



# QUEENSLAND BRANCH NEWS

NEWSLETTER of the QLD Branch of the MARITIME UNION of AUSTRALIA

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No 10 – 1 October 2021

## Acting Branch Secretary's Report – Assistant Secretaries' Report – Relief Official's Report North Queensland Organiser Report – ITF Report - Women's Committee Report

### Acting Branch Secretary Report *by Jason Miners*

Workers who supported the country during the current pandemic across all areas of the supply chain in this country are under attack, whether it's distribution workers, truckies, wharfies or tuggies. The ruling class has made the determination that the Covid outbreak is a good time to pursue the wages, conditions and dignity of working men and women.

It's extremely difficult to fight back when essentially a worker's right to take action has been made much more difficult. Every union that is engaged in or considering taking action has to be cognisant of what action they can take to prevent employers supported by the Fair Work Commission cancelling collective action provided for in a minute level in the Fair Work Act.

Any action taken is frowned upon and demonised with little to no consideration of workers going above and beyond for their respective communities.

Many of the employers know this and know that it will only be the actions of workers that will predominantly be reported on by the right wing press in a negative light. Political leaders from all perspectives are silent on this campaign against workers and fail to address or understand the militant agenda of some of the employers.

Many of our members in their respective areas of our Branch are in struggle and we continue to support by any means possible.

Make no mistake this pandemic and vaccination debate has the potential to split workplaces which ultimately

lessens the capabilities that united workers power delivers.

### Patrick

Patrick continues to blame wharfies through their mates in the press for their agenda to rip hard fought conditions and rosters from the current enterprise agreement.

It's deplorable that the same company who has significantly increased its charges to its clients now wants

to make more profits from our members wallets. The take it or leave it approach has continued by senior Patrick management because they simply are not interested in bargaining with their workforce.

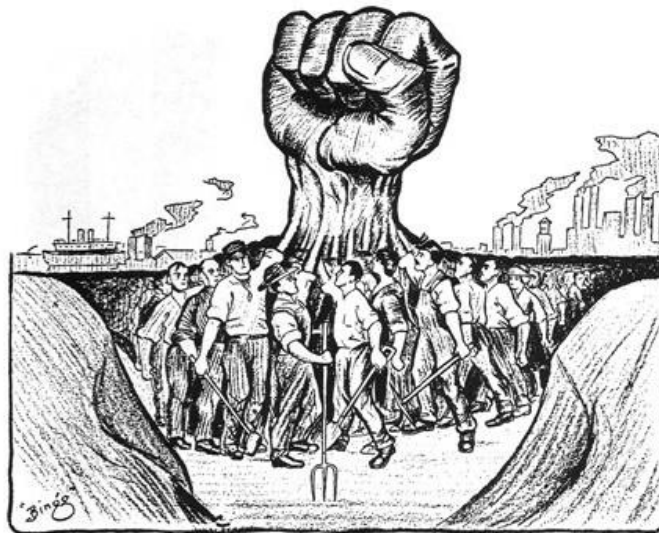
It appears the Qube elements of the organisation are influencing the process and strategy for Patrick. This strategy is arguably one of the reasons for the loss of market share.

The mainstream press

cohort will continue to peddle Patrick's agenda along with the conservative political forces who appear on national television in support at the drop of a hat to turn other workers against the waterfront.

I'm not sure there's too many other companies that have this type of exclusive access to peddle Patrick's/Qubes shit agenda against workers. The union and respective committees around the country continue to advocate to get back to the table to finalise their agreement as a matter of urgency and will continue to do so.

Patrick needs to get to the table and sort through their national agreement and desist from their current militant agenda and propaganda mission to have other areas of the economy and government support their greedy cause.



## Save the Date – Annual Family Picnic Day

The annual family picnic day will be held on Tuesday 2 November at The Plantation, 1204 New Cleveland Road, Gumdale. Covid stopped the picnic last year so let's make this year's picnic one to remember! Volunteers required, please contact the Branch on 3395 7215.



## AGM Save the Date - Tuesday 30<sup>th</sup> of November

Please try to make yourself available to attend the AGM in November.

The branch will notify the employers in the coming weeks.

## MUA MEMBERS INFORMATION SEMINAR FRIDAY 8<sup>th</sup> OCTOBER FROM 0900 TO 1200

(Lunch and refreshments will be provided)

### Topics Include:

#### Mandatory Vaccination

Understand the minefield surrounding the inconsistent application and interpretation for mandatory vaccination. The Branch has secured the assistance from an experienced industrial advocate and accredited specialist to give a presentation and information to members concerned about mandatory vaccination.

#### Know Your Rights and Risks in the Workplace Associated with Silica Dust

The Branch will have Thady Blundell from Turner Freeman Lawyers along with other experts in this field presenting on the Asbestos of our generation, silica dust.

Members who work or have worked in the bulk and general stevedore areas are strongly encouraged to attend.

These two presentations are being delivered off the back of concerns and confusion raised by members in the preceding few weeks.

#### Smit Lamnalco

Yesterday our members unanimously endorsed the enterprise agreement which has been a significant outcome for our members.

Phil Hansen and Shane Miers, our lead delegates have done an outstanding job and put in countless hours to secure the outcome.

