



# QUEENSLAND BRANCH NEWS

NEWSLETTER of the QLD Branch of the MARITIME UNION of AUSTRALIA

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**Authorised by Stephen Cumberlandge, Maritime Union of Australia (MUA) Queensland Branch Secretary  
73 Southgate Avenue, Cannon Hill QLD 4170**

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## **Branch Secretary's Report** *by Stephen Cumberlidge*

### **MUA Press Release**

#### **Government Urged to Act on Cruise Ship Humanitarian Crisis; Immediately Repatriate Crew Members**

The Maritime Union of Australia is urging the Federal Government to urgently repatriate all crew members on board foreign cruise ships, other than those directly responsible for marine operations, to address the growing humanitarian crisis.

With reports that up to 11,000 foreign workers remain on board 11 foreign cruise ships in Australian waters, the union said it was alarmed but unsurprised by the ongoing failure of the industry to help workers return to their home countries.

MUA National Secretary and International Transport Workers' Federation President Paddy Crumlin said the current crisis was the direct result of an international cruise ship industry built on the exploitation of international workers, with vessels registered in tax havens, sailing under flags of convenience, and utilising secretive ownership structures.

"The plight of the thousands of crew members on board foreign cruise ships anchored in Australian waters is an emerging humanitarian crisis that requires immediate government action," Mr Crumlin said.

"The Australian Government must urgently act to allow the safe repatriation of all crew members not essential for marine operation to their home countries.

"The crew of these ships must be tested for COVID-19, and the ships sterilised under the highest Australian standards, with crew members then allowed to disembark through Australian ports and flown back to their home countries at the expense of their employers.

"All relocation, travel, and medical expenses must be covered by the international cruise companies like P&O, Carnival, and Royal Caribbean.

"Not a single cent should be paid by Australian taxpayers to support or bail out these international companies that have spent years using flags of convenience and opaque ownership structures to avoid paying local taxes and exploit workers."

ITF Australia Coordinator Dean Summers it should now be abundantly clear to all Australians the threat posed by flag of convenience shipping to public health, the economy, environment and national security.

"The current Federal Government's maritime policies have encouraged the use of flag of convenience vessels in both domestic shipping between states and territories, along with the cruise ship industry," Mr Summers said.

"These ships have no connection to Australia, other than sourcing huge profits from our community for faceless multinational corporations, while their home ports are in the Caribbean or West Africa.

"At a time when the COVID-19 pandemic is making our country's supply chains extremely vulnerable, our community is at the mercy of cheap flag of convenience ships registered in countries including Panama, the Bahamas and Liberia to deliver essential food, fuel, and medical supplies.

"It should be abundantly clear to all Australians that flag of convenience shipping is responsible for serious threats to the nation's health, economy, environment, and national security."

Mr Crumlin commended Australian-based cruise ship operators like Queensland-based Coral Cruises and West Australian-based True North, saying both had rejected the policies of the former Abbott Government which had encouraged them to abandon Australian registration for their vessels, despite only operating in Australia.

"These cruise ship operators which have chosen to register their vessels in Australia, pay tax here, and employ local workers should be commended," he said.

"As we start to imagine a future beyond the COVID-19 pandemic, we are urging the Federal Government to ensure the use of ships whose registration has a transparent link to the country of beneficial ownership." The MUA is urging the Federal Government to undertake a number of actions in response to the cruise ship crisis, including:

1. All crew, other than those directly responsible for marine operation, on board foreign cruise ships must be repatriated home through Australian ports and airports at the expense of their employers. These ships must be brought alongside crew tested and ships sterilised under the highest Australian standards;
2. That no taxpayer money or in kind support be given to this industry in any form other than to Australian registered and crewed vessels, where needed;
3. The development of a policy to rebuild an Australian merchant fleet under an Australian flag to protect the interests of Australian people;
4. The development of a policy to further build an Australian cruise ship industry, employing Australian workers and on ships registered in Australia; and
5. That no cabotage exemptions be given to international flag of convenience cruise vessels working around the Australian domestic cruise ship market.

## WORKPLACE INJURY UPDATE

by Adam Taylor – Turner Freeman Lawyers



### Employer Sponsored Medical Treatment for Work Injuries

A practice is developing where some employers are insisting that injured workers be treated at the worksite by

external medical providers or "ambulance services."

An injured worker is entitled to choose their own doctor and they do not have to consent to being treated by an employer provided service. If the worker requires more than first aid that is available on site then they can cease work and seek medical treatment off site. In an emergency dial 000 to call a Queensland ambulance. In a non-life threatening scenario then the worker can go and see their own doctor. If the treatment is required after the hours of their usual doctor or an appointment is not available then the worker can present to a hospital emergency department of their own choice for treatment.

These rights arise from fundamental human rights and are also referred to in the Australian Charter of Healthcare Rights. (1) In particular the right to be informed about services, treatment, options and costs in a clear and open way. If an employer provided medical service does attend the workplace then you are entitled to question what their qualifications are, what services they can provide and what other options you have and then importantly make your own choice about that.

If you are examined by the employer sponsored service and told you can continue working but you disagree or are concerned about aggravating the injury you can seek a second opinion from your own doctor and can do so on the spot by ceasing work and seeking medical treatment. You should see a doctor straight away and not just make an appointment to do so in a few days. If you are ceasing work you need to do so on reasonable grounds and take every effort to minimise the time away from work if possible.

### Is COVID-19 covered by Workers Compensation?

Workers who contract COVID-19 from their employment will be covered for workers compensation. There are different jurisdictions that cover compensation depending on whether you are an on shore or off shore worker and you should seek legal advice before making any application, to ensure you meet the relevant criteria and have sufficient evidence to prove your entitlement to claim.

Under the Queensland workers compensation scheme an illness must arise out of or during the course of employment. This must be proven by the worker on the balance of probabilities. The type of evidence that might be required to prove this could include:

- that others at work have been diagnosed;
- there are no other places you have been to in the incubation period (the last 14-21 days) where you might reasonably have expected to have caught the virus; and
- you have otherwise been practising social distancing and good hygiene practices in accordance with Government regulation.

Under the Seafarer's workers compensation scheme similar considerations apply. Employment must be seen to have materially contributed to the development of the illness.

