



No 11 24 November 2021

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

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

**THE MARITIME UNION OF AUSTRALIA DIVISION**  
A Division of the Construction, Forestry, Maritime, Mining and Energy Union

**NOTICE TO ALL MEMBERS of the QUEENSLAND DIVISIONAL BRANCH**

**ANNUAL GENERAL MEETING and  
SPECIAL MEETING OF MEMBERS**

**QUEENSLAND DIVISIONAL BRANCH**

Special Meeting of Members and Annual General Meeting to be held:

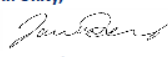
Tuesday 30 November 2021 starting at 0700  
The Colmslie Hotel  
Corner Wynnum and Junction Roads  
Morningside QLD 4170

A Special Meeting of Members will be held before the commencement of the Annual General Meeting to consider and if thought appropriate, endorse proposed changes to the Rules of The Maritime Union of Australia Division.

The Annual General Meeting of Members of the Division is being held to consider:

- (i) The General Yearly Report of the Divisional National Council;
- (ii) The Annual Financial Statement of the Division;
- (iii) Motions by members notice of which have been given in writing to the Divisional National Secretary by close of business **11 November 2021**

All available members are required to attend  
and remain for the entirety of the meetings.

In Unity,  
  
Jason Miners  
QUEENSLAND DIVISIONAL ACTING BRANCH SECRETARY

Any queries should be directed to 07 3395 7215

### Annual General Meeting

Comrades as you may be aware the annual general meeting is approaching. These annual meetings are arguably the most important meetings of the year as they allow the union and your branch to demonstrate how your money and resources have been distributed. The branch is in the best financial shape it's been in for some years. Many members who regularly attend monthly meetings will be already aware of this as the

branch regularly gives financial reports at the monthly meetings and clearly outlines any significant expenditure. The maximum attendance at the AGM is critical for both participants and for the mere fact that the disgruntled few are itching to report the union to the ROC to further try and damage the union's reputation.

Both Christy Cain and Adrian Evans will be the national representatives at the AGM which is excellent news for those who attend and want to be updated on developments of the new union.

### ASP

The ASP EBA will go to vote after Thursday's mass meeting with a brief outline of the outcomes below.

### Wages and super

1. 2% or CPI (whichever is greater) each year (clause 30.1) (schedule 1, Salaries, 1.3)
2. 1<sup>st</sup> year increase 3.8% (previous financial year CPI increase) and back dated to August 2021
3. \$2000 payment each on 1st August each year, which will be assessed for super (clause 23.15)
4. Super will be paid on both on articles and accrued leave component for relieving/casual employees. Previously MUA members engaged on a relieving/casual basis did not receive super on accrued leave. (clause 30.2, 2<sup>nd</sup> paragraph)

### Extra voyage, excess leave and permanency

1. Extra voyage payment increased to 15%. This payment is essentially there in the event the company has exhausted all other avenues to engage crew from the database. The intent is for relief crew to be engaged before crew are required to undertake an extra voyage.

**Clause 16.2.4** "The parties agree that every reasonable effort will be made to engage relief personnel in accordance with clause 25.2 prior to employees being asked to or volunteering themselves to undertake extra voyages."

1. The company will be required to develop a plan for employees with a leave balance of 84 days to

take the leave. As union members it is important that we take leave so MUA members that are waiting on the database are able to secure work. 84 days is a trigger however where MUA members have leave balances in excess of the normal amount needed to carry them through to their next swing should be encouraged to take excess leave.

2. The Union and company will discuss permanency on a regular basis (clause 16.2.5)  
In the process of discussing excess leave the union identified that crewing management had been making arrangements for MUA members to undertake double header swings. This was a huge issue for members on RTM vessels and at monthly union meetings around the coast. Management responded to this by giving an undertaking that this would not happen in the future. The union reminded management that we work under a two crew system and the union will always stand up for the right of MUA members that are not working to be engaged on vessels and earn an income.

Delegates and members must continue to inform the union where double header swings are being proposed and where MUA members on the database can be engaged for work on RTM vessels.

#### **Travel**

1. Travel grid allowances increased. 25km \$86, 50km \$138, 100km \$173, 150km \$230, greater than 150km \$288 (clause 17)
2. ASP will book flights on airlines where employee holds airline club membership (clause 46, 2<sup>nd</sup> paragraph)

#### **Training**

1. Clearly identifiable process for accessing skills training. The company will pay for employees to undertake one skills training course each year. Previously the process to access training was non-existent. Should MUA members wish to undertake skills training for courses identified in clause 28.5 or other courses that may be identified they will be able to apply through process outline identified at the end of the clause.

#### **Redundancy process (clause 44.1)**

The previous agreement gave company sole discretion to determine selectees for redundancy. The new agreement removes the company's discretion on selecting candidates for redundancy and reinforces a consultative process between the Union and the company, where length of service is clearly identified.

A new addition requires that the company pay out cost of renewing certificate or competency, medical, MSIC,

passport where these expire within 12 months of being made redundant. (clause 44.1 (e))

#### **Long service leave (clause 33)**

The company have agreed to reduce the current term for accessing long service leave from 15 years to 10 years. This has not changed in the draft agreement distributed to MUA members. We hope to have this addressed before we meet on Thursday.

#### **Recreation allowance and internet access (clause 53)**

1. Recreation allowance (amenities) increased in line with percentage wage increases
2. Company will provide an internet on all vessels
3. Company will provide and pay for access to streaming services Kayo, Netflix and Stan

#### **Pandemic**

Framework developed for conditions and arrangements during quarantine. This will sit outside the agreement and be laid out in correspondence provided to the union. Items included will be standard of accommodation, reimbursement of expenses and payment of wages in the form of dead days during quarantine stays.

#### **Appointment of CIR/Op Caterers (clause 6, schedule 1)**

Previously process to select CIRs and Op Caterers has been a dog's breakfast with management and officers deciding who would fill the roles of CIR and Op Caterer without consulting the union and MUA members.

In the new agreement MUA members, with support and representation of the Union will have the ability to consult on the process for selection of CIRs and Op Caterers when positions become available. The intent of this clause is for both the Union and the company to consult in good faith.

We also discussed drug and alcohol policy, specifically the requirement for urine testing. We were not able to achieve a material change to the clause however agreement was reached on entering a dialog with the company where swab testing may be conducted alongside urine testing to determine levels of substances and impairment. Correspondence will be provided to the union establishing a framework for this to occur in the future.

Important that delegates and members read through the draft document and identify any issues for clarification and questions/feedback through the union and for zoom meeting on Thursday.

Comrades not every claim we put in for was achieved, however we did not lose one single condition in the process of negotiating the new agreement.

I believe we have a new agreement that will reinforce our position as Australian seafarers and union members onboard RTM vessels with strengthened conditions and a wage increase at least as good as or better than other sectors in our industry.

**In unity Jason Miners/Matt Leach**

## **Svitzer**

Svitzer have put the national EBA to a vote of all three departments as a single enterprise agreement.

The union's advice to Svitzer was that the aspirational EA was not up standard and would not be endorsed by its employees.

Surprise surprise, the members overwhelmingly voted it down with a 92% NO vote.

This we believe is a part of the Svitzer strategy to threaten workers to vote for a substandard agreement and if it's not accepted then run to the Fair Work Commission to have the agreement terminated.

Svitzer still have a number of claims on the table aimed at stripping job security provisions from the agreement in their aspiration to be more like the bottom feeders in the towage industry.