The Queensland Branch can't thank them enough. Here are a few of the outcomes:

- 4-year term
- 4 x 50% PPT written in to the EBA
- 6.5% pay increase over 4 years
- \$2000 per person training allowance over 4 years (\$8000)
- Protect Income protection for all members
- Additional \$10 per/hour for standby
- \$100.00 per 12 hours (3-day standby = \$600 per crew)
- Increase in store management allowance
- Increase from 25 - 42 banked days
- Two indigenous trainees starting 2023 (Pre-sea course/STCW/Coxswain/MED 3 @ UTAS) preference from the local 'Goreng Goreng' people.
- Two-fer for run jobs, ETV and coming off your leave to fill in a rostered position

- SLTA revalidate your highest qualification plus accommodation etc
- Roster change only to be done via majority vote of the work force
- Dispute resolution is shorter with status quo
- Port ALMA/Bundaberg nominated voyage clause/1 GPH + paid supernumerary (outside sea time)
- Trainee clause has been bolstered
- 21 shift even time roster
- Start on nights finish on days
- Standby shifts now even throughout the fleet (3 days blocks)
- Standby clause re-written
- Delegate on the screening panel for new employment not just the interview panel
- LWOP pay clause amended and SLTA have a policy. Much easier to take
- 42 days paid parental, or adoption leave
- If the company require you to do any training on your leave you will be recredit a dead day
- No more 7 free training days
- Salvage now same manning as ETV 4 GPH/IR (3 watch keepers and cook)
- GPH/IR is the winch driver
- Secondary break increase from 7-8/7-8/12 now 7-8/12 (Short break/long break)
- NO maintenance on night shift except for emergency break down.
- Secondary to be paid OT for anything over 14 on 24.
- For clarity 12 hours on 7 hours off = 19 hours. Anything worked from 19 hours to 25 hours will be paid at overtime. Currently we don't get any payment at all. Also, after working 12 hours then having a short break the next break is 12 hours minimum. Not a bad win
- Overtime no longer banked instead paid out at 1st half hour 1.5x daily rate // 2nd half hour 2x daily rate // 3rd hour 3x daily rate. Although the days are no longer banked the pay rate is higher. Also increase in banked days (42) and now paid overtime for more than 14 in 24 hours for secondary's (NEW)
- Change to when bulk orders will be sent. Instead of 1630 - 1730 it will be 1530-1600 to allow for staggered starts. Any further changed another text or phone
- Secondary minimum rest break per week increases from 77 hours to 84 hours
- Swing day twofer

### **Engage Marine**

The Queensland Branch is in the final stages of the Bowen Abbott point EBA which should be lodged by the end of next week. The agreement is largely the same as the former Svitzer agreement with some minor changes and an increase to salaries which will see MUA members on a base salary of **\$151,000** at the conclusion of the EA. Engage officially start in Bowen on 1<sup>st</sup> October.

### **Svitzer**

The Svitzer enterprise agreement negotiation has turned into a complete circus in what can only be described as a kamikaze mission.

Svitzer continues to push for lowering industry standards, wages and conditions through related entities or shelf companies trying to operate parallel on Jetstar like models whilst continuing to avoid a proper bargaining process.

Whether it's pulling out of smaller ports to make a point or attacking the integrated rating qualifications in Brisbane which have existed since MIDC or using ex senior AMOU officials' partnerships to deliver tugs.

It's not only the cost and bottom line Svitzer is attacking this time around it's non cost items and standards our union has fought for to deliberately agitate the members. They are calling us out because they have the confidence to break us!

To date Svitzer are in front in this as they have had a compliant workforce for many years who have worked tirelessly to deliver services to our ports ultimately delivering a huge market share and 40% of the company's profits from Australia alone and lucky to be paying 2% tax on that! But that's not enough for this mob.

In all seriousness our members would rather continue with the wages and conditions they have with no outlandish changes rather than go into what I see as potentially a significant industrial campaign.

Our members in Cairns and Brisbane have determined enough is enough and will continue protected industrial action Sunday with a 24 hour stoppage of both ports.

Our members in Cairns have taken 10% pay cuts to protect their employer in previous years. Our members in Brisbane have worked outside their agreements consistently to assist their employer. All over the country Svitzer are trying to adopt the models of the shit pot operators in towage have.

Until these deliberate ideological attacks on our members cease, we will continue to escalate our response as determined by the members.

The relationship that once existed could be too far gone and a few of the long term Svitzer associates remain in a state of shock to smell the roses.

They've engaged a team of lawyers and middle managers inflating costs structures of the business whilst attacking

every condition possible saying they need to be adaptable and do better!

Of course we will always try to resolve our members issues in a conciliatory way but the death by a thousand cuts will no longer be accepted by any port or group of workers.

### **ILA President Warns Shipping Lines and Developers of Fully Automated Container Vessels That ILA Members Will Not Work Ships Without Crews Aboard** by Harold Daggett

*– ILA President*

Source: <https://portside.org/2021-09-30/ila-president-warns-shipping-lines-and-developers-fully-automated-container-vessels-ila>



NORTH BERGEN, NJ  
(September 7, 2021) – Harold J. Daggett, President, International Longshoremen’s Association has a message to any shipping companies planning to utilize autonomous container cargo ships without crew: Don’t sail

them into ILA ports from Maine To Texas, Puerto Rico, and Eastern Canada – they won’t be unloaded or loaded by ILA Members!

Media reports in recent week have featured stories from Norway and Japan about companies and shipping lines developing and testing container vessels that will sail with no crew aboard – fully self-piloted,” relying on satellite guidance, onboard sensors, and artificial intelligence making decisions based on these inputs,” according to a Facebook posting by Seably, a European maritime on-line training company.

Seably reported September 3, 2021, on plans by Nippon Yusen Kabushiki Kaisha, also known as NYK, Japan’s largest shipping company, to send “a cargo ship 236 miles from Tokyo to the port of Ise.” The vessel will have no crew onboard, according to the report.