If a co-worker has had contact with COVID-19 and comes on to the workplace and as a result you are stood down or required to self-isolate but do not contract the disease, then you would not be covered by workers compensation. This is because you have not suffered any injury (or illness) under the Act. Whether you are paid will come down to your usual industrial entitlements and the circumstances of the direction to stand down. You should seek advice from the MUA Legal office Lee Norris in the first instance where you yourself have not contracted the virus but you are being impacted.

<sup>1</sup> <http://www.oho.qld.gov.au/wp-content/uploads/2015/09/Australian-Charter-of-Healthcare-Rights-QLD-OHO.pdf>



## AMSA - Safety Alert

### Extension National Law certificates of competency

#### The Purpose

The purpose of this Domestic Commercial Vessel (DCV) Safety Alert is to advise vessel owners, operators, masters, coxswains and crews that the Australian Maritime Safety Authority (AMSA) has taken steps to extend the duration of all National Law certificates of competency.

#### Implementation

Due to the uncertainty caused by COVID-19, AMSA has taken a pragmatic approach to seafarer certification.

AMSA has issued an exemption that:

- extends all National Law certificates of competency and all associated endorsements, expiring between 26 March and 1 October 2020, for six months from the expiry date noted on the certificate and
- permits crew, subject to this exemption, to work on a domestic commercial vessel for this extension period.

These changes have been made for all certificates of competency and associated endorsements expiring between 26 March and 1 October. This means that you do not have to apply for the extension, it happens automatically.

The above measures apply to National Law certificates of competency, whether issued by AMSA or a state/territory based maritime safety agency that was a delegate of AMSA when the certificate was issued.

#### Revalidation

While the above measures apply to all National Law certificates of competency, those seafarers who meet the eligibility requirements for revalidation, and have the ability to make an application before the expiry date of the certificate, are encouraged to apply to revalidate their certificate before it expires.

#### More information

Should you require any further assistance or information, please contact AMSA Connect on 1800 627 484, +61 2 6279 5000 or via email to [AMSAConnect@amsa.gov.au](mailto:AMSAConnect@amsa.gov.au)

## Maritime Safety Queensland Information Update

We all share a responsibility to protect the entire supply chain.

Social distancing and strong hygiene measures in **every** workplace, **every** day, and in **every** circumstance (even between outwardly healthy staff) is everyone's responsibility if we are to **stop the spread, save lives, and keep Queensland working.**

The Queensland maritime industry must lead the way, the consequence of any of us getting it wrong affects all Queenslanders.

### A Message from the General Manager (Maritime Safety Queensland)



#### 6 April 2020 | Update 80

Dear maritime colleagues,

**Each evening** Maritime Safety Queensland (MSQ) emails stakeholders to provide an update on COVID-19 and its impacts on the maritime industry.

Any new daily advice is highlighted in **bold** – please be aware the situation does change daily, so MSQ will continue to provide the most up-to-date advice every evening.

MSQ's current directions and vessel reporting statistics, as well as the last five daily updates, can be found on the [MSQ website](#).

### International Vessel Report

#### Vessel Arrivals - Last 24 Hours

Over the course of the last 24 hours (1200 Sunday 5 April - 1200 Monday 6 April), **40** vessels have entered Queensland port pilotage areas or Reef and Torres Strait. You can read the Regional Shipping Report for the last 24 hours [here](#) and the Scheduled Arrival Report [here](#).

**23** vessels have reported **NO** to mandatory questions and have been able to continue to ports.

17 vessels reported **YES** to both having departed mainland China in the past 14 days or a port outside of Australian Territorial Waters after 2359 on 15 March, and having crew on board who have visited a foreign port.

**Two** vessels have surpassed mandatory quarantine period, and the remaining **14** vessels will not enter a Queensland port until the mandatory quarantine period has passed. **One vessel that has received an exemption from the General Manager's Direction, with its last port being Brisbane and previously Pacific Islands and New Zealand, will continue as scheduled.**

#### **Exemptions granted for Vessels**

Over the past 24 hours, **two** new requests were received for exemption from the [General Manager's Direction](#) issued as of 18 March, both of these requests were denied. **Four** vessels currently hold exemptions. **Processed exemptions can be viewed [here](#).**

#### **General Manager's Direction - COVID-19 (15 March) International Vessels**

Following the enactment of the 'Two Port' Policy, exemptions from the [General Manager's Direction](#) will **not** be required for any vessel arrivals into the Port of Brisbane from Monday 23 March.

Where 'exceptional' circumstances exist for vessel arrivals into any of the other of Queensland's 20 ports, MSQ may consider specific exemptions to the Direction. Exemptions will only apply where '*significant disruption to the supply of essential trade to the State*' can be demonstrated, and where sufficient risk mitigation measures can be verified that protect Queensland's maritime workforce.

Requests for exemption not based on essential supply will not be prioritised.

Any requests for exemptions will be considered in consultation with Queensland Health. Requests for exemption are to be made in writing to [MSQ.RHMs@msq.qld.gov.au](mailto:MSQ.RHMs@msq.qld.gov.au).

**Exemptions issued to the General Manager's Direction as of Monday 6 April can be found [here](#).**

The following standing exemptions remain:

#### **Country-specific exemptions**

'Country-specific' exemptions to the [General](#)

[Manager's Direction](#) has been granted for vessels arriving from the following countries:

- New Zealand
- Papua New Guinea
- South West Pacific Nations (to be defined by specific island states).
- Singapore.

#### **'Shipping line' exemptions**

A temporary exemption to the General Manager's Direction has been granted for the following 'shipping lines':

- Livestock carriers.

This 'line' exemption has been granted primarily so as not to put at risk the welfare of animals already in the supply chain through preventable delays

**You can find all General Manager's Directions below:**

- [General Manager's Direction to all Ships Queensland – COVID 5 March](#)
- [General Manager's Direction to all Ships Queensland – COVID-19 s191A Thursday Island](#)
- [General Manager's Direction to all Ships Queensland – COVID 19 15 March International Vessels](#)

**You can find all the relevant current VTS Directions below:**

- [VTS Direction 11-2020](#)
- [REEF VTS 07-2020](#)

## **Restrictions on Cruise Ships**

### **New measures for Cruise ships in Australia**

On 18 March 2020, the Minister for Health (Commonwealth) made a determination under the *Biosecurity Act 2015 (Cth)*, restricting vessel entry to Australian ports.

