificing a car, could you still make repayments if you lost your job? If you want to buy a house in future, your commitments will affect how much you can borrow.

Ask yourself if the purchase is in line with your goals and what's important to you. If not, it's likely best to say no. If a purchase is in line with your goals, the next step is to look at your options. This is when you might start thinking about whether to use salary sacrificing. *Source:*

Amir Salehi, financial advisor

The pros and cons of salary packaging a car

Cars and running costs are another popular way to make use of salary sacrificing. The most common arrangement is what's called a novated lease. It works like this: you lease a car, and your employer takes the repayments and running costs out of your pre-tax income.

If you're planning on buying a new car using finance, novated leasing makes good sense, especially if you're on the top tax bracket, says Mr Rogers.

But many people make the mistake of focusing on the tax deduction rather than the total cost. Remember, it doesn't make sense to spend \$30,000 on a car you wouldn't normally buy just to save \$10,000 or so in tax, Mr Rogers says. "If you pay for an expensive car through a pre-tax novated lease, you're still buying an expensive car," he adds.

Another thing to keep in mind is that you have to pay a lump sum to keep the car at the end of a novated lease. (The flip side is that you pay less upfront.) It's something that trips a lot of people up, says financial advisor Amir Salehi.

"Most people forget to budget ... [which means] they have to either sell the car because they can't afford to pay

the lump sum or get into a contract to lease another car even if it's not in their best interest," he says.



The words "salary sacrificing" put many of us to sleep, but paying attention can pay dividends. (ABC Life: Luke Tribe)

You can salary package laptops and phones — but be careful to follow the rules

Depending on your job and your employer, you might also be able to pay for a laptop, phone or other electronic device out of your pre-tax income.

There are a few rules to keep in mind:

The device needs to be portable. You can't package a desktop computer, but laptops and phones are fine, Mr Rogers says. The device needs to be used mostly for business purposes (at least 51 per cent of the time). Not all employers will allow you to package a phone or laptop. If you're unsure if you're eligible, the first port of call should be your employer, says Mr Salehi.

If you work in public health or for a charity, there's extra perks

Workers in public health, not-for-profits or charitable organisations often have great salary packaging benefits. In many cases, employees can even package things like your rent, mortgage payments and credit card expenses using their pre-tax income. "It is another way the Government tries to make sure we have good people and talent working in the public sector," Mr Salehi says.

If you work in one of these industries, make the effort to fill out the paperwork and claim the maximum amount (which varies depending on the job). Salary sacrificing is a useful tool that can help you reach your financial goals. But don't let the tax breaks trick you into buying something you don't need: you'll be worse off no matter much tax you're saving.

Editor's note: This article was updated to reflect that salary sacrificing can reduce an employer's minimum superannuation contribution. This article contains general information only. It should not be relied on as advice in relation to your particular circumstances and issues, for which you should obtain specific, independent professional advice.

New Development in Rope Technology by Wilhelmsen Ships Service Could End Mooring Rope Accidents and Fatalities

Source: <https://shipinsight.com/articles/new-core-stops-rope-snap-back>

DESPITE THE INDUSTRY'S best intentions, such as designating hazardous snap-back zones on mooring decks, or the drawing up of detailed line management and mooring plans, mooring remains an incredibly high-risk



task. Serious, often fatal, accidents continue to happen with depressing regularity, with seemingly no end in sight.

Proving impossible to accurately calculate or predict just how fibre ropes will behave when they fail and snap, Wilhelmsen Ships

Service have instead developed a unique solution which dramatically reduces a rope's recoil, or snap-back potential.

The Snap Back Arrestor (SBA) is an energy absorbing core which sits within the company's Timm Master 12-strand plaited, mixed polymer rope. With the appearance of a rope, held within the heart of a 12-strand mooring line, if the outer, load-bearing construction breaks, the SBA absorbs the snap-back forces, transforming them from a potentially deadly snap, to a much safer, slump.