Days earlier, cable news channel CNN featured a report on a Norwegian company, Yara International, and its plans to test an autonomous ship by sailing it between two Norwegian cities.

“Workers around the world are under assault from the threat of automation by greedy companies only interested in making money and eliminating workers who helped them build their success and companies,” said ILA President Daggett. “It’s got to stop, and my ILA will do what it needs to do to save our jobs and the jobs of maritime workers around the world.”

As ILA president, Harold Daggett negotiated a landmark agreement six-year agreement for tens of thousands of his members with United States Maritime Alliance (USMX) in 2018 that prevented any automation or automated equipment at ILA ports. In exchange, the ILA pledged to keep productivity levels above what

automated equipment could produce. Apart from lower production levels due to the worldwide COVID pandemic, the ILA has kept its promise and kept its members working. During the ten years he has led the ILA as International President, Harold Daggett has successfully negotiated two Master Contracts with USMX.

“The ILA will not work a container ship without a crew aboard,” said the ILA leader. “Already one company developing these automated ships are also plans for automated loading and unloading of cargo from these crew-less ships without workers. That’s not going to happen under my watch.”

The current ILA contract expires in three years, and ILA President Daggett will continue to keep his members protected from the threat of automation.

“We will continue to negotiate for no automation, or automated equipment at ILA ports,” said President Daggett. “And we are going to demand no semi-automated equipment be allowed. The ILA has learned that even allowing semi-automated equipment is the path for companies to slowly eliminate our jobs.”

The ILA Leader hopes all U.S. Maritime unions join the ILA in refusing to allow autonomous container vessels. He is confident to win the support of the world-wide International Dockworkers’ Council (IDC) to join the ILA in its campaign to stand its ground against the elimination of on-board shipping jobs. “Now more than ever, dockworkers from around the world, joined by all maritime workers must unite to fight this important battle against automation,” said President Daggett.

### **Life Membership for Glenn Lisha**

On behalf of the Queensland Branch I would like to acknowledge the retirement and life membership of Glenn Lisha, a generational wharfie who is highly respected by his comrades. We wish him all the best in his retirement and sincerely thank him for his significant contribution to our union. Adventure before dementia.



*Glenn Lisha's Life Membership*

### **MUA vs Hutchison Ports Australia**

Since the new 2021 EBA agreement was implemented on August the 16<sup>th</sup>, Hutchison Brisbane Container Terminal (BCT) have gone against the agreed process of converting all 48 A pool casuals to the guaranteed 16 hours (G16) a week, part time permanent positions. This was an agreed process throughout their EBA negotiation under fair faith bargaining and the union is pursuing it vigorously through Fair Work Commission (FWC). We have a FWC arbitration hearing on the 27<sup>th</sup> and 28<sup>th</sup> October to prove the company have gone back on the agreed process of converting the A pool casuals to the G16 positions. The decision by the company to go against the agreed process has hurt 20 plus members at BCT financially and emotionally. It is unacceptable the way BCT management have traded these members and the union will continue to fight to get these members to their rightful position as part time permanent (PPT) employees at Hutchison ports. Throughout the negotiations the EBA committees from Brisbane and Sydney have done outstanding work to ensure all MUA members at both terminals achieved the best possible outcome under extremely tough conditions. Both committees and officials worked in unison to achieve an exceptional agreement that delivers new standards across the stevedoring industry.

National Deputy Secretary Warren Smith led the EBA negotiation team with intelligence and experience through three years of arduous debate and endless protected action to achieve an EBA that delivers wages and conditions far superior then the previous agreement. However, the greatest achievements were through the **sacrifices of the Hutchison membership who took countless hours of industrial action** to defend and extend the working conditions at Hutchison terminal.

### **Award**

The company wanted to remove the underpinning award. This has not happened, and the award is incorporated into the agreement consistent with industry standards.

### **Parties and Scope**

This agreement alone in the stevedoring industry includes reference in scope to grades 1-7. The company wanted to remove our coverage of grade 7 work and we have been able to defeat that position and maintain our coverage.

### **Term**

The agreement runs for four years from certification.

### **Technological Change**

This is a world's best practice union clause. Nowhere in the world has such an outcome been achieved that protects all existing members against being terminated due to automation, mode change or technological development.

### **Categories of Employment**

This is another win for the union in that the separation of categories of employment clause across Part A and Part B limits the scope and capacity of the employer to bring in new categories of labour except by agreement.

Further to this all references to Phase I and Phase II have been removed for the document finally moving us away from the original start-up agreement.

Supplementary numbers have also been capped at both terminals preventing a flood of labour by the employer to undermine rosters and guarantees.

### **Recruitment and Promotion**

This is another huge win for the union. We have never formally achieved 70% recruitment of labour into a workplace. This allows us the opportunity to place sons, daughters, partners, husbands, wives, friends and union activists into positions within the company. No other workplace has this condition which sets a new standard across the stevedoring industry.

The selection criteria is based solely on objective criteria. It rules out industrial action as a disciplinary outcome which again has never been achieved. The ERC will make decisions based on fairness if there is a tie-breaker required above the parameters in the clause.

### **ERC Committees**

We have increased the number of ERC members nominated in the document. We have also identified the data we need for determining the potential for upgrades in rostering conditions within the document in six monthly labour reviews.

### **Training**

We have achieved the appointment of two level 4 trainers in each workplace.

### **Inductions**

We have won the right for the union to conduct 2 hour union inductions for any new employees.

### **Issue Resolution**

No other stevedoring agreement contains status quo for disputes which is in this clause.

### **Remuneration**

We achieved five 2.5% wage increases over a four year agreement. Largely this is to deal with backpay which is illegal to take industrial action over but is a considerable wage uplift over the agreement with rates that maintain industry standards.