That determination was subsequently broadened on 27 March 2020, to prohibit cruise ships entering Australian ports, and requiring foreign cruise ships on overnight voyages to immediately leave Australian territory, unless:

1. an approval is given by the Commonwealth Government's MTPC. An

MTPC approval may also impose conditions with which the ship must comply; or

2. the entry is necessary for the purpose of security the safety of the ship or saving life at sea or
3. the voyage commenced in Australian territory and is being conducted for the sole purpose of performing necessary maintenance to the ship.

On 4 April 2020, the ABF issued a Commissioner's Directive, cancelling all existing MTPC approvals for cruise ships and directing all foreign flagged vessels to leave Australian territory by  
Wednesday 8 April 2020

Currently a number of cruise ships are seeking permission to enter Queensland ports to bunker and provision in order to meet the ABF 8 April 2020 deadline to depart Australian waters.

## Recreational Boating within QLD - COVID-19

### What's the advice for Queensland's recreational boaters ?

Queensland's Chief Health Officer has been very clear – if you don't need to be out then stay ashore, stay home. People should be undertaking essential boating only, in their local area, ensuring that social distancing guidelines are applied. Please be aware all agencies and rescue groups are following the Chief Health Officer directions within their own work areas. All emergencies will be dealt with as a matter of priority but less urgent incidents may potentially take longer to respond to. Volunteer marine rescue organisations and MSQ continue to provide a marine distress emergency radio watch on marine VHF channels 16 and 67. Skippers are always responsible for the safety of their boat and the people on board. This includes trip planning, having the appropriate safety equipment, keeping a proper look out, proceeding at a safe speed.

Skippers are advised to notify a family member or close friend of their trip, including the route they intend to take, their destination and an estimated time of return; with instructions to call 000 if they do not return within a given period.

In this pandemic, MSQ asks skippers to be responsible, support the Chief Health Officer and help stop the spread of COVID-19.

Some essential reasons you **may** need to use your boat could be to:

1. exercise (e.g. kayaking/sailing/paddling etc);
2. fish;
3. get to and from work, where the work cannot reasonably be performed from home;
4. get groceries; and
5. provide assistance, care or support to an immediate member of the person's family.

Social distancing rules always apply – at the boat ramp and on your boat.

**Unless you have an essential need to be out - stay ashore, stay home.**

If you do need to go out, stick to your local waters.

MSQ has deployed temporary signage across a number of key areas providing advice to the recreational boating community. This includes marinas, state boat harbours and highly frequented boat ramps. Signage will continue to be deployed across the state at public marine facilities in coming days.

MSQ undertook patrols, both on water and ashore at key marine facilities over the weekend to inform and enforce where necessary, safe and responsible boating under the current CHO directives. Key waterways along the Queensland coast from the Broadwater to Cairns were targeted. MSQ has also joined by enforcement partners from QPS and DAF on our waters. Over the weekend MSQ witnessed responsible and essential boating as mandated in the advice above, as well as pockets of irresponsible and non-essential boating. A number of vessels were ordered off the water and a number of safety infringements written.

Compliance patrols will continue in the lead up to Easter and beyond.

Boaties are reminded that a number of entities have put specific restrictions in place for their areas.

- [Seqwater has announced](#) that, as from 26 March, all recreation areas at Seqwater-managed lakes and parks are closed until further notice.
- Commencing 31 March, Sunwater has also closed access to all Sunwater managed recreational areas, including dams, lakes and weirs.
- [Department of Environment and Science has announced](#) the closure of all camping areas within Queensland National Parks, state forests and recreational areas, while governments have placed restrictions on access to some remote and indigenous communities

I can also confirm that State Government boat ramps are open.

## Border Restrictions

**As at 1200 today three recreational ships arrived from NSW and are in self-quarantine at anchor in South East Queensland.**

The Queensland government enacted further border restriction measures that came into effect Thursday 2 April at midnight, restrictions can be found [here](#). These restrictions mean only Queensland Residents and those exempt personnel will be permitted entry. Details of these exemptions can be found on the [Queensland Government website](#).

The focus of the border restrictions is on reducing non-essential movement into Queensland, adopting the following guiding principles: communication, compassion and compliance.

MSQ is coordinating the maritime border restrictions in company with the Queensland Police Service. An Incident Control Centre has been stood-up to manage the intelligence and tasking. There has been widespread communication to relevant boating communities

which has already seen a significant reduction in border crossings.

A Notice to Mariners has been issued in relation to border restrictions which can be found [here](#).

The Maritime Border Closure operation is currently working well.

In addition, recreational vessels arriving in Queensland are only able to conduct essential boating activities as outlined above following the Chief Health Officers requirements for [Home Confinement, Movement and Gathering Direction](#).

The key message is – unless you have an essential reason for travelling to Queensland, please remain in New South Wales or Northern Territory. If you do come, and do not fall into an “exempt person” category, you may be required to return to the State that you departed from.

Maritime Industry Personnel who reside interstate and are entering Queensland for work (for example crew of harbour tugs or local dredger) are required to apply for a [Border Entry Pass](#).

When travelling it is also recommended that personnel carry a letter from their company highlighting the name of their employer, evidence that they are a maritime worker, evidence that they are entering Queensland to go directly to work, and evidence of the location of their work.

## Personnel movement Restrictions in and around Queensland around Queensland

### Essential Maritime Services - remote communities

The movement of Essential Maritime Services (EMS) into remote communities in Far North Queensland and Torres Strait is critical to maintaining port and shipping operations. In particular Weipa, Amrun, Skardon River, Thursday Island, Yorke Island, Coconut Island and Cape Flattery.

Essential maritime services include, but may not be limited to: marine pilots, pilot launch crews, tug and line crews, marine engineers, hydrographers, and coastal shipping/barge

services.

Whilst it is essential we maintain shipping movements through these areas, the stringent movement restrictions enacted to protect vulnerable communities cannot be undermined by EMS exemptions. The introduction of COVID-19 into these communities could be devastating. MSQ continues to work closely with Queensland Health and Local Authorities to ensure the movement of EMS personnel to remote communities, under strict supervision and compliance with Queensland Health protocols.