The national committee is committed to see this through which is reflective in the successful no vote campaign which was run by the dedicated delegates in each of their respective ports.

The delegates need to be commended on their dedication during a very difficult and at times underhanded negotiation.

## **Queensland Branch Committee Meeting 29<sup>th</sup> November**

The branch committee have been contacted by the branch for availability for the upcoming meeting. This will be the last meeting of the year with delegates from all across the state coming together to get a full update on the branch's campaigns, branch plan and state of the branch finances. Anyone who is on the committee and is yet to respond with their availability is encouraged to contact the branch ASAP.

## **EBAS Ongoing**

**Auriga EA** for the launch masters and deckhands is underway which covers:

WAIBEN THURSDAY ISLAND

AMRUN WEIPA

MASIG YORKE ISLAND

GIMUY CAIRN

**Smit Lamnalco National EA** covering:

Weipa

Amrun

Mackay

Townsville

Smit pilot boats Mackay

**media release**



## **Insecure work is a massive work health and safety risk**

A shocking 67% of injured or ill insecure workers reported not taking time off because they feared it would

negatively impact their job, and 60% reported not taking time off because they had no paid leave available.

According to a recent ACTU survey, only a quarter (25%) of insecure workers felt that they had adequate support to return to work after an injury, compared to 61% of permanent employers.

Fear of reprisal from employers creates an environment where insecure workers compromise their health and safety to keep their jobs. Half (50%) of insecure workers – compared to only 32% of permanent workers – did not report a workplace sexual harassment incident because they were worried about negative consequences for themselves.

This new research confirms that insecure work is hazardous to workers' health and safety. The union movement vows to fight all forms of insecure work, and ensure that all working Australians can rely on secure, safe employment with decent pay and conditions.

## **Quotes attributable to ACTU Assistant Secretary Liam O'Brien:**

"Insecure work doesn't just have massive social and economic consequences. It creates a dangerous work environment, when people don't feel they have the adequate support to report a hazard or take time off when they're sick or injured.

"The pandemic has further highlighted the dangers of insecure work. We don't want hard working Australians who are just trying to make ends meet becoming COVID-19 super spreaders because they couldn't afford to stay home.

"Insecure workers have been on the frontline of the pandemic since the beginning. Delivery drivers, aged care workers, essential retail workers, cleaners. The people who deserve paid leave the most, are the ones who are not getting it.

"Old and young Australians are overrepresented in insecure work data. Young Australians deserve to know they have a secure working future. Older Australians deserve the dignity of safe, reliable employment.

"The Morrison Government has accelerated the increase in insecure work and they need to take immediate action to fix the insecure job crisis in Australia, and start prioritising the health and safety of working people."

## **Picnic Day**

The annual MUA Queensland Branch Family Picnic Day was held at The Plantation. The day was enjoyed by all members and their families who attended. The dodgems and whizzer rides were great hits. The running races were hotly contested by young and old with a few false starts! A delicious lunch was served after numerous hot dogs given out by Paul the Hotdog Master!

Our regular face painter did a splendid job for the children and the photo booth was also a great hit with everyone!



A huge thank you to the volunteers and sponsors who assisted in making the day great fun for all. Your contributions are greatly appreciated.



#### **Assistant Branch Secretary's Report by Paul Petersen Linx Brisbane**

EBA negotiations are continuing with the Elected Representative Committee (ERC) doing an outstanding job of representing the workforce and their concerns. Some of the topics in discussion have been paid time off (PTO), meal supplied after 2 hours extension, Stand-by list payment, gradings and infamous Brown Marmorated Stink Bug (BMSB) Clause.



These issues will be further debated after we hold a four-hour yard meeting with all MUA members to discuss these issues and get direct feedback from the membership.

#### **QUBE**

The MUA have multiple disputes with Qube nationally and locally running concurrently. National issues with Qube that affects every port.

Qube are not currently paying 11% superannuation contributions to MUA members and a further 0.5% up to 11.5% from July 1, 2022. This is in dispute!

MUA believe the LSL balances have been artificially reduced by a Qube calculation. This affects all GWEs and VSEs around the country and is being disputed by the MUA!

Drug and Alcohol (D&A) The MUA finally got Qube to agree with swab tests, but Qube management have decided it'll be the only Stevedoring company to have urine testing as well as swab.

This is also in dispute.

Locally, Brisbane MUA members went through a downturn of work through the pandemic and it was agreed to move members from VSE back to GWE category of employment for an interim period of time until work increased.

The work has increased and the vast majority of MUA members have moved back up to VSE positions, but the company has failed to pay their entitlements correctly at the VSE rate. This is in dispute locally and will be escalated to a national level if these members entitlements are not correctly paid.

#### **Linx Gladstone**

Unfortunately, Linx Gladstone has been closed and more than 30 MUA members have been made redundant. The MUA delegates and committee have tried to implement some changes over the last couple of years to try to keep the doors open but unfortunately there was a commercial decision by Linx National to close Linx Gladstone down. Acknowledgement and appreciation has to be sent to the two lead delegates who have shown outstanding ability in leadership, integrity and trade union values on that site for more than 20 years, Chris Massey and Dan Gourley.

The MUA membership in Gladstone are exceptional group of people. They have always been active and participated in union events, rallies, protests and other events to help improve working conditions and push for a better community.

The MUA Queensland Branch wishes all members from Linx Gladstone the best luck in the future and if we can help members find work or improved working conditions in their new workplaces please don't hesitate to contact me personally, Paul Petersen 0404453869.

#### **Hutchison**

Through three long years of EBA negotiations against Hutchison Port Australia (HPA) where MUA members and delegates voted to having continuous strike action and protected industrial action (PIA) to fight for improved wages and conditions for both in Brisbane and Sydney, we have achieved an EBA we can all be proud of.

Throughout the negotiations MUA officials and delegates made it clear that all 48 A roster supplementary workers

would convert to a G16 position (guarantee 16 hours/week).

Once the EBA agreement was ratified the company decided to backflip on this agreement and open the offer of G16 to all supplementary employees. This has had an extremely adverse effect on a lot of long-term casual MUA members at Hutchison. These MUA members have committed themselves to working for this company as a casual for many years which helped to ensure the company retained the shipping contracts that keep this company in business. The MUA have put this matter into dispute we have had two conciliation meetings with Fair Work Commission (FWC) and further the dispute now into an arbitrated FWC hearing. We hope to have notification of the Commissioner's decision in mid-December.

The MUA in dispute with this company with concerns of underpayment walls protected action was being conducted at both Brisbane and Sydney through the EBA negotiations.

Hutchison management have also terminated three MUA members which we are also in the Commission with conducting unfair dismissal cases.

#### **NSS Townsville**

MUA delegates have been constantly vigil and keeping the company accountable to the current EBA conditions of employment. Order of pick for A roster casuels and B roster casuels, ensuring the company supervisors are not forcing members into extensions, payment method for compulsory medical examinations/tests.

We are organising to hold an ECC meeting in December to discuss these matters and any other issues that may arise.

#### **Aurizon Townsville**

MUA delegates and I commenced EBA negotiations on Tuesday 23<sup>rd</sup> in Townsville.

We have put forward an extensive log of claims (LOG) that are mostly aimed around conditions of employment with the aim is to create and retain permanent positions.

With the help of two outstanding delegates, Donny Bacon and Paul Forno and the membership we will achieve a good result for members.

#### **NSS Lines Boats - Townsville**

We have held a couple of meetings with members from NSS lines boats Townsville and identified some local issues that we're dealing with, increasing permanent positions to ensure all panels are equal, have members trained as HSR's and having members trained in coxswain's tickets and utilized as the operators of these vessels.