The employer went hard to get Grade 2 permanents which has been defeated and removed from company draft of the agreement.

New supplementaries will work on the G2 rate for G2 work with rates that are again on par with industry standards despite the 25% reduction sought on rates by Hutchison which they did not get.

The clause also maintains all penalty factors and premiums in case of future attacks on the award conditions.

The table nominates grading classification of which several are placed in higher grades than the award.

#### **Superannuation**

Superannuation has been maintained at 12% despite Hutchison's efforts to reduce it to 9.5%.

#### **MSIC**

We achieved two free spins over each six month period to prevent members being sent home off pay as is done in other areas.

#### **Flexibility Term**

We protected against Hutchison trying to include penalty rate and shift premium reductions in this clause.

#### **Job Share**

Another big gain for members with a job share clause which divides all entitlements and conditions in half allowing for those wishing to pursue less hours a chance to do so.

Effectively on rosters it will mean a 15 hour week in excess of 50k.

#### **Domestic Violence**

Setting a new social standard across the industry we have achieved 20 paid day domestic violence leave.

#### **Union Meetings**

We now have three x four-hour meetings and a single two-hour yard meeting captured in the agreement.

#### **Overtime**

What gets delivered here is that overtime kicks in after 30 hours (or as prescribed in roster hours). The industry base for overtime is 35 hours.

#### **Personal Leave**

The company wanted to reduce sick leave pay to the base rate not at salary. We fought hard on this as a last issue and were able to ensure we are paid salary for personal leave.

We also maintained the 13 days personal leave after the company wanted to reduce the leave factor to 10 days.

#### **Jury Duty**

Unlimited jury duty payment which is usually limited in most agreements.

#### **Parental Leave**

We achieved extensive parental leave provisions in the agreement including one week for non-birth parents including same sex couples.

#### **Long Service Leave**

We protected the 1.3 accrual rate for LSL when the company wanted to revert to the 0.866 rate of accrual. This maintains 13 weeks after 10 years not 13 weeks after 15 years.

#### **Public Holiday**

We have protected against attack from Hutchison the

right to a day in lieu for working on a public holiday with it clearly identified in the agreement including for maintenance.

#### **Continuous Operations**

This provision was the basis of delivering full rostering in Sydney and roster in Brisbane for the first time. All safety critical roles have been protected during continuous operations after significant pushback to have an open slather approach by the company.

#### **PPE and Clothing**

We pushed back and defended against Hutchison's attack on clothing and PPE where they wanted to remove half of our clothing issue and even items such as hearing protection.

#### **Redundancy and Right of Return**

Not only did we protect the redundancy provision from reduction as Hutchison was seeking to take us back to the NES (max 12 weeks) but we have won the right to return back into the operation for those impacted by compulsory redundancy.

#### **Workplace Health and Safety**

This is an industry best practice clause that is very thorough and protects us on matters of safety disputes and the rights of WHS committees and HSRs.

Committees are enshrined in the document as well as HSR numbers which are always under attack.

The clause includes the Stevedoring Code of Practice and even provides for training in the code of practice.

It further allows for the election of a safety facilitator on each operations shift in both terminals.

The safety clause includes the participation of your union officials to support safety disputes and issues.

To extend on this the heat agreement clause has been expanded to take into account other factors such as cold, wet, ice, hail, humidity, high winds, air quality, fog, low light levels and the presence of lightning.

#### **Adverse Conditions**

This is a new clause we won in the agreement that allows us the right to manage downturns in the industry through contractual changes and loss of work.

Instead of being made redundant as a first step it allows the workforce to consider alternatives to such as alterations to hours of work and rosters to prevent our comrades being made redundant.

Any changes must be voted on by a majority of the workplace and there is a guaranteed right to revert to the original conditions when the economic downturn or loss of work has been rectified.

The company, however, are not impressed with our achievements.

But we will continue to hold Hutchison Ports Australia accountable to Australian unionised workplace conditions and procedures.



### Linx Gladstone

After decades of continuous work in Gladstone for the MUA members working at Linx Bulk & General wharf, the company have decided to close the doors and make all members redundant. Over the last four years or so the members and the union have worked consistently to find ways to help make this port more productive and efficient, unfortunately in the company's eyes it was not enough.

The Gladstone MUA crew are an exceptional bunch of members who have supported each other through some hard times and equally support each other through good times and party hard together.

The MUA Gladstone members were lucky to have two of the most outstanding delegates I have ever had the privilege of working with Dan Gourley and Chris Massey. These two men live and breathe trade union values and think for the collective betterment at all times. They always work as a pair to achieve exceptional outcomes under adverse conditions. I believe Dan has worked at Gladstone port for more than 22 years and Chris for 19 years and they have both been outstanding MUA delegates for the majority of that time. A big thanks also needs to go to Jake Boyle and Angela Moore for being the PGE and casual delegates on the ERC committee.

### AAT Brisbane EBA

The EBA has been finalised and overwhelmingly supported by MUA members. We are currently waiting for the document to be certified by FWC and it will soon be implemented with a range of improvements for MUA members.

Special thanks has to go to the outstanding work of delegate James crookall who once again led the negotiations with his humble and intelligent manner and an eagle eye for detail.

- 1) Pay rise of 2.5 percent per year
- 2) Gear lockers for wet weather gear
- 3) Existing sups to GWE's
- 4) Four year EA
- 5) More training for supps
- 6) First Aid training for all
- 7) Timeline on old machinery to be phased out
- 8) Five sets of uniforms in issue
- 9) AAT trainer



### Assistant Secretary's Report by Paul Gallagher

#### Engage Marine

On 1<sup>st</sup> October 2021 Engage started their contract for



towage services at Abbot Point Coal Terminal.