### **The Essential Maritime Services (EMS) identification process continues.**

More than 100 applications have been submitted and processed to date. MSQ assesses whether each individual application fits the criteria as EMS. This helps ensure maritime personnel such as marine pilots, tug crew and stevedores can continue to travel into restricted areas to ensure maritime trade can continue.

All applications are cross-checked with company nominations to ensure only those needing to travel into remote communities are endorsed. If you need to travel into remote communities and believe you fulfil the requirements as an Essential Maritime Service click on the following [link](#). MSQ will assess your request and provide you, if supported, a qualified letter of support to assist movement through local checkpoints such as airports.

### **International Seafarer - Care packs**

The COVID-19 pandemic has had a significant personal impact on many of our international seafarers, often the most vulnerable workers in our supply chain. Tight border restrictions in many countries, including Australia, means many seafarers will not step off their ships, potentially for months at a time.

Hence, they have limited opportunities to purchase personal supplies such as razors, soap and toothpaste; and equally, modicums of luxury

such as snacks and magazines. Additionally, many will have limited opportunities to contact their families (often located in countries in the grip of the pandemic). Something as simple as an Australian phone SIM gives them that ability. Maritime Safety Queensland is supporting an initiative in the port of Gladstone in packaging small gift packs of essentials, and treats, for those seafarers pulling into the multiple terminals at this port. It is hoped seafarer welfare centres along the Queensland coast as well as other maritime related industries and representative bodies may choose to get behind this initiative, a small (\$20 per pack) that is a meaningful way to say thank you.

MSQ is currently working through a streamlined approval process to get the packs into terminals and delivered to vessels.

A big thank you to all that have already donated to this initiative and also to the numerous businesses that have lent support with large cash injections, as well as dollar-for-dollar donations to encourage community support. Gladstone Seafarers Centre currently has 100 packs ready to be rolled out to Seafarers and with donations rolling in, this number is set to rise.

We all rely heavily on what flows into and out of our ports, now more than ever.

**If you would like to get involved or donate please**

**email [covid19.updates@msq.qld.gov.au](mailto:covid19.updates@msq.qld.gov.au) (please note, we will respond as soon as we can).**

Keep up to date for COVID-19 maritime information and updates on [MSQ's website](#).

To receive the daily MSQ COVID-19 updates, click [here to subscribe](#).

Keep safe,

**Angus Mitchell**

General Manager (Maritime Safety Queensland)  
Department of Transport and Main Roads



### **Offshore Wind Turbines** *by Penny Howard*

The MUA has been advocating for offshore wind turbines to be built in Australia to supply our electricity grid. Wind offshore is stronger and more consistent and could be built at a large scale close to many of Australia's coastal cities. Such projects could be a great source of employment for MUA members and could help reduce greenhouse gas emissions from electricity.

An academic study previously identified some potential sites for offshore wind turbines in Queensland, including:

- 10km and 20km off the coast off Bargara near Bundaberg
- 10.5km off the coast of Gladstone
- 19km off the coast of Emu Park near Rockhampton.
- 18km off the coast of Mackay

The MUA organised a meeting to discuss the potential for offshore wind in Queensland with Minister Anthony Lynham on Wednesday 11 March. In attendance were Queensland Branch Secretary, Stephen Cumberlidge, Deputy National Secretary, Will Tracey and National Research Officer Penny Howard.

The Minister was receptive and interested in the potential benefits of offshore wind in Queensland. We left him with copies of the MUA's report 'Putting the Justice in Just Transition' (available on the MUA website), as well as a report on offshore wind from the International Energy Agency and one on potential sites in Australia.

Queensland is in a good position build renewable energy projects as the state government established a publicly owned renewable energy company, CleanCo.

The MUA will continue to follow up with the Queensland government. We also asked for the Queensland government's support for our submission to the Australian government on new legislation regulating offshore renewable energy.



## Deputy Branch Secretary's Report

### Queensland Branch Members Participate in the 2020 Quadrennial Conference *by Jason Miners*

With the youngest and best proportionately representative committee in my 8 years in the place we had a magnificent week debating and interacting with our fellow members from all over the country and forged even stronger relationships with our international brothers and sisters.

The theme was Tjungu which means together as one in one of the many First Nations dialects.

The conference had a heavy ATSI influence at a time when our First Nations brothers and sisters need us more than ever as the "gap" largely remains the same, as incarcerations and health issues increase it was an important representation we all had to have as a union at this important time.

Monday was powerful with a moving welcoming to country by our indigenous comrades and an opening address by the senior leadership of the union outlining what the week is about and what threats, challenges and opportunities this union faces and how we should face them as a collective for everyone and not as divisive individuals for the few with self interests.

Industry reports and campaigns featured heavily during the conference with stevedoring, offshore and seafarers' futures in their respective industries making up a key theme.

The work plan for officers to perform and advance over the next four years was forged and will be accountable to the members at both the quadrennial elections and quadrennial conference.

The highlight for me was the address from Dennis Daggett, Vice President of the International Longshoremen Association (ILA). Dennis is a highly capable forward thinking leader who says it as it is and the architect of the best solution to automation and outsourcing across every industrialised sector of the world.

The five year contract sees nominated arbitrators no automation or outsourcing which sees even the lunch ladies and men covered by the ILA! If it's a human working on or near the docks, it's ILA.

An equal first was the coming together of the east and west coast of America before our very eyes. The ILWU and ILA on the same stage representing the same values of taking on injustice on dockworkers was a revelation and provided some much needed hope for dockworkers who are under attack.

An acknowledgement was given to the work our Branch, amongst others is doing in our fight to increase our participation in shipping around the Australian Coast.

In fact, Ian Bray, Rod Picket and myself met with Hermes shipping to progress talks about the expansion of the intrastate shipping trade.

I want to thank everyone who represented the Queensland Branch, including the observers who dipped into their own kick to support and participate in their union.

*In unity – Jason Miners – Deputy Branch Secretary*

### Patrick EBA Campaign Kicks Off in Sydney *by Jason Miners*



The Queensland Branch has recently participated in the initial National EA meeting of the 2020 campaign for a replacement Enterprise Agreement. Chris Swanick and Peter Bruekers attended with myself and delegates from Fremantle, Melbourne and

Port Botany.