Thanks to the assistance of leading delegate Paul Bergin helping to identify some of these problems and having a level and honest approach to improving the conditions of employment.



The EBA for the NSS lines boats in Townsville expires in 12 months time, we will begin negotiations around May 2022.

#### IPAN Rally (Independent Peace Australian Network)

Scott Morrison continues pushing his lies onto the Australian people and the international representatives of other countries about the purchase of nuclear submarines. Scott Morrison and his cabinet are putting Australia at the front and centre of any international conflicts within the South Pacific region.

The purchase of nuclear submarines which we don't receive for 20 years was best summed up by Paul Keating when he said "Eight submarines against China when we get the submarines in 20 years' time – it'll be like throwing a handful of toothpicks at the mountain," he told the National Press Club.

Keating was most critical of Australia's plan to [work with the US and the UK](#) to acquire at least eight nuclear-propelled submarines, as part of the Aukus partnership, with the first of them unlikely to be in the water until about 2040.

**NO Australian involvement in US led wars**

**NO nuclear submarines**

**Nothing spoils the environment like war**

#### International Dockworkers Council (IDC)

Under Bob Carnegie's leadership the MUA Queensland Branch was the first branch in Australia to join with the IDC. While we fought Hutchison Port (largest Stevedore company in the world at that time) Bob called on the assistance of the IDC Dockers from around the world. (130,000 dockworkers) the international strength and global connection of dockworkers around the world under the IDC banner had a sizable impact on the outcome of the Hutchison dispute in 2015.

**NO AUKUS**  
**NO Nuclear Submarines**  
**NO to war**

**PUBLIC RALLY**  
Friday December 10 4pm  
Reddacliff Place, Brisbane



MC Peter Catt - Dean, St John's Cathedral  
Rhonda Kelly - First nations perspective  
Rod Welford - Griffith Uni  
Marianne Hanson - ICAN  
Kristin Perissinotto - Media Officer ETU  
Binil Kattiparambil - Islamic Council Qld.  
Be inspired with the Combined Unions Choir

For more information: [ipan.australia@gmail.com](mailto:ipan.australia@gmail.com) or scan the QR code below  
or contact Ross Gwyther 0408 782 985



MUA Queensland Branch urges members to join the IPAN rally on the 10<sup>th</sup> December.



#### IDC in Australia

Last month while the MUA members of Western Australia fought for better working conditions against Qube the IDC once again went above and beyond to show solidarity with MUA members.

The dockworkers in Fremantle were on strike for more than two months. This fight was not for economic reasons but for social ones. The mighty IDC helped participate in the negotiations and offered its solidarity to all Australian dockworkers by implementing international action in support of MUA members.

#### IDC in USA

The International Longshoremen Association (ILA) lead by Dennis Dagget (IDC) and his father Harold Daggett, announced the news that the dockworkers on the East Coast of the United States will not service automated container vessels that operate without crews, these vessels will not be loaded or unloaded by ILA members. According to ILA President, Harold Daggett, workers around the world are under attack from the threat of automation from greedy companies who are only

interested in making money and illuminating workers who help them build their business, their success, and the companies. "It has to stop and the ILA will do whatever it takes to save our jobs and the jobs of maritime workers around the world" Harold when on to say.

#### **IDC in Brazil**

The Brazilian dockworkers represented by the IDC a very concerned about the consequences of the Brazilian government privatizing sectors and monopolizing the ports. Inevitably this causes work casualization of the workforce and can lead to unsafe working practices. The IDC and its affiliated unions slash federations are in negotiations with APMT and local authorities to resolve the situation for Brazilian dockworkers.

#### **IDC in Africa - Ivory coast**

The IDC have been fighting alongside the dockworkers on the East Coast of Africa, Ivory Coast since 2019 doping negotiating a decreed which recognizes the special status of dockworkers.

The decree includes noble achievements, such as permanent contracts, a solidarity fund, health insurance for all Dockworkers. However, for three years dockworkers have been fighting for it to be fully applied to them. The IDC are working shoulder to shoulder with the Ivory Coast Dockers to ensure that wages and conditions are at a standard which all dockers around the world should rightfully receive. The dockworkers union stand firm in guaranteeing jobs and social stability. The dockworkers demand a real participation in all decision making, as well as applications and recognition of their status, as described in the decree. To be the workforce of the companies, but not the property of the company!



**KEEP  
CALM  
AND GO TO THE NEXT  
UNION  
MEETING**

*In Unity - Paul Petersen*

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

#### **Income Protection**



Many of the areas we cover have income protection in their EBA through Protect. Established

in 2000, Protect is now Australia's leading industry scheme preferred by more than 40,000 workers and 1,200 employers across diverse trades and industries including; electrical, maritime, metals, manufacturing, fire rescue, rail, oil & petrochemical, construction, power supply & distribution and service maintenance. This insurance pays out benefits to members who are unable to work due to a non-work related injury or illness. The cover is global, 24 hours a day, 7 days a week and is invaluable if you unfortunately are injured or have a significant illness that is not work related. It can mean the difference between being able to pay your bills or not. As such it is highly recommended that it be added to your log of claims when your respective EBA negotiations commence. It is extremely cost effective and one of the best IP policies on the market as it is a company run by the unions for union members.

A reminder for those who do currently have Protect Income Protection in the unfortunate instance you have been injured or suffer from an illness or medical condition that incapacitates you from work for an extended period it is essential you contact the branch. We can provide you with the claim forms and assist you in filling them out. We are then able to lodge them directly with our local Protect representative expediting the process. Further it is important that you commence this process as soon as possible. There is a 30 day waiting period prior to payments commencing and a number of documents need to be filled out by your Dr and employer. Therefore completing the relevant documents as early as possible will ensure your claim is processed and payments can commence immediately after the 30 days.

#### **DP World Brisbane**

The handling of Worker Compensation by the current external provider Marsh is not up to standard and has caused much grief. The company is reviewing the process and moving away from using them. If anyone is having issues or is injured at work remember to contact the branch for assistance. Also remember you are not obligated to see the company's doctor, if you can get in to see your own that is your right.

We are in various stages around the country in progressing a variety of issues and disputes including the labour review process and the 70% upgrade clause.

There are two primary disputes though which are:

- **Mandatory Vaccinations.**

This has been listed for arbitration after two conciliation and directions hearings in the commission. As per previous correspondence this is being run nationally.

- **One on One Representation.**

We have had the directions hearing in regard to having representation during one on ones if requested. Not unexpectedly we were unable to find a resolution, as such this is also listed for arbitration.

**Other Local Issues**

- The company has now confirmed our view that the recent closed port day (2<sup>nd</sup> November) was not a public holiday and those employees whom may have taken a personal leave day either side do not require certification. For clarity though if a closed port day does fall on a public holiday certification is required either side of that day.
- Company has confirmed 10 new supplementary employees to commence before Christmas with the possibility of a further 10 in January.
- The new supplementary employees will be engaged as per previous intakes and any upgrades, promotions or training will be subject to the selection criteria contained in Appendix 2.
- The removal in the IVR of option 5 (making yourself re-available) is being looked into by the company, why it was removed without consultation or notice and having it available again.
- The branch in consultation with the ERC is in the process of developing a Memorandum of Understanding regarding Graduated Retirement so we have a clear template and understanding moving forward that is equitable and workable for all parties.
- A 4 hour yard meeting has been applied for in early December, given the lockdowns and other Covid madness is behind us this one should not be cancelled.