In development for close to seven years, the Timm Snap Back Arrestor, is being claimed as a genuine market first. The result of a laborious process of trial and error, 25 different variants of the system were put through their paces in more than 120 different tests. Finally identifying a viable alternative in early 2016, DNV GL verified Wilhelmsen's SBA solution in May 2016. Since then the Timm Master 12 SBA has been exhaustively tested, passing both TCLL testing and OCIMF MEG4 tests, in both dry and wet conditions.

Recently type-approved by DNV GL, the Timm Master 12 SBA is produced according to ISO 9554:2010 and ISO 10556:2009 and tested according to ISO 2307:2010. It has also been tested according to the latest 4th Edition of the OCIMF Mooring Equipment Guidelines. The Snap Back Arrestor technology used in the Timm Master 12 will be rolled out across Timm's entire 12-strand range.

Veronika Aspelund, Business Manager, Ropes, Wilhelmsen Ships Service said, "The Snap Back Arrestor is a massive step forward in maritime rope safety, significantly mitigating the considerable risks personnel are exposed to during mooring. Using the same material composition as our best-selling premium Timm Master 8 rope, Timm Master 12 SBA is buoyant, light, reliable, features anti-twist colours and offers one of the best strength-to-weight ratios on the market. These are all of course great selling points, but the safety element hidden within its core is truly unique and could quite literally be a life-saver".

Uber's Quiet Ride Option is a Warning: We are Falling Victims to Convenience by Penelope Blackmore

Source: https://www.theguardian.com/commentisfree/2019/may/30/ubers-quiet-ride-option-is-a-warning-we-are-falling-victims-to-convenience?CMP=Share_iOSApp_Other

YOU CAN OUTSOURCE pretty much every aspect of irritation in your life. But you can't outsource loneliness. Uber has launched a quiet ride service in the US, which

means that passengers can request that a driver refrain from talking to them during their trip. The quiet ride feature is available in Uber's premium Black service.



The little white earbuds, and their more aggressive, noise-cancelling cousins, are shielding us from this terrible outside world.' Photograph: Dulin/Getty

If you're reading this thinking, "Great, now rich people have even less reason to talk to people outside their bubble of wealth," then you're not alone. Uber passengers will be exposed to even fewer diverse experiences, and will stop hearing stories that reach into their hearts and knock on the door of their empathy.

And I hate this. Not just because we need to hear stories and talk to people from diverse backgrounds, but because it's a signal that we've fallen prey to the idea that nuisance or bother is an undesirable aspect to our lives, that everything must be faster, smoother, quieter. It's a warning that we are falling victims to convenience. We are not to be interrupted, or embarrassed, or disturbed. The child crying on a flight? An outrage. A crappy Netflix suggestion? Abhorrent. The overly chatty shop assistant? Daft! Now, believe me, I judge not. I am as irritated and wound up as the rest of them. Convenience is addictive, it leaves me craving more and more simplicity.

You can outsource pretty much every aspect of irritation in your lives. But you can't outsource loneliness, or pain. Like a dystopian sci-fi plotline, we are allowing Silicon Valley to make our lives as convenient and seamless as possible. We are in the process of bidding farewell to dragging toddlers around a speciality shop in search of a particular item; these days a mindless nudge of a button brings it to our door in record time, swathed in protective foam, products birthed from the algorithmic womb of the internet.

Think about that for a moment – all the things we are rarely or no longer doing. Soon we will not be driving in traffic, or waiting for a bus, we will not search for a parking spot, we will not pace up and down the aisles of a supermarket, we will not wait in the checkout queue. It's a wonderful dream, not having to do all of these mundane, boring things. We are exceptional individuals, profoundly busy ones. Our time is of utmost importance, so it's best if we're not wasting it finding the right light bulb. Convenience, suddenly, is a commodity in and of itself. A mechanism to avoid other people and boredom

and annoyance and frustration. These are bad things, we're told. What could possibly come of being bored and frustrated? And why on earth should we have to deal with people that we don't know? We hate small talk. It's meaningless, futile. It's an expression of intellectual mediocrity and an absence of real connection. Except that, well, it's not.