The Part A Committee went over and consolidated our position regarding the members claims after listening to the same old boss' speech about how tough times are. The union is still open to a rollover of the Agreement should we sort out any outstanding issues on the job and see that jobs of our members are protected. Any decision on this will be determined by mass meetings around the country.

We have an experienced strong team of delegates who will represent members in these discussions which ever way they go. The current make up of the work in the four key terminal ports sees both Patrick and Dubai Ports with 42% each in work along with VICT (Melbourne only) having 9% and Hutchinson having 7% of the work in Brisbane and Sydney.

The next round of meetings are on 18 - 19 of March with further updates to come as we progress. In unity we will prevail.

### QUBE EBA

Dear Comrades

The MUA Part A committee met with Qube management on 16-17 March for the fifth Part A meeting.

The Part A committee present consisted of:

Warren Smith - National Office, Jamie Newlyn – SA, Alisha Bull – TAS, Jason Miners – QLD, Robbie Lumsden – VIC, Peter Benten – PTK, Graham Bell – QLD, Adrian Evans -

WA [apology], Chris Edmonds - WA [apology], Paul Brett  
WA [apology]

The management consisted of:

Michael Sousa, Dan Coulton, David Wingate

Day 1 of the meeting was adversarial and did not reach any agreement. The MUA position put to Qube was:

- 3% total package increase per year
- Employer paid Protect Income Protection
- An Order of Pick for fairness and job security
- Standardised review data inclusive of Labour Hire hours
- Reduce Labour Hire utilisation
- Delegates to be paid for EBA meetings
- 10 days paid Domestic Violence Leave
- The MUA moderated its claims after national consultation in order to expedite agreement with the company so we can complete bargaining by June 30 and not jeopardise back pay.

The entire MUA claims were rejected by Qube.

Qube's offer at the conclusion of Day 1 was as follows:

- Wage Freeze CPI capped after year 1 OR Qube
- Propose option to revert to wages and O/T
- Additional Employee classification, non-consolidated rate
- Confirm Sunday allocations on Saturday
- Include downgrade clause from the Award
- Points system for unavailability for work KPI in EA for damages (Safety)
- Redraft PTO clause
- Delete ALL Union Training. To be paid for by the union
- Compulsory shift extensions
- Removal of Site Boundaries for Closed Port Days (i.e.) One Site has CPD as per Award Night>Day>Eve 00:00 to 00:00...others have Day>Eve>Night 08:00 to 08:00
- All sites have different shift definitions and hours of work. One site will call a 19:00 start an Evening shift whilst another site calls it a night shift, some sites have black spots throughout the day where we can't commence a shift.
- Flexibility Clause whilst receiving any form of training all employees will be paid at the rates defined in clause 45.7 vocational training of the current agreement.

These claims were rejected by the MUA.

On Day 2 Qube put a revised offer to the union.

1. A complete rollover of the EBA in Parts A & B with a 2.5% per year wage increases.
2. Any mutually agreed wording change can be put into the agreement.

The MUA pushed for this to include Protect Income Protection with a first year offset and sought answers off

Qube as to whether they would entertain a shorter term for the agreement.

The Company rejected any prospect of Protect. The MUA pushed Protect Income Protection on both days and will continue to do so.

On Protect

All members are strongly urged to voluntarily sign up to the Protect Income Protection. This will demonstrate to the company the overwhelming support for this important claim especially during the current global health crisis. Application forms will be emailed to each Qube member should they decide to join Protect. Please email [muaqlld@mua.org.au](mailto:muaqlld@mua.org.au) if you would like an application form.

Meetings with Members

Meetings will be convened with members to discuss the company position and gauge the memberships views of what has been put to your Part A committee.

The union is exploring all options to minimise risk with respect to the Covid-19 crisis to allow for a true democratic reflection of the position of members.

*In solidarity - Warren Smith, Jamie Newlyn, Alisha Bull, Jason Miners, Robbie Lumsden, Peter Benten, Graham Bell*

## **Unions Wary as Parliament is Set to Give Scott Morrison His Head**

*By Paul Bongiorno*

*Source: <https://thenewdaily.com.au/news/2020/04/06/unions-wary-parliament-jobkeeper/>*

Industrial Relations Minister Christian Porter has got it right.

**[There is no will in the Parliament to stand in the way of the government's unprecedented JobKeeper program.](#)**

On the weekend Mr Porter waxed lyrical when he said "we are pushing a \$130 billion lifeboat out into the roughest economic seas Australia has ever seen".

**[Despite real concerns from the unions and the Opposition that the package leaves one million casuals either neglected or shortchanged,](#)**

Labor's Tony Burke says there is nothing he can imagine that would see the party voting against the wage subsidy.

The perfect will not be allowed to be the enemy of the good, despite the good potentially laying the foundations for a WorkChoices-style erosion of workers rights once Scott Morrison's foreshadowed "snap back" occurs after the crisis.

Fuelling these fears is the belief that hostility to the unions and organised labour is in the Coalition's DNA.

This is the real reason for the hesitation about using the "sledgehammer" of blanket legislation varying all awards, enterprise agreements and work contracts, rather than the Fair Work Commission doing it on a case-by-case basis.

Mr Porter thinks this is time-wasting madness, which would see many of the six million workers losing the promised income support for weeks or months.

Besides, he says the legislation will have a six-month sunset clause.

Australian Council of Trade Unions secretary Sally McManus is urging Labor, the Greens and the crossbench to oppose changes to the Fair Work Act because she says they are not necessary.

Ms McManus, who has been in line-by-line discussions with Mr Porter, is also not buying into the Prime Minister's characterisation of Team Australia; she certainly doesn't agree with "no unions and no bosses".

She told David Speers on *Insiders* "I wouldn't say that there are no unions and I can assure the working people in Australia that the trade union movement is here and working in their corner".

The latest *Newspoll* found overwhelming public support for the [JobKeeper package with its \\$1500-a-fortnight payment for workers who otherwise would have received nothing](#) because their businesses were unviable.

Mr Morrison has an approval rating not seen for a prime minister since Kevin Rudd at the height of the Global Financial Crisis.

For a leader who just three months ago during the bushfires saw his support collapse to near record lows, this is very heartening news.