Finally given current volumes and packed shipping schedule combined with the other factors such as mechanical problems with the ASC's (having to be run at reduced speeds), poor state of the yard, skills and manning issues there will be increased pressure from management to get ships out to ensure their bonuses are paid. This current state of affairs is not of our doing. Therefore, please remember to work safe at all times, look out for your fellow employees, abide by and follow all policies and procedures. This includes but is not limited to filling out pre starts, tagging out defective machines, abiding by speed limits, always lash in pairs, ensure there is adequate lighting, perform ship inspections and notify of defects, manage fatigue,

extensions should be the exception not the rule, your health, well being and family time is important.

**North Queensland Report** *by Dave Lyon*

**Sea Swift**

Slowly but sure big changes are happening at Sea Swift. Since the NO vote on the 2021 EA that the employees overwhelming produced, management have completely changed who's who on the bargaining team for future EA's, which is a breath of fresh air to say the least.

Acting Branch Secretary, Jason Miners and I have had a couple of meetings with the new CEO Rochelle and the newly appointed GM for people and Culture, Andrea. And the future direction within the company looks more promising. Sea Swift have made it clear that their future intentions are to be the number one Australian marine crew training employer, music to our ears to say the least. They intend to introduce a training modal that will see training for everyone including GPH's, engineers, mates and masters. They haven't gone into major detail about the shoreside training package, but they are fully aware that there needs to be some vast improvements in that area as well.

Since the purchase of Sea Swift by QIC, the new management now appear understand that for the last 27 odd years Sea Swift has been nothing but a cash cow for the previous investors, and that the company has basically been bled dry. All of their vessels need major repairs to the point that some are in a state of disrepair. Their remote terminals and machinery are not much better and basically now they can't even get people to work for them because of the conditions. Better late than never, I guess.

So moving forward from here, management has held a number of meetings with all interested parties in relation to the next EA meeting and are in the process of drafting a new, more acceptable proposition, which we are eagerly awaiting, what has been noticed is that there has already been a considerable amount of money being spent. The main Cairns terminal has all been resurfaced, new containers and machinery has arrived, and vessels are slowly making their way back in the water after being slipped.

Sea Swift have also asked to be added to the MUA database recipients list to help fill their positions. If anyone is contacted by Sea Swift in relation to employment, and accepts a position, please contact me directly for an additional update on where the branch is at in the agreement process, as it would be good to get as many additional MUA members employed within the company to ensure we increase density and steer the company in the right direction.



### **Tourist Dive Industry**

As most of you would be aware, the tourist dive industry and our membership base has been smashed over the last 18 months due to the pandemic. We lost a vast percentage of our membership and the employers lost most of their business.

As we are coming out of all the lockdowns, things are slowly starting to pick, tourists are returning, mainly Queensland residents now, but that's about to change. What's also changing, is an increase in inquiries from divers that are still on some of the worst conditions in the marine industry. Given the inquiries are not always turning into memberships, it's good to see that the word that we are around and have been since pre-covid days is still in everyone's minds.

As always, this industry has been very hard to organise, with the workforce consisting of mainly backpackers on working visas. We have always had issues keeping them. What has worked in our favour is the support we gave the local dive industry workers during the pandemic, they are keeping our organisation in the topic of conversation and as work picks up, so are the inquiries.

As much as I know that this won't happen overnight, I believe as things return to a "new normal" the MUA will be part of the norm in this industry. I will be continuing to follow it as everything picks up, as it's likely that the first wave of new employees in the industry will be residents as opposed to backpackers and this is where we need to build our core delegates from in my opinion.

Fingers crossed and watch this space.

### **Transshipment Services Australia (TSA)**

I think it's safe to say that TSA would be up there with one of the grubbiest employers in the maritime industry. They are as anti- Union as they come and will ruthlessly sack anyone that speaks up. Their whole workforce is casual, making it very easy to do.

TSA that originally poked up their heads Queensland, at the Skardon River, Bauxite Hills Mine, recently expanded to Bing Bong in the NT, for Nathan River resources. It's now come to light that the Bing Bong operation has closed down again, due to the iron ore prices making it not worth exporting it and the LNP's relentless war of words with China just adding to the issue.

Currently the operations in Skardon River are still commencing. They have recently mobbed up a new crane barge, the TSA Skardon, and from all reports the new barge is operating as planned. But as with all new company infrastructure investments, this crane barge has lowered the companies staff requirements, which is never a positive thing.

But one thing I have noticed, TSA have been advertising for marine crew for this barge as it has a flag of convenience and needs IR's, so they are trying to find IR's

that are non-Union. If anyone see's TSA advertising, and wants to take on this mob, please let me know.

Currently they are doing everything within their power to make it as hard and expensive as possible to us to get onsite, and due to its remote location, yes, they are hindering us, but will never stop us.

### **Queensland ITF Report**

THE ITF FOC international campaign in numbers from December last year.

Total number of inspections 6,990, with problems 6,096, without problems 884.

Top five problems found during ITF Inspections:

1 Breach of contract 2,327

2 Agreement, 1,445

3 Owed wages 1,168

4 International Standards of Compliance 748

5 Medical 420

Vessel and Seafarers Covered by ITF Agreements

1 Seafarers 315,532

2 Agreements 13,378

Total Back Pay Recovered: USD \$39,283,300.00

New Figures Due End of This Month

Australia Inspectors January to October 2021

Total Money Recovered USD \$3,200,000.00

Total Agreements 8

Total Inspections 382

Total Repatriations 150

Total USD Recovered or TLs [COSTAL TOP UPS] \$50,000

Australian Crews on FOC Vessels 12

Shipping Campaign

1: CSL

2: RIO TINTO

3: ALCOA

4: FUEL SECURITY

There has been plenty more inspections, repatriations and backpays to

add to the Australian figures in the last three weeks.

Regards - Brian Gallagher

### **History Shows Why Clean Energy Must Be Done Differently for First Nations People**

By Thomas Mayor

Source: <https://www.canberratimes.com.au/story/7516627/clean-energy-must-be-done-differently-for-first-nations-people/>

The resources industry has always established itself on Aboriginal and Torres Strait Islander land, largely at the expense of Indigenous peoples. It does not need to be this way. We want the rise of clean energy, which must now be the priority of all nations, to be different.

History provides salient lessons on how Indigenous peoples have been treated.

When the pearling industry first arrived across northern Australia, for example, Aboriginal women were enslaved to dive for pearl shell. The new federation of Australia, in

cahoots with the pearl shell industry, used the White Australia Policy to confiscate Torres Strait Islander-owned pearl luggers, and put the Indigenous owners of these vessels to work on them for rations.



*In the rush to build solar and wind farms, Aboriginal and Torres Strait Islander people must have a say. Picture: Getty Images*

The cattle industry was no different. Aboriginal people were first enslaved at gunpoint to build the stockyards and homesteads. They were then enslaved to be domestics and cattle ringers in exchange for mere rations. And the cattle still trample our land today.

Worst of all, arguably, is the mining and gas extraction industry. Mining companies have obliterated sacred sites and hunting grounds and become the masters at dividing traditional owners, pitting them against each other, and twisting the politicians and therefore the laws to support their immense profits.

Surely we can do better.

If ever there was an opportunity to reset how industry negotiates with traditional owners, it is now. The belated arrival of the clean energy revolution is here, along with an existential crisis. In the rush to build solar and wind farms, Aboriginal and Torres Strait Islander people must have a say.