Studies have shown that regular interactions with weak ties, or acquaintances, can drastically improve your mental health and feelings of connectedness. So while we might think there's no point waiting around at our local coffee shop when you can pre-order your flat white on an app, studies prove us wrong. Baristas, cashiers, yoga teachers – these are all people that might recognise you, and people that are worth talking to, even if it's just a quick nod of the head.

But there's an app for everything now, which means no more phone calls to the pizza shop, no chit-chat while waiting for the bus. The little white earbuds, and their more aggressive, noise-cancelling cousins, are shielding us from this terrible outside world.

And we are lonelier than ever. Our communities are disintegrating, whether it's the corner store bought by a billionaire developer or churches being replaced by Instagram or the fact that I have never met or even seen my next door neighbour. We are at a crisis point.

A few days ago, earphones already locked into my ears, I climbed into the back seat of an Uber, ready to listen to a podcast in peace on my ride home. To my frustration, the driver got talking. He wanted to practice his English on me. I relaxed and engaged, and we had a pleasant 15-minute conversation about rental prices, Germany and gentrification. This conversation didn't change my life, but when I arrived home I felt light, happy. I smiled and laughed with my driver. The small talk reminded me of generosity and graciousness that exists in humanity, and that is something worth being reminded of.

I would argue that we actually need to be inconvenienced, frequently. We know we need to connect with other human beings instead of shouting into the echo chamber of Facebook and Twitter, but do we know that strangers fall into this category? We need the fleeting intimacy and bad jokes and exaggerated smiles that come with conversing with an Uber driver much more than the promise of a silent chauffeur, whizzing us through the city while we check our never-ending stream of DMs and emails and WhatsApps.

So, instead of plugging in your AirPods and listening to a podcast on how to better connect with your loved ones, or how to market your startup, or how to be as productive as humanly possible, try something new. Make small talk. Make eye contact. Perhaps give a non-creepy smile to someone that looks like they need it. Walk to the train station without distraction, taking in the smells and sounds of your town. And for goodness sake, have a chat to your Uber driver. You never know, you might even enjoy it.

Queensland Wader Water Study Group

LANDFALL IN ALASKA!!

Two of the Bar-tailed Godwits fitted with PTTs at the Port of Brisbane and Manly have recently made landfall in Alaska, both in the Yukon Delta Wildlife Refuge.



PTT 64597 (leg flag BJV) left the Port of Brisbane on the 14th April and arrived in Saga Japan on the 21st April having flown c. 7,000km nonstop in 7 days. He stayed in Japan for 28 days before heading up the Asian coast and then across the Pacific Ocean arriving near the community of Chefornek on the Kinia River, Alaska on the 24th May, a further 5,500km in only 5 days. The bird now looks settled, presumably on the breeding grounds having travelled 12,500km.



The second bird (PTT 64591, leg flag AWS) left Manly on the 10th April, arriving in Japan on the 16th, travelling 7,000km in 6 days. She stayed there for 13 days before relocating to South Korea where she spent another 13 days before heading north. Five days and 6,000 km later

she arrived in Alaska, 150km north of BJV, a migration of c. 13,000km to the breeding grounds.

We've learnt so much about the way this declining species uses its staging areas on migration and now we will have the opportunity to look at where they breed, sharing this information with our overseas colleagues to work towards their protection throughout the flyway. Fingers crossed for their safe return to us in September/October.

Many thanks to Fudan University in China for collaborating with QWSG and kindly providing the PTTs for use in this exciting study.

May Day Shirt



John Harrison proudly wearing the 2019 May Day shirt

Cartoon Corner

If I don't think about the chickens' feelings, nobody will...



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