Although it could be tempered by the fact that within two years Mr Rudd's party dumped him.

The durability of Mr Morrison's new-found approval will be just how long Australians are prepared to co-operate with the draconian social distancing and isolation measures that have shut down the way in which a healthy society and economy operate.

For now the consensus is the deadly COVID-19 virus leaves no choice for anybody.

Some of the government's media cheer squad see Mr Morrison's stunning pivot to the left, plunging the budget into multibillion-dollar deficit, as evidence of a superior political mind stranding Labor.

This is too glib and underestimates the real gravity of the situation.

It also ignores the fact that by coming on to Labor's traditional turf, the Liberal Prime Minister has given credibility to "big government" and "big spending".

By the same token Ms McManus has the not-too-distant past to prompt her wariness of a Coalition government stripping wages and conditions in the name of saving jobs. The coronavirus may yet have a lot to answer for.

## Assistant Secretary's Reports *by Paul Gallagher*

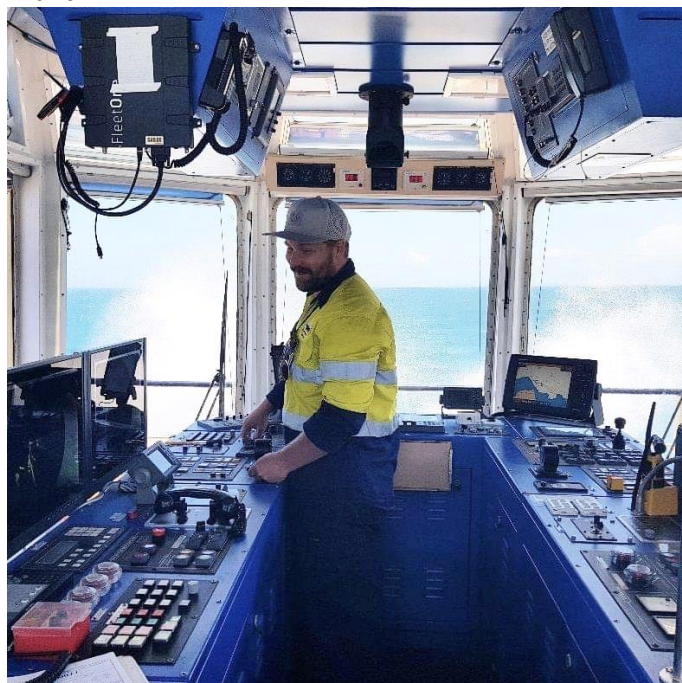
### North Queensland Road Tour 18 – 20 March *By Paul Gallagher and Jason Miners*

During the month of March we came to the realisation that as officials of our union we would soon have our travel commitments to our members severely restricted. We quickly organised flights and a road trip that took in four regional ports in three days.

Starting in Townsville on 18 March there were meetings to be held dealing with the take over by Aurizon of the local stevedores formally owned by Finders Ports. With the old TBSH Enterprise Agreement transferring across to the new owners there were some outstanding issues to be resolved before this took place. We worked through these items with delegates and management. All but a few minor issues are now resolved. Over at Port of Townsville, maintenance members are about to commence bargaining for a new Agreement and Smit tugs have some manning issues that the company is avoiding dealing with that have been escalated.

### Bowen Tugs Donate to Community and Elect New Delegate

We visited Bowen on Thursday 19 March to meet with the Svitzer Tugs. The meeting with management was productive where we settled some local problems and secured two new casual GPH positions in the port for MUA members. The meeting with the members started with an EBA update and saw a new delegate elected in Nat Horne, who proudly stepped up into the role. Nat is a veteran of two national conferences now and has been getting involved in the MUA Queensland Youth. He was congratulated at the meeting and told that he had full support of the Bowen members and the Queensland Branch.



*Nat Horne*

Since the meeting the Bowen MUA members have voted to donate total of \$4000 in two payments to the Bowen Community Centre to assist Bowen residents who have lost jobs and closed businesses due to the pandemic. The MUA members have put out the challenge to both the tug Skippers and Engineers to follow suit (who have declined to contribute), and then Svitzer to match their donation. What a great gesture and typical of these MUA members in Bowen who have a proud history of sponsoring important local causes. Here is the local press release.

***We the Maritime union of Australia (MUA) in Bowen are fortunate enough to still have a job in these troubling times.***

***As proud members of the Bowen community we feel that it is a privilege to be working in such a beautiful town and as members of the MUA we would like to give back to help all the families in need.***

***I'm extremely proud on behalf of all the deck hands on the Bowen tugs we have all chipped in from our own pockets and present a donation of \$2000.***

***Although being the lowest paid in our workplace we see the important programs like the Bowen Community Centre do fantastic work in our community and hope we can assist this good organisation do more for those who need it more than ever in these troubling times.***

***In the future if there's anything we can do don't hesitate to ask as we are in this together.***

***In unity***

***Nat Horne***

***On behalf of MUA members in Bowen.***

### **SMIT TUGS MACKAY VISIT**

We briefly met with delegates in Mackay to update them on some outstanding matters with Smit Lamnalco. Both tugs will be docking in July and whilst one tug is at dock in Brisbane the other will work from a cyclone mooring which is an issue the Branch needs to follow up to ensure members are paid appropriately during these difficult circumstances.

### **GLADSTONE VISIT**

Gladstone was a huge day that saw us hook up with Branch Secretary, Steve Cumberlidge where we started out at 0500 at the marina for crew change on the current dredging project.



*Gladstone Visit*

We then split up for site visits where we visited Lynx members at Auckland Point, did some ITF work with Sarah Maguire, boarded the RTM Wakmatha just back from Weipa, met Smit tug delegates and held talks with State Government local member Glenn Butcher. Here is the Dredging report:

**BHAGWAN and HALLS DREDGING** had commenced work in Gladstone on a small dredging project near Clinton coal terminal.

Work is underway with Halls securing a lucrative government contract in Gladstone to dredge a wedge from the shipping lane next to Clinton coal terminal in order for vessels not have to slow down past the shipping berth making the port more efficient as per the port development strategy.