Our lands and waters have an abundance of solar and wind power. From the outset, it must be understood that the sun on our Country and the winds that move through it belong to the custodians of that Country. We should self-determine if, where, and how these resources are utilised.

This week, we launch a new approach. [We are establishing a First Nations Clean Energy Network](#) which will partner with industry, investors, unions, academics and legal and technical experts to boost the capacity of our people to engage with governments and the renewable industry.

The network will be vital to resetting how we meet with energy stakeholders. We will meet at the negotiating table and work to realise greater outcomes in training and employment, protection of sacred sites, and financial benefit from the use of our lands and waters. Playing our part to protect Country from the impacts of climate change is also critical. My island home, for example, the

Torres Strait Islands, are being lost to rising seas, and we may be the first climate refugees in the country.

As always, Aboriginal and Torres Strait Islander people are not waiting for others to do something for us. We didn't wait for a change of heart from government and non-Indigenous people to break out of slavery, to regain our luggers, to not have our sacred sites destroyed against our wishes. We walked and we marched and we organised. And now, for clean energy in our communities and our world, we will organise again.

*Thomas Mayor is a Kaurareg Aboriginal and Erubamle, Kalkalgal Torres Strait Islander. He is the national Indigenous officer of the Maritime Union of Australia, an advocate for the Uluru Statement from the Heart, and an author. His most recent book is [Dear Son - Letters and reflections from First Nations fathers and sons](#).*

### **Power to the people: peace activists say no to nuclear-powered submarines** by Bevan Ramsden

Source: <https://johnmenadue.com/power-to-the-people-peace-activists-say-no-to-nuclear-powered-submarines/>

The Morrison government's embrace of nuclear-submarine technology and the AUKUS agreement has been challenged in Australia and overseas. A coalition of people and organisations is being formed to oppose these decisions.

There has been a rapid response in the Australian and international community expressing concern and opposition to the Morrison government's embracing of the AUKUS war pact and moving to acquire nuclear powered submarines.



*(Image: Unsplash)*

There a number of reasons given for this opposition.

Firstly, AUKUS is a war pact directed at China. It will mean more US troops stationed in Australia. Defence Minister Peter Dutton has mentioned up to 3000 US troops in fact. It also means that the US can store war materials such as fuel, munitions, spare parts, armoured vehicles, tanks and possibly missiles in the Northern Territory.

US warships will have unimpeded access to our ports. US military aircraft, including B1 bombers which can carry nuclear weapons, will have unimpeded access to our runways.

AUKUS means Australia is being set up as a US war platform from which it can prosecute war operations. Indeed AUKUS makes us an enemy of whoever is an

enemy of the United States and so makes us less safe not more safe. Some believe AUKUS is a sellout of our sovereignty and that it locks us into US foreign policy and war plans.

There is also concern that nuclear-powered submarines could be a trojan horse for the establishment of a nuclear industry in Australia. Further, the US/UK nuclear-powered submarines which are the focus of attention by the Morrison government use highly enriched, nuclear-weapons-grade uranium, making these submarines highly dangerous (said former prime minister Malcolm Turnbull) and make them floating nuclear bombs should an accident occur (said Adam Bandt, leader of The Greens). Another concern is that nuclear-powered submarines are designed for offensive operations in deep oceans distant from our shores rather than for self-defence operations in the relatively shallow shores around Australia and for which the French diesel-electric submarines were more suited.

Many believe the AUKUS war pact and the nuclear-powered submarines destabilise our region and promote military build-ups.

There is also the question of bypassing normal democratic processes. The decision to embrace AUKUS and the nuclear submarines was a totally undemocratic one, made behind the back of the people of Australia and its parliament. There was no public or parliamentary discussion or debate before these authoritarian decisions were imposed.

Finally, the decisions have reputational impact. The decision to drop the French submarine contract blindsiding France and raising its ire has shown Australia to be an unreliable partner in international contracts and has done considerable damage to our international reputation.

The mass media, apart from some reports by the ABC, has in general applauded these government decisions which are claimed to make us more safe from "security threats" and it has been left to the independent media such as Pearls and Irritations to seriously analyse and warn of the dangers of the AUKUS and nuclear-submarine decisions. Other community and international voices have however raised their concern loud and clear. Here are some of them.

Within two days of Scott Morrison's announcement on September 18, a Zoom meeting called by IPAN (the Independent and Peaceful Australia Network) and the AABCC (Australian Anti-Bases Campaign Coalition) to discuss these development attracted more than 100 participants. The deep concerns expressed at this meeting resulted in the production of a statement headed: "Australians speak out against nuclear submarines and AUKUS".

It begins: "Australia cannot become a staging point for the US military, we cannot abrogate our sovereignty to the US, we cannot encourage nuclear proliferation and risk environmental catastrophe."

Within days, a petition produced from the same meeting and calling on the Australian government to withdraw from AUKUS and cease acquisition of nuclear-powered submarines was produced on change.org. It has attracted 22,736 signatories (as at October 9).

It begins: "No Nuclear-Submarines; End US dominance; Healthcare not warfare"

The MUA (Maritime Union of Australia) made a public statement: "No to nuclear submarines-jobs & health, not nukes". The union declared its "total opposition to the reckless announcement by Scott Morrison that Australia would be developing nuclear-powered submarines as part of a military alliance with the US and UK."

Friends of the Earth (FOE Australia) produced a petition: "Say no to subs ... The Australian government must withdraw from AUKUS, stop the development of nuclear submarines and end integration into the US military."

The National Tertiary Education Union spoke out against the agreement "to build nuclear powered submarines, with no apparent regard as to the costs to be incurred or regional political impact of the arrangement."

The CICD (Campaign for International Co-operation and Disarmament) stated: "The CICD says this government is not acting in our name. Australia does not need this agreement that can only draw Australia into another US war. Buying submarines that are offensive, not defensive, is a waste of time and money."

The Medical Association for Prevention of War (MAPW) issued a statement: "The AUKUS agreement represents a threat to human health and global security".

The Australian Conservation Foundation calls for Australia to be nuclear-free: "Prime Minister Scott Morrison must give the Australian people confidence that his planned submarine deal will not put the nation on the path to nuclear power, nuclear weapons and nuclear waste ... ."

Pax Christi Australia, a branch of the international Christian Peace Movement, Pax Christi International, stated: "We wish to raise our objections in the strongest possible terms to the AUKUS agreement. We do not believe that this initiative will do anything towards building peace in our region."

And then there is the international opposition to AUKUS. The New Zealand government's announced continuation of its anti-nuclear policy, which will ban any future Australian nuclear submarines from entering its waters or ports, has been welcomed by long-term peace activists, says the International Affairs and Disarmament Committee of the Aotearoa/New Zealand Peace Foundation.



The Kiribati President, Taneti Maamau, says the nuclear-submarine deal puts the Pacific region at risk and raises some troubling memories.

The UK and US tested nuclear weapons in the islands when they were part of colonial Britain. Between 1957 and 1962, more than 30 nuclear tests were carried out.

“Our people were victims of nuclear testing ... we still have trauma ... with that in mind, with anything to do with nuclear, we thought it would be a courtesy to raise it, to discuss it with your neighbours,” Maamau said.

Malaysia has warned that the AUKUS program could spark an arms race in the region. Prime Minister Ismail Sabri Yaakob said he had raised concerns about the project with Morrison and warned that the nuclear submarine project might heighten military tensions in Asia.