Three brand new state of the art Damen 32 x 12 tugs have been

delivered to Queensland and gone straight into operation. The Engage Rogue, Engage Raider and Engage Rebel.

After the original recruitment process in August went sour with the company reneging on their word by only employing half the local workforce, we had six members not make the cut with the company. In defence of the displaced members the Branch went on a heated lobbying and media campaign shaking up the entire change of contract process with NQBP right up to the Queensland Premier. Emergency negotiations then took place with the company in Bowen where myself and delegate Ross Sorensen managed to have five of the six displaced members given employment offers. Unfortunately, the same can't be said for the members of the other two unions.

Since then, the Branch has negotiated an enterprise agreement with Engage that matches or better the terms and conditions of the previous Svitzer operation. The agreement locks in a four man crew that includes two deckhands. Six crews for three tugs plus casual labour covering the port including tugs, the pilot boat and a crew boat. It locks in the manning and operation with a union EBA for the life of the contract 15 years. By the end of the EBA deckhands will be on over \$150,000.

I did the vessel inspection in Cairns and met the crew who all are total professionals and union members. We wish them all well and a long and prosperous career and believe the contract is in good hands.

I would like to thank in particular Ross Sorensen the MUA delegate at Bowen who has taken the opportunity to retire. Ross has worked the Bowen tugs for 36 years.



Ross Sorensen

As a delegate he led negotiations with the union on the Abbot Point live onboard arrangements securing four man crew. He persisted and maintained a 100% union

membership with a healthy rolling fund that made donations at every election, to the Queensland Branch Fighting Fund and many, many local charities and initiatives.

For that matter it would be in order to thank the past Svitzer delegates over the years Bill Rogers, Snap Philips, Brendan Nott and many others. Also the retirement of 36 year member Vic McFarlane.

### Life Membership Function

The Branch hosted a luncheon in honour of the Life Memberships of the following long term members:



- David Jepson – 56 Years
- Jimmy Heka – 52 Years
- Ronnie Carr – 45 Years
- John Hartley – 41 Years
- Shane Fennelly – 26 Years
- Peter Jones – 26 Years



The day was a great success with many yarns told and such a great success the Branch intends to continue this tradition for our long time Life Members in recognition of their service to the union. We are preparing to hold annual Life Member dinners.







*Ron Carr Receiving His Life Membership Medal*

### **QCU What's Coming Up in Queensland Jobs Worth Fighting For**

Workers in Australia used to have secure jobs with secure pay. Whether it's casualised jobs with less rights, labour hire that underpays for the same job, part-time work without meaningful guaranteed hours, or years of low pay growth, insecure work is now a serious problem for our community. People with insecure work can't plan their lives, struggle to pay their rent or mortgages, always worry if they'll have enough to pay the weekly bills.

Gladstone and Rockhampton will have a blitz coming in October from 11<sup>th</sup> to 14<sup>th</sup>. The Branch will advise members in these regions of events. Please use link below for more information regarding the Jobs Worth Fighting For Campaign.

<https://securejobs.australianunions.org.au/home>



### **A Townsville Farewell to Retiring Billy Martini**

Townsville members came together to celebrate Billy Martini's farewell party. Approximately 25 members attended and had a great time catching up and saying goodbye.



Billy wished to say thank you to everyone from the MUA for their help and hard work over the years.

### **Vale Doug Pye 1925 – 2021**

Union official, roster rep and Branch Secretary of WWF Brisbane during the 1970's, proud wharfie from around 1950 to 1986.

Doug was the last surviving board member of the first Port of Brisbane Authority and was instrumental in the choice of Fishermans Island as the preferred port site. He was appointed as the workers' representative on the board and served for 12 years. Doug was a life member of the WWF and also the ALP.

Stevedores today stand on the shoulders of workers and leaders like Doug Pye who during their early time on the wharves hauled bags of cargo over their shoulders out of ship's holds day and night to provide for their families.

He used his intelligence, perseverance and diplomacy skills over many years to ensure that safety and conditions were improved considerably for the stevedores who followed him.

His family are so proud of his contribution to the maritime industry and hope you share in his loss and celebrate his considerable achievements. A man of integrity and a true change maker.

### **Relief Official's Report by Aaron Johnston**

I am very appreciative and grateful for the opportunity to continue to serve as a relieving official in the branch. It is a privilege to have the trust of the branch committee and the executive in my capacity to assist and serve members

of the MUA. I understand I have a lot to learn but am fortunate that I have the current officials to guide and assist me with their vast amount of experience, skills and knowledge. Whilst each official has their own area of priority and expertise they are in fact multiskilled being able to assist members across all areas that the union covers.

What I can commit to is with the support of our local and national officials, workplace delegates and you the membership I will defend your rights ensuring you are treated with dignity and respect, continue to fight for improved conditions, safer workplaces and more secure jobs. I highly encourage all members where possible to attend branch monthly meetings to hear firsthand the battles and challenges facing your brothers and sisters in their workplaces. Our union wins when members get active, when they start speaking up in meetings having their voices heard and realising the collective power they hold, and they are not alone.

In my short time here already it has become quickly apparent that regardless of the industry, company or boss they are cut from the same cloth and all have an overwhelming desire to prioritise profits over people. The attack on our rights, wages and conditions is universal which is why collectivism and supporting each other is vital. Over the proceeding months I look forward to serving you the members, engaging with you at meetings and speaking with you on the job.