Halls have a non-propelled dredging agreement in which the MUA is not a party to. Halls have secured the contract based on price and locality and outsourced the propelled work to Bhagwan Marine. The operation is made up of:

- 2 Tugs with a crew of 3
- 2 small vessels with a crew of 2
- Day and night shift on a 5 week on 5 week roster
- 20 jobs total

The issues we face are as follows:

- 1) The branch has never successfully organised Bhagwan Marine although have put resources into it at times to little avail, which means they do not have an Agreement with the union for the east coast of Australia which sees them get \$550 per day in Queensland and \$950 in other areas around the country where they do have an MUA Agreement.
- 2) The east coast arrangement or the non union agreement has ridiculous scope to cover dredging under the Ports Harbors and Enclosed Waters Award as it's a non union Agreement.

- 3) The Branch made representations highlighting the huge gap between the two disputed Awards which saw the GPC abscond their responsibilities to Halls who obviously don't want to pay industry rates.

What we have done:

- 1) Through a relationship formed between Paul Gallagher and Bhagwan Queensland management we have, for the first time, been given access to the workforce and an opportunity to negotiate their Agreement which is about to expire.
- 2) We have begun a new organising campaign to bring these workers into the union in order for us to negotiate better wages and conditions in line with industry standards.
- 3) Both day and night shifts have been addressed. Next we will contact all current and former Bhagwan members plus the opposite swing to outline what we are trying to achieve.

The Branch will continue to try and secure industry standards for these employers who are undercutting industry standards jeopardising bigger projects in Gladstone and Townsville. The aim is to not have dredging projects in Queensland undermined by inferior Agreements.

### **Cairns Tourism Industry Devastating Job Losses**

On 26 March 2020 the Recreational Diving Industry along with the entire Marine Tourism Industry in Cairns closed down indefinitely. With the union in final stages of negotiating Enterprise Agreements for this traditionally underpaid and exploited industry, setting a new more liveable minimum in wages and conditions, the coronavirus has sent the entire town of Cairns into freefall. Entrada Group have laid off over 100 diver employees. Quicksilver over 300 marine tourism employees to date and Prodiver laid off 55 divers for six months. Total around the marine tourism industry is now over 1000 job losses.

Our diver members have been a great asset to the union and their industry they have delivered respect on the job for the entire workforce. The unions victory in Fairwork early this year has set a precedence that these workers finally have to be paid for the hours they do. However nothing could stop the pandemic decimating this industry. The government implementing the 10 person rule was the policy that tipped it over the edge causing the whole industry to shut shop with some operators going into liquidation. A big concern is the tourism industry relies so heavily on a large portion of foreign labour on various visas. These workers, many MUA members do not qualify for Government assistance.

Without a wage and unable to return home these workers have been literally thrown on the street. The unions campaign to look after these workers is vitally important for these members.

The union has suspended all divers dues until they get back up and running we wish them luck in these unfortunate times.

### **CSL Shipping**

Last week CSL Australia wrote to all seafarers on their books past and present to gauge their availability over the next six months of uncertainty during the pandemic. These enquiries made it back to the Branch from the delegates, so we investigated the circumstances around the enquiry. Basically comrades, after removing Aussie crews from their vessels over the previous couple of years the company has a group of foreign manned ships working our coastline.



While the MUA mans the CSL Whyalla on transshipment in WA and the CSL Donnacona, on its way back from dock with Australian crew to work the Cape Preston contract with the Whyalla. Other than the Goliath their fleet are mainly foreign manned. Around four ships. The Branch congratulates those members at Cape Preston for their hard work in extremely harsh conditions flying the flag for Australian manned shipping!

With the current travel restrictions we believe there may be an opportunity to man CSL ships again through the

EAS. The union will advise those on EAS when and if this occurs through Mich-Elle Myers. The company are now in talks with the union about this and are agreeing to use the EAS and pay dead days for isolating when joining and paying off. For those that are saying we should not man these ships due to the previous form of CSL, I was there for those crews I remember it well. I say that there are members that currently work for this company and there are members on the database that would love to see our members back on those ships and would join in a heartbeat. As the old saying goes we can only fight from the top of the gangway not the bottom. The Branch's position is that we take any job we can get up the gangway in this current climate. And we stay there. Anyone who is given opportunity will be asked to work safe and to rule while flying the flag for the union.

*In unity - Paul Gallagher*

### **STOLEN SUPER** by Paul Gallagher

*"In 1985 John Howard said that a superannuation deal struck by the ACTU "represents all that is rotten with industrial relations in Australia". That was 35 years ago and now Australians have over \$2.7 trillion invested in their retirements."*

Comrades at a time when everyone is worrying about their Superannuation, I will report on Industry Super as a whole and the problems workers are facing now and into the future. In February I attended a QCU seminar with the Veterans Col Davies and Barney Sanders as well as Maritime Super's David Zaloudek to listen to the Stolen Super Campaign. The first setback workers in this country face is the reluctance for politicians to increase the Super Guarantee. As a history guide, in 1993 the Keating Government introduced compulsory super at 4% by 2002 it was 9%. In 2010 under Julia Gillard, parliament agreed that the minimum Super Guarantee would be raised to 12% by 2019. Then in 2013 the anti worker Abbott government decided to delay the increase until 2025. The Guarantee then went from 9 to 9.5% in 2014.

The current Morrison government are now conducting a major review of Super and are being lobbied heavily by those in their own government to freeze the guarantee at 9.5% and also to make super voluntary. To freeze the guarantee at 9.5% now would make the average family worse off by up to \$200,000 between now and 2025. The national loss of contributions by delaying the increase 5 years is \$38 billion and affects 8.7 million Australians. The ACTU and Industry Super are lobbying hard to make common sense prevail and we must prevail for the sake

of retiring with dignity and what is owed to workers. There is no credible argument that fiscally Super Guarantee should not go up to 12%. Only an argument by right wing lobbyists who do not want to see workers gain power by holding ownership of such a huge amount of capital - \$2.7 trillion.



The second biggest rip off is stolen Super with 1 in 3 Australian workers being underpaid in Super. Nationally over 2.85 million Australians are underpaid \$5.94 billion on their super. Companies are counting salary sacrifice payments as workers Super and some unscrupulous bosses are simply just not paying. As many as 8 out of 10 employers have gone unpenalised for not paying Super on time. Our system just does not have laws or a watchdog with any power to crush this great Australian rip off.