Efforts have begun to form a national coalition to oppose the Morrison government’s decision. It is expected that this will be supported by peace groups, trade unions, faith organisations, environmental groups, those opposing nuclear weapons and a nuclear industry and all who care for a peaceful and safe future for Australians.

*Bevan Ramsden is an ex-telecommunications engineer and a long-time peace activist and advocates for Australia’s independence. He is a member of the coordinating committee of the Independent and Peaceful Australia Network (IPAN).*

### **AUKUS nuclear submarines deal must be abandoned**

by Brian Toohey

Source: <https://johnmenadue.com/aukus-nuclear-submarines-deal-must-be-abandoned/>

*Australia doesn’t need nuclear powered submarines, especially given the Australia’s long-standing support for the world’s nuclear non-proliferation goals.*

The White House failed to think beyond its Anglo-Saxon allies in London and Canberra when agreeing to sell Australia eight nuclear submarines.

The US’s north Asian allies Korea and Japan are much closer to China and more at risk, however slight. The Japan Times responded with a cool headed article spelling out the folly of the decision. It said the US, “has put at risk long-standing but fragile global pacts to prevent the proliferation of dangerous nuclear technologies”.

It also reported that US Navy ships “use about 100 nuclear bombs worth of Highly Enriched Uranium (HEU) each year”.

Although the US or the UK is supposed to build Australia eight nuclear-powered attack submarines under a new agreement called AUKUS, there is no realistic way this can occur without trashing Australia’s long-standing support for the world’s nuclear non-proliferation goals.

One of the key problems is the US Navy insists it is essential to use uranium enriched to 93 per cent to obtain the main fissile isotope of U-235, the same level as in nuclear weapons. It also insists it couldn’t switch to low

levels of enrichment without greatly increasing the costs and size of the submarines as well as the construction time.

This means the US Navy will reject Malcolm Turnbull’s suggestion to get the French to supply non-weapons grade fuel. The British can’t help as they get their HEU fuel from the US. The enrichment to 93 per cent compares to around 40 per cent for Russian and Indian submarines. The French only enrich to 7.5 per cent, China to about 5 per cent and civilian power reactors to around 3.5 per cent. Anything less than 20 per cent is defined as low level enrichment.

The White House’s attitude has changed since the 1980s when the US blocked Canada’s attempts to buy nuclear submarines from the UK or France.

Nevertheless, some members of the US Congress and senior officials want the navy to shift to low enrichment to eliminate proliferation problems.

A nuclear problem

In a letter to *The New York Times*, former US undersecretary of state for arms control and international security Rose Gottemoeller said the proposal to share HEU-fuelled submarines with Australia “has blown apart 60 years of US policy” designed to minimise the use of HEU uranium.

“Such uranium makes nuclear bombs, and we never wanted it in the hands of non-nuclear-weapon states, no matter how squeaky clean,” she said.

Of the seven nuclear weapons states, five have nuclear submarines. Australia will be the first non-nuclear weapons state to get nuclear submarines. The understandable concern is that other allies will want similar treatment, expanding the risk that weapons grade uranium will be stolen or diverted.

In some interpretations, a loophole exempts naval nuclear reactors from the International Atomic Energy Agency’s anti-proliferation requirements.

But there are numerous other agreements that Australia might have to comply with if it stores HEU in its submarines.

In addition, the AUKUS agreement includes Australian access to other technologies, including Tomahawk long-range cruise missiles for the navy’s Hobart-class destroyers. Because the Tomahawk can be armed with nuclear or conventional explosives, this could make it difficult to comply with the Missile Technology and Control Regime which Australia has strongly backed.

Another hurdle stems from the Howard government’s passage of a parliamentary act in 1999 outlawing just about all nuclear activities, apart from mining and exporting uranium. If circumstances prevent the US from maintaining all the nuclear aspects of Australia’s future submarines, this might spark calls for the rapid construction of nuclear facilities here. But the necessary

amendments to the 1999 act could be blocked in the Senate.

Prime Minister Scott Morrison can't credibly commit Australia to never engaging in nuclear proliferation. In the 1960s, Liberal prime minister John Gorton took preliminary steps to develop Australia's own nuclear weapons, explaining to the US secretary of state Dean Rusk that he did not trust the US to defend Australia if it had to use nuclear weapons. A prime minister sharing Gorton's assessment could emerge at any time.

Perhaps the White House will overrule the navy after a protracted battle to ensure the new submarines use low enrichment uranium posing no proliferation problem.

Nuclear submarines are not essential

However, the deal would still make no sense for Australia. Government sources are widely quoted as saying the cost of the new submarines will be well over \$100 billion, yet the first one won't be operational until after 2040 and the last until after 2060. By then, the submarines would be obsolete death traps, susceptible to detection and destruction by several existing and new technologies.

The time scale reinforces the entire air of unreality about acquiring these submarines, only a couple of which may be operationally available at any one time.

Some commentators suggest Australia must buy the submarines to help the US counter a Chinese threat to Taiwan.

But no one knows what will happen to China or the US in a radically uncertain future. By 2060, China may be the dominant country in Asia, it may have returned to its earlier policy of living in Confucian harmony with its neighbours.

The US could be ruled by a madman eager to use nuclear weapons.

However, the chances that Australian nuclear submarines will be involved in a war over Taiwan in 2060 is a remote contingency. It does not constitute a rational basis for deciding now to commit well over \$100 billion to these weapons platforms particularly when many of their capabilities can be supplied by aerial, surface or subsurface drones.

We should abandon the nuclear submarine project now. It is irrelevant to important issues facing the nation, including how best to defend the nation from military attack, tackle global warming and species extinction, and improve the social welfare and the school systems.

Nuclear submarines are not essential to Australia's defence. Medium-sized battery powered submarines are more suited to defending Australia and much cheaper.

Highly regarded American defence analyst Winslow Wheeler recently wrote that nuclear attack submarines don't deploy very often on their standard six-monthly voyages.

He said the US Virginia class, which many expect Australia to buy, are at sea as few as 15 times over their 33-year lifespan. He added that they are not "more capable" than other submarines if they are not available when you need them. In addition, he says cheaper modern, conventionally powered subs are significantly quieter and harder to detect. These are particularly suited to the shallow seas around much of Australia and the archipelago to its north, which remains critical to defending Australia.

Some pundits rejoice that that getting eight nuclear submarines will be a geo-political game changer.

The US has 68 nuclear submarines. The prospect of Australia getting eight by 2060 is not a game changer for serious American strategists.

By far the most important change occurred when Australia agreed to host several joint facilities that produce real-time intelligence fed directly into the US war fighting machine from Pine Gap outside Alice Springs, Shoal Bay near Darwin, and Geraldton and North West Cape in Western Australia.

Among other capabilities, these facilities intercept a huge range of electronic signals from China as well detecting data on heat emissions from missiles, jet engines and ground explosions.

There are no other electronic surveillance installations in the world that produce anything near this quantity of intelligence on China's military communications and radar signals, as well as political, economic and scientific communications. Maintaining access to these facilities is far more important to the US than a few extra submarines after 2060.

*Brian Toohey is author of Secret: The Making of Australia's Security State.*

### **The Stats Guy: Can we unsqueeze the financial pressures on Australian workers?** By: Simon Kuestenmacher

Source: <https://thenewdaily.com.au/life/2021/11/20/the-stats-guy-australian-workers/>

Life in Australia is getting more expensive, but wages haven't kept pace.

For decades we have lost middle-income jobs, leaving more Australians with low-income jobs, and they are struggling to pay the bills. I described previously how [the Australian workforce is hollowing out](#).