#### **DP World**

Despite the members never missing a beat throughout the pandemic and since signing off their EA at the end of last year the company has acted in its typical belligerent manner leading to a number of disputes both locally and nationally. As with all employers it would seem holding them to account and having them honour the agreed EBA is a never ending battle. There are a number of disputes ongoing around the country. Locally in Brisbane the right to have the representation of a delegate or official at the employees request when they are called to have a meeting to discuss their overall performance in the workplace is one such important dispute. This was unable to be resolved at conciliation and has been escalated to arbitration with a date yet to be set down. This is a fundamental right that has to be challenged to ensure the members there are not subjected to intimidation and there is truth and honesty in these reviews. Further if the company think they can refuse representation in these meetings where else will they attack our rights.

Nationally DP World are attempting to force through mandatory COVID 19 vaccinations, essentially no job no job. In typical DP World fashion, they issued a bulletin as a knee jerk response after recent wins in the FWC by the MUA in Sydney whereby the company refused members

access to their leave entitlements following NSW health directives to stay home. They are the only stevedore so far to take this belligerent approach and had to be dragged to the table for consultation which is ongoing. In collaboration with members a number of questions and concerns were posed to the company of which to date there have only been disappointing responses which in no way addressed them in a satisfactory manner. A number of options were also detailed to the company so there was no discrimination between the vaccinated and unvaccinated which unsurprisingly they have given zero consideration too. The union's legal team are exploring all avenues to ensure DP World members rights to privacy and freedom of choice are upheld.

#### **Correspondence Sent to Members**

In these uncertain and difficult times that you our members are experiencing the MUA is committed to working through the issue of Mandatory Vaccination should it arise in your workplace. We will continue to advocate for and ensure all members are safe at work, protecting our industries, protecting our members jobs and their health. We have continued to work through the pandemic over the last 18 months, implementing a range of Covid-safe measures site by site to keep our industries going, many of which were opposed by our respective employers.

The MUA has followed and supported the health advice and public health orders that has helped to keep Queenslanders safe and many of our industries to continue working even through periods of restrictions and lockdowns.

To avoid any doubt, the MUA position is that we support vaccinations as a response to the global pandemic BUT we do not support mandatory vaccinations. We as a union are willing to discuss ongoing safety measures to improve on already robust COVID safe policies with the proviso that members maintain existing rights in regard to their own personal medical decisions. To that end, we ask any members any members who hold concerns about getting vaccinated to speak to their doctor or other trusted health professional. Where it has been requested that members provide proof of vaccination we recommend that this not be done and you contact the branch.

If any employer wants to implement mandatory vaccination the MUA will hold them to account and ensure consultation and due process is followed. We are in consultation already with some employer's where a range of questions have been posed with a requirement that they must adequately address these concerns prior to implementation. These questions fall into a few categories including relevant legal frameworks, privacy

concerns, the application of any such policy if it was to be implemented, company liability and applicable payments. In regard to vaccinations whether mandatory or not, we understand the angst and conflict it is creating in many workplaces, but we must remember to be respectful of everyone's beliefs and opinions. Many bosses will try to use this issue as a means to divide us and we must keep this agenda in mind and not fall into that trap. To be clear the MUA will continue to fight for all members respecting their position on this matter, ensuring their rights are withheld.

The branch is arranging a seminar with legal experts to conduct an information session and give the opportunity for members to have a Q&A with them regarding their legal rights and vaccinations.

### **North Queensland Organiser Report** *by Dave Lyon* **Sea Swift**

Over the last 12 to 18 months the MUA, other marine unions and employee bargaining representatives have been bargaining for the 2021 Sea Swift EA. From the commencement of this round of EA talks the Company have ensured the Unions that they wouldn't send the agreement to vote without our support. Surprisingly after about a year, (well not really that surprised to tell the truth), management decided that they were not willing to bargain reasonably anymore and sent the agreement out to vote without any of the unions or bargaining representatives' approval.

Historically their tact has been to give one department a small increase and everyone else nothing, and because the agreement covers all employees that work for them, including administration, yard, remote depots, NT marine and QLD Marine this tact of bargaining has worked for Sea Swift for the last 27 odd years. A divide and conquer type of method so to speak.

Well, I'm happy to report that we are now in a new era with Sea Swift and the entire workforce has now united and are all watching each other's backs and ensuring no one is left behind, given, currently we still have some work to do in relation to membership density. But the understanding of unity is rapidly growing and it's safe to say membership is also.

From the beginning of this round of bargaining Sea Swift finally agreed (after the FWC refused to approve their last attempt to have an agreement registered) that the marine crew would be paid a cargo handling allowance of about \$8k per person, per year, for all of the cargo handling the crews do in remote ports. Needless to say, everyone else covered by the agreement got bugger all except a 2.5% pa increase, and as always, the devil was in the details. That \$8k went on top of the award rates, so was mainly already soaked up, leaving the crews with a

minimum amount of increase and in a number of cases no increase at all.

Unfortunately for management, the divide and conquer tact fell flat on its face. The agreement was voted NO in a very clear manner. This is an outstanding result and was by no means an easy feat. Myself, Mikey O'Shane and Andy Burford from the NT Branch have been working tirelessly on this campaign, working weekends, weeks of travel to remote ports and ensuring that the entire workforce understood the tact that management used to divide everyone and why the rates of pay were way below that national average for this type of work and it has paid off. The staff in Horn Island, Seisia, Thursday Island, Darwin, Gove, Weipa and of course the main depot in Cairns and all of the vessels' crews have all taken it onboard and understand that the only way forward is united and collectively. Unfortunately, management won't release the percentage results of the ballot but that in itself speaks volumes of the result as they have been very willing, if not cocky at times in their communication with us. That is up until the day they released the result that "87% of the workforce voted and the agreement was voted down" and since then they are not even returning our calls or responding to our emails, complete radio silence... funny that..