Some workers destined for these disappearing middle-income jobs transitioned into higher skilled professions, but many had to settle for jobs with lower incomes.

Today we will take a closer look at why many Australians feel squeezed, feel left behind.



Many workers who sought middle-income jobs had to settle for jobs with lower incomes. Photo: Getty

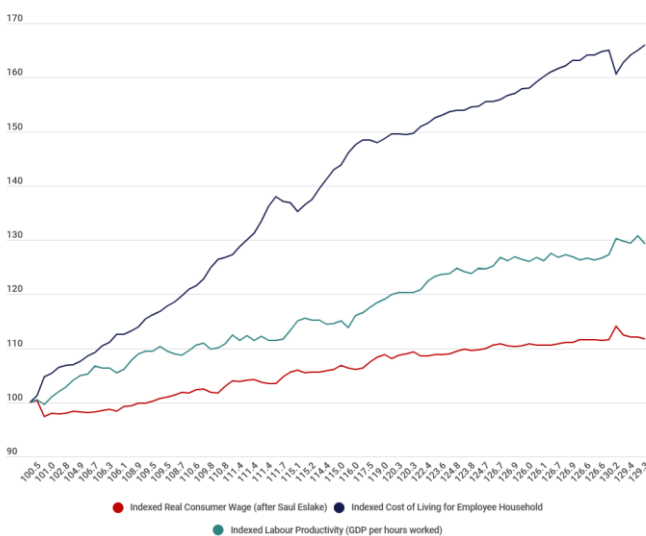
Our first stop is the productivity-wage gap.

To keep it simple: Productivity is what the worker gives the employer, wage is what the employer gives the worker in return. For a long time, these two curves grew in unison. When workers created more Gross Domestic Product (GDP) in Australian fields, factories and offices, they saw their wages grow at approximately the same rate. It must've been times like this when the "work hard and you will succeed" mantra gained popularity.

That changed in recent decades and the productivity-wage gap emerged. We only see data for the last two decades here (re-based to 100 for the year 2000) but the growing disparity between what workers produce and the compensation they receive is obvious.

Aussie workers produce more wealth than ever before but get a smaller slice of the pie. Simultaneously, the cost of living for the average employee household just kept rising. While some luxuries of life became cheaper, most essentials of life (housing, schooling) became much more expensive.

### The productivity and wage gap continues to widen (all the while life gets more expensive)

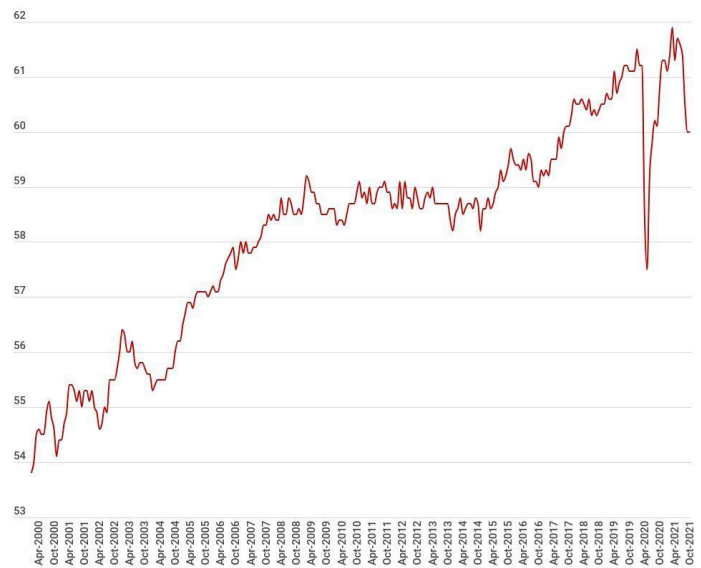


### How to keep up with higher living costs?

Many families added another income to the household by ensuring the mother returned to the workforce soon after childbirth. By adding a part-time or even a full-time income to the family budget, the increased cost of living can be forgotten – at least for a bit. Adding a second income to the household is a quick way to increase the family income.

### More women join the workforce – lockdowns only held them back temporarily

Female workforce participation rate in Australia from 2000 to 2021



THE NEWSDAILY

It is, of course, impossible to say what share of the increased number of female workers was due to economic necessity and what was a result of female empowerment.

The two narratives get entangled anyway as people make sense of their lives. Am I going back to work because my family can't afford the house or because I am a modern, independent woman wanting to showcase my skills and talents? We are arguably better off psychologically when we focus on the empowerment story.

As we saw more dual-income families, especially in the lower- and middle-class, the time parents were able to spend with their kids declined.

This forced families to spend at least some of their additional family income on childcare and household related tasks (that were previously done without remuneration, mostly by the women). That eats up some of the new household income.

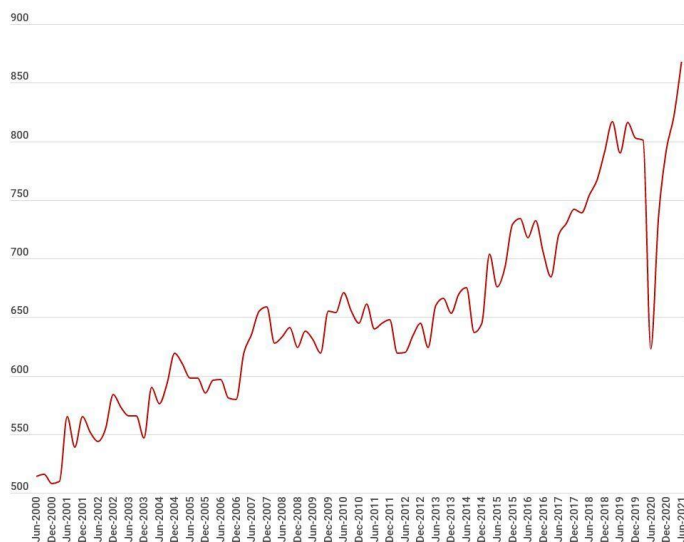
If the two jobs in the household paid well enough, the family got to relax for a bit. In many households even two incomes couldn't keep pace with growing expenses (especially housing). Bigger mortgages, more borrowing – easy. The debt of our average household, measured in



relation to the disposable income, almost doubled in less than two decades.

At this stage a middle-class family is more economically productive than ever before, has both parents in employment, spends less time with their kids and holds more debt. To service the growing amount of debt Australian families must work longer hours.

### More Australians than ever before hold multiple jobs Number of workers in Australia that hold multiple jobs, 2000 to 2021



Source: ABS Labour Account Australia

THE NEWSDAILY

In low-income households one or even both partners might be forced to take on a second job. Before COVID, around 801,000 Australian workers had more than one employer. As of [June 2021, 868,000 people held at least two jobs](#).

These second (and third) jobs overwhelmingly weren't side-hustles or passion projects but low-skilled and low-paid jobs. These multi-job employees are working themselves half to death just to get by. We must not allow this to become the norm in Australia.

#### How to fix this?

We could make life cheaper. I doubt that this will work though. One obvious way to make life cheaper would be to drive house prices down. I see no political appetite for this whatsoever. Assuming house prices stay as they are or go up, how could we improve the quality of life for low-income Australians?

I think the best way is a massive infrastructure spending program. The construction industry heavily relies on middle-skilled workers.

Spending on infrastructure will help our middle-class more than any type of financial welfare program ever could. It's also exactly what our cities and regions need since, for two decades, infrastructure growth didn't keep pace with population growth.

Good news is that state and federal budgets put plenty of money aside already for infrastructure projects. To prepare our nation for such an infrastructure boom we must invest heavily into our TAFE system right now to prepare the middle-skilled workers of tomorrow. The federal government encouraged enrolment in the TAFE sector through wage subsidies for employers taking on apprentices.

So far this appears to be working, as we have more Aussies than ever undergoing [apprenticeships and traineeships](#) (347,000 in June 2021 compared to 268,000 in June 2020).

Creating middle-class jobs by building infrastructure and filling these jobs with people that would've previously missed out on such jobs is the best way to unsqueeze low-income Australians. There might be a light at the end of the tunnel after all?

We still need workers doing low-income jobs though. Who should be doing these? Ideally, as many low-income jobs as possible would be taken on by young people in education.

That still leaves millions of unfilled low-income jobs though. My solution here is unpopular with Big Business: raising the minimum wage and closing loopholes to underpay workers by having them be self-employed platform employees.

If we get migration management right on top of this (allow as many international students in as possible, entice elite educated skilled migrants into the country, withstand [the temptation of filling middle-skilled jobs with migrants](#) and continue to boost the local TAFE system instead) we might actually start to unsqueeze lower-income Australians.

#### QUBE WA Dispute and Unity Bank



you first always

Unity Bank supported around 30 QUBE Fremantle workers through their recent

dispute, with relief provided with making current Loan Payments and also we made available some low interest personal loans with deferred payments to assist workers with the basic costs of living for however long required. It gives bank staff a real buzz to be able to make a real difference in people's lives even if it is in a time of personal hardship.

We are only able to support MUA members and also the union in this way, with industry members in turn supporting us with their own business, rather than supporting big banks and big business which operate in a manner being targeted by the current ACTU campaign against Job Outsourcing, Offshoring and Insecure Work.

Looking at where the major players in the banking industry are at, we have ANZ, Westpac and St George Bank that have offshored parts of their Operations and Loans Departments to India and the Philippines, at the expense of Australian jobs. The FSU has worked hard to limit the damage in turns of job losses and also waged campaigns to keep CBA and NAB from following suit.

CBA is currently facing fines of several million dollars for “knowingly underpaying it’s staff” a sum of over \$16 Million dollars and is being sued by the Fair Work Ombudsman.

This comes after some damning findings from the Royal Commission into Banking which uncovered some awful practices in place at all Big 4 banks, that impacted many customers.

I am at a loss but I still see many industry folk continuing to support the Big 4 monopoly and feed their multi-Billion dollar profits despite many many other options available. I would urge members to consider supporting a Mutual Bank with their lending business ( a not for profit run to benefit it’s members, not the shareholders and the executive mgt ) and what better Mutual than the one started by Maritime workers 50 years ago and still being run by career Maritime people?

We hope to be able to continue doing what we do for the benefit of our members well into the future.

**In Unity – Michael Randell – Relationship Manager**

### Superman



#### Getting Financial Advice Stacks Up

Many people think that getting financial advice is only for when you’re close to retirement, and that couldn’t be further from the truth.

The fact is, studies show that many (if not most) people worry about their financial position<sup>1</sup> and would benefit from getting financial planning advice:

- 65.7% of Australians say they worry about money at least monthly
- 23.5% of Australians say they worry about money daily
- 37.4% of Australians say financial issues have affected their physical health
- 52.8% of Australians say financial issues have affected their mental health

No matter what your financial circumstances, a financial planner can really make a difference. They help you get a clear picture of your financial position, define your goals and suggest a course of action to help you achieve them.

#### So what’s stopping people from getting financial advice?

Some of the reasons why people don’t get financial advice:

- the perceived high cost of advice
- the idea that financial advice is only for the wealthy
- they are able to manage their finances themselves
- there’s plenty of time to worry about retirement planning.

These are really just excuses; and research clearly demonstrates the benefits of getting financial advice. For those who have received financial advice<sup>2</sup>:

- 77% believed the advice had helped them feel prepared for retirement
- 72% believed they had a better understanding of what to expect in retirement
- 80% believed advice had given them more peace of mind; and
- 75% believed the advice they received was worth more than it.

In other words, apart from the financial benefit of receiving professional advice, there’s also the intangible emotional benefit of having peace of mind and less worries thinking about the future.

#### How you benefit from getting a financial plan

- Set clear (and achievable) financial and retirement goals
- Having a savings strategy created for your unique circumstances
- Peace of mind knowing that your retirement income needs will be met
- The confidence of knowing that you’re on track to achieve your financial goals

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

Whether retirement’s a long way away, or just around the corner, seeing a financial planner now can really set you up for the future. 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 in person, 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

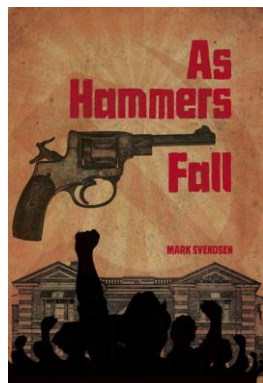
Sources:

<sup>1</sup> Fidelity International, November 2019: The value of advice - helping Australians navigate towards a better financial future

<sup>2</sup> National Seniors/Challenger, January 2020: Retirement income worry: Who worries and why?

### A Good Read!

#### As Hammers Fall



a novel by Mark Svendsen

Members may be interested in this novel set in Brisbane 1917-1919 where social unrest reaches its height during the Spanish Influenza outbreak and the infamous Red Flag Riots in South Brisbane in 1919. There's even a mutiny on a returning troopship. Set in the political melting pot of the years after Australian

Federation, the nation and its youth must overcome personal and global conflict and difficulty to build a life of integrity, justice and a fair go for all.

The political and personal fault lines of internal socialist politics, the constant tension between polities and the Union movement, the newly created nation vs the old Colonial mentality, socialist vs Tory, and the misuse of power – so well known to all students of Qld history and politics – are all on display. Joseph Hill (the Aussie version not the Yank) is a passionate idealist. He believes in socialism and peace. But life is complicated. Joe Hill is also in love with his best mate's girl, friends with the 'treacherous' Russian emigres and firebrand trade unionists, is a pacifist fighting the forced conscription of men to the army, the son of radical Socialists and, in spite of all, needs to keep believing that only the Revolution can heal the planet. The more things change, the more they stay the same. As old world certainties crumble around him, Joe Hill must make sense of the maelstrom of social and personal change, insecurity and betrayals that the First World War and its aftermath brings and try to figure out a way to rebuild and carry on as a true believer battered by life and war.

You can get a copy at any of your favourite online or real-life bookshops, just in time for Christmas, or ask for it at your library. Good reading, Comrades!



### Branch Officials Contact Details

QLD Acting Branch Secretary Jason Miners

Mob: 0401 211 866

Email: [jason.miners@mua.org.au](mailto:jason.miners@mua.org.au)

QLD Assistant Branch Secretary Paul Gallagher

Mob: 0408 494 168

Email: [paul.gallagher@mua.org.au](mailto:paul.gallagher@mua.org.au)

QLD Assistant Branch Secretary Paul Petersen

Mob: 0404 453 869

Email: [paul.petersen@mua.org.au](mailto:paul.petersen@mua.org.au)

QLD Relief Official Aaron Johnston

Mob: 0411 863 874

Email: [aaron.johnston@mua.org.au](mailto:aaron.johnston@mua.org.au)

QLD Nth Qld Organiser Dave Lyon

Mob: 0439 348 545

Email: [dave.lyon@mua.org.au](mailto:dave.lyon@mua.org.au)