So where to from here? Acting Branch Secretary, Jason Miners, is trying to engage with the new Sea Swift CEO, who until now has remained invisible to all of the Unions and we are looking at a path forward to recommence bargaining, now that they understand the ball is no longer in their court.

We will continue to be relentless with our site visits and membership growth, both onboard the vessels and in all depots that Sea Swift operate, and we will ensure that the Administration, truck drivers, yard crews, tug crews and sea going barges and line haul vessels whether in the NT or in QLD all get a slice of the pie and are represented fairly and equally and we will not stop working towards a decent days pay and with fair and reasonable penalties to be included when undertaken and the correct awards to be included in the agreement.

I would expect in the coming weeks management will make their next move in relation to the 2021 EA, as will we. From here we will be starting a major safety campaign and going through every major and remote depot and vessel that Sea Swift operate, and we will be ensuring that Sea Swift understand that they are working in 2021 and we will no longer be accepting their deplorable working conditions and that the "out of sight, out of mind" mentality that they have always had ends and ends NOW. Some of the sites and living conditions that sea swift supply for their staff with would rival a refugee camp, the Seisia depot and staff accommodation for instance.

I would just like to thank Mike O'Shane once again for his assistance and local knowledge with all of the Cape and Straits trips we have done. Andy Burford for his work in the NT, Jason Miners for his direction and belief in the campaign and all of the employee bargaining reps that worked with the Unions in securing the NO vote. Plus also Paul Gallagher and Bernie Farrelly for all of their previous work in the last couple of agreements and FWC hearings that have got us this far. This fight is far from over but it's well and truly heading in the right direction, so watch this space.

*In Unity - Dave Lyon – North Queensland Organiser*

### **ITF Report** by Brian Gallagher

It has been a busy couple of months since I started to relieve in the ITF Queensland position for Sarah McGuire. While Sarah has been off, in the last few months I have done 22 ship visits resulting in four repatriations on three separate occasions. I have been successful in two wage back claims and making sure four vessels that had no stores onboard received the correct provisions necessary (one ship selling water to the crew). I have also dealt with two ships that have had covid cases onboard and one vessel that had a tragic avoidable death while crew changing.

I have been rotating between Brisbane and Gladstone at present doing plenty of mapping, meeting agents and companies and putting together a dialog and contact list needed for the State of Queensland.

A lot of companies are using the covid excuse to force crews to go over their contract and this is an ongoing concern as we suggest that companies have a pre - repatriation plan in place for crews coming up to the end of their contracts. I have also identified 12 ships doing coastal runs just outside the cabotage concept and we are keeping a close eye on these ships and doing routine inspections of these vessels every chance we get.

*In Unity - on behalf of the ITF - Brian Gallagher*

### **Women's Committee Report**

This is the first time I've had the chance to attend the women's conference and it didn't disappoint. The agenda was extensive including a recap of 2021, pay equality and financial security, history of the women in unions project, workshops on sexual harassment in the workplace - let's stop it before it starts, skills development on making speeches and bringing Aboriginal and Torres Strait Islander women into the union movement. We heard from the sponsor HESTA, working from home - who wins, more workshops on menopause - a WHS issue for women and the union campaign- flushing out change facilities and amenities.



*QCU Women's Conference*

We had the privilege of hearing from a lot of strong women in the union movement past and present and discussions on what we all want for our future. There are a number of great campaigns going on across various unions that need a spotlight put on them and all the support we can muster. It was great to be able to connect with women from other types of work and different walks of life. I will definitely be putting this on the calendar for next year!

*Beth Moerland – MUA Qld Branch Member*

### **Emma Miller Awards**

Congratulations Kerryn Loose-Jones on winning an Emma Miller award at [Queensland Unions](#) for outstanding delegates fighting for equality and women's rights in the workplace. 🏆



Kerryn is also a representative on the National women's committee but we want to recognise her for the years of

work she's put in as delegate on Hutchison EBA negotiating team.

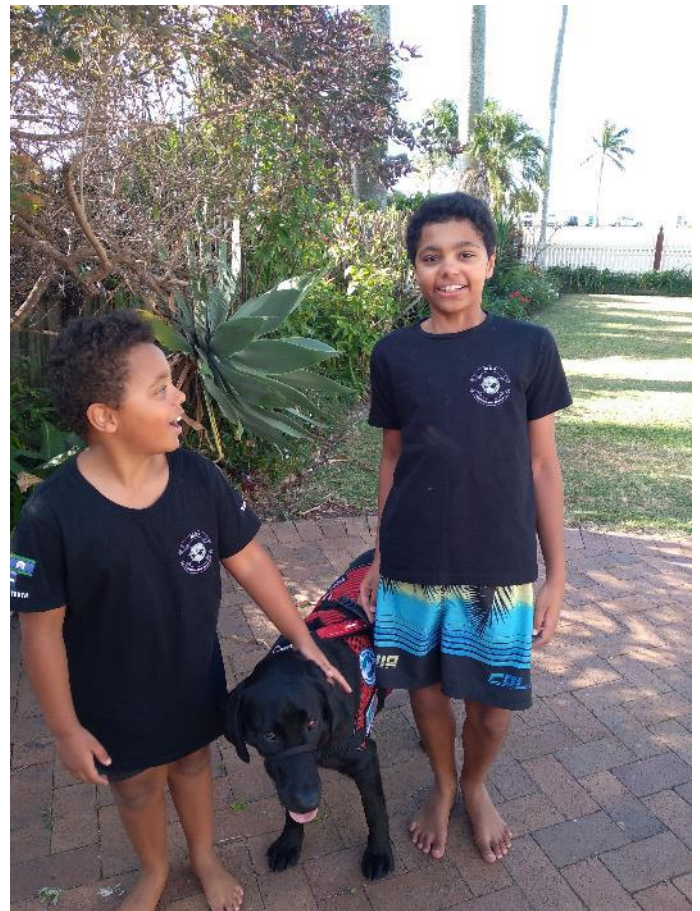


Well done Kerryn we are very proud and grateful for your dedication.



**Message to members of the Maritime Union of Australia Queensland from Life member Col Davies**

After much delay due to the Covid 19 pandemic we can at last celebrate the arrival of Max the assistance dog for our grandchildren.



My wife Faye, daughter Faith and I are so appreciative of the support given to us by the rank and file, officials and office staff of the MUA for their unwavering support to raise the money required.

I am personally humbled by the support shown to myself and my family by all, and a special mention to my former Comrades at Patrick's your contribution was nothing less than outstanding.

To think that after twenty-one years of retirement your Comrades can still rally around you for a worthy cause is a testament to the strength of comradery and solidarity in our union.

*In Unity - Col Davies - Life member MUA*

**Superman - Setting Super Goals**



With footy finals here, goals are on everyone's mind!

Goal setting is visualising an ideal outcome and taking the steps to turn this vision into a reality. We've all set ourselves goals at one point or another; pay off the credit card, lose 5kg, stop smoking, run a half-marathon, learn a new language – the list is endless. But have you ever set goals for your super?

Many people cruise through their working life taking their super contributions for granted, assuming that they will have enough. Down the track, it can come as a rude shock to discover that you'll have nowhere near enough, and by

that time it's often too late to fix. The good news is that there's an easy fix: the trick is to set some goals, start as early as possible and be consistent. Here are some very simple hints for setting super goals ...

### **1: Get Motivated!**

It all starts with 'HOW MUCH': how much will I need for retirement?

To get started, try a little visualisation exercise: visualise your life as a retiree. Think about how you see yourself; how you will spend your days, where you will live (is downsizing or a relocating to another city in the picture?). Do you plan to make any major purchases after retiring (such as paying off your mortgage, doing some home renovations, taking an overseas holiday or buying a new car)?

All of this costs money, and that's where your super comes in. There's no hard and fast rule regarding how much you'll need; however ASFA suggests that the average couple currently needs about \$62,000 a year to maintain a comfortable lifestyle in retirement (as opposed to around \$40,000 for a modest retirement). Visualise your future self as a motivation for your present self to put things into motion.

### **2: Look at Your Super Position – Identify Gaps**

You will have recently received your Annual Statement – one of the features of the interactive Year in Review is that you'll see how much you're projected to end up with in super for retirement.

Have a look at your projected balance at retirement and compare it to the ASFA figure of \$62,000 per year: is there a gap between these amounts? If there is, you need to start setting a few goals for yourself to close this gap.

### **3: Create Goals and an Action Plan**

Ok, so now you've realised that you need to set a few goals for your super. Start small and be realistic.

For example, a goal could be to start contributing, say, \$200 a month into your super. Set up small but regular contributions into your super (that way, your hip pocket won't even notice). Remember that there's no point setting goals if you don't act on them.

This step is also where a financial planner really adds value; they can help you define your goals and suggest a course of action to help you achieve them.

### **4: Review and Tweak Your Goals as you go Along**

Saving for retirement is not a 'set and forget' formula; check your super contribution and investment strategies once a year or if your circumstances have changed and make any required adjustments. Your Annual Statement is a good opportunity to see how you've done over the year and provides a good overview.

Meet with a financial planner to go through your action plan to ensure that it is keeping up with your circumstances.

### **Get as much (or as little!) advice as you need**

Whether retirement's a long way away, or just around the corner, seeing a financial planner now can benefit you in the long run. And because everyone's different, we offer a range of advice options to give you as little – or as much – advice as you need.

Members have access to limited advice over the phone on a single topic – such as how to invest your super or pension or how much to contribute to your super account – free of charge. Call Member Services on 1800 757 607 to book an appointment with a planner.

If you'd prefer to meet with a planner, or you're looking for advice that will provide you with a strategy to achieve your longer-term financial goals, make an appointment to meet with a financial planner.

### **Resources to help you**

Maritime Super has a stack of resources to help you grow your super:

- visit the Resources page of our website and try our calculators, read our fact sheets and watch our videos
- get free phone advice from our financial planners regarding your contribution or investment strategy – call 1800 757 607 to speak with a financial planner
- Meet with David Zaloudek, Maritime Super's financial planner in Queensland – contact David on 0488 072 369 or davidz@maritimesuper.com.au

### **Teekay Signs New Contract with Department of**

**Defence** *by Ian Ackerman*

Source: <https://www.thedcn.com.au/>



*Teekay provides services for MV Sycamore, RAN's multi-role aviation training vessel; Image: Teekay*

TEEKAY Corporation has entered into a contract with the Australian Government Department of Defence to provide marine services for five vessels through the Defence Marine Support Services Program (DMSSP).

The contract is for six years with options to extend for up to an additional 10 years.

Under the contract, which is expected to commence in November 2021, Teekay will provide ship management services, including crewing and training, operating, engineering, maintenance, and supply support.

This new contract, DMSSP Service Package 2, will include two of the defence vessels Teekay currently manages (MV