With Super payments not being included in National Employment Standards it is up to the worker to convince the ATO to claim their unpaid Super on their behalf. The ATO has rarely, if ever, issued a maximum penalty for unpaid Super and has only recovered a fraction of members' money – meaning an effective amnesty for dodgy bosses already exists.

The only way to keep dodgy bosses accountable is to make Super payable every pay day as it appears on the payslip. Have it protected by industrial law so unions can defend it and big fines for wage theft for those who do not pay. Next Branch News I will report on the final wording of the Super Amnesty Bill just gone through parliament. Here is information on what Queensland workers have lost in stolen super.

## Unpaid super is crushing Qld workers' retirement dreams

Dodgy bosses are robbing Queensland workers of more than \$1.1 billion in super a year crushing their retirement dreams, Industry Super Australia (ISA) analysis has found.

New electorate analysis of ATO data from 2016-17 by ISA has revealed the devastating scope of the unpaid super scandal, with one in three Queensland workers hit.

The federal electorates of Brisbane, Herbert and Dawson were the hardest hit – each racking up unpaid super debts of more than \$40 million a year.

The average Queensland worker loses \$1,994 a year. That money can add up to a lot by the time they hit retirement, sometimes hundreds of thousands, and can mean the difference between a dignified retirement and one just scraping by.

Occupations worst affected are tradies, constructions workers and hospitality. But those most at risk of super underpayments are young low-income workers, with research showing that almost half of those under-30 who earn less than \$30,000 have been the victim of a super rip-off.

While most employers do the right thing and pay the full entitlement some exploit legal loopholes and lax enforcement to short-change workers.

An outdated law only requires super to be paid quarterly and not in line with pay cycles, making it is easy for payments slip through the cracks. Some dodgy bosses don't pay super at all, despite what it says on payslips.

Mandating super payment on payday would make it much harder for dodgy bosses to rip off workers.

The Super Amnesty Bill due before the Senate next week is an opportunity to fix the unpaid super farce, if the politicians can strengthen the bill and vote to make super payable on payday.

Super should also be included in the National Employment Standard, which would allow workers and their representatives the legal right to pursue any super they've had stolen from them.

As it stands workers must convince the Australian Tax Office to reclaim its unpaid super on their behalf, and its enforcement regime has been sadly lacking.

The ATO has rarely, if ever, issued a maximum penalty for unpaid super and has only recovered a fraction of members' money – meaning an effective amnesty for dodgy bosses already exists.

Not only are workers impacted but employers who do the right thing and pay their legal entitlements are able to be undercut by unscrupulous competitors.

Everyday, the government and Senate delays on the important reforms is another that almost 2.85 million Australians, which includes 556,000 from Queensland, are victims of the great super rip off.

## Comments attributable to Industry Super Australia Chief Executive Bernie Dean

*"The only way to put an end to Queensland's \$1.1 billion super rip off is to make super payable on payday."*

*"Across the state Queensland workers are losing thousands from having their super stolen, no area is immune."*

*"Unpaid super blasts a hole in workers' savings, making a huge difference to their quality of life in retirement."*

*"One in three Queensland workers have been ripped off by a dodgy boss and with enforcement sadly lacking they do so without fear of punishment."*

\* Data is an estimate of super underpayment based on ISA analysis of ATO data for 2016-17, and 2016 ABS Census state electorate data.



## Port of Townsville Media Release

### Port announces \$10m in new contracts



the Port's 156 year history.

The contracts, worth a total of more than \$10 million, are for rock wall construction and rock delivery.

Queensland company [Hall Contracting](#) will build a 2.2km rock wall, forming a protective bund around a 62-hectare Port Reclamation Area at the eastern end of the Port.

Port of Townsville General Manager Infrastructure and Environment Marissa Wise said that the project attracted highly competitive submissions from the market.

“Rock wall construction requires a high level of skill and experience in marine civil construction. It's a specialised field and Hall Contracting has proved that it has the required expertise. The construction of the rock wall will precede the widening of the Townsville shipping channel which is scheduled to start in 2021 and be completed in 2023,” Ms Wise said.



Marine projects undertaken by Hall Contracting in North Queensland include the widening of the Cairns shipping channel in 2019 as well as dredging the Ross River channel in Townsville.

Hall Contracting CEO Cameron Hall says his Queensland-based company will employ a workforce of 21-people to construct the rock wall.

“We're a proud Queensland company that will be recruiting locally in Townsville, as well as using Townsville businesses for a range of goods and services including fleet maintenance, fuel supplies and diving services,” Mr Hall said.

In addition to Holcim Australia's existing contract to supply rock from its Roseneath quarry west of Townsville, HY-TEC's quarry at Calcium has been contracted to supply

43 thousand tonnes of rock. The transport route will be via the Flinders Highway then the Port Access Road.

“Having two local rock suppliers contracted to the project ensures that we will have a continuous supply of core, secondary and primary armour for the rock wall,” said Ms Wise.

Executive General Manager at HY-TEC, Brett Brown, says that the company has a strong track record in delivering rock to major projects in North Queensland.

“Our quarry at Calcium is ideally placed to provide rock to large marine construction projects like the Townsville Channel Upgrade, and we're proud to play a role in this significant Port expansion,” said Mr Brown.

Environmental management, costing an additional \$17 million, is focusing on marine water monitoring, turtles, inshore dolphins, seagrasses, corals and shore birds as part of the overall project.

The Townsville Port Channel Upgrade is a joint project of the Queensland and Australian governments, and Port of Townsville Limited. The Channel Upgrade forms part of the Townsville City Deal signed in December 2016.

#### Editor's note:

For a visual guide to rock wall construction, watch the Channel Upgrade animation at [www.townsvilleport.com.au](http://www.townsvilleport.com.au)

#### Fast Facts about the Channel Upgrade Project:

- Rock wall construction is expected to take approximately 12 months.
- The rock wall will extend approximately 550 metres seaward, with the northern side approximately 1,100 metres in length. View the rock wall animation on the Port homepage [www.townsvilleport.com.au](http://www.townsvilleport.com.au)
- When the Channel Upgrade Project is completed in 2023, cruise, commercial and naval vessels up to 300 metres in length will be able to safely access the Port of Townsville. Before Channel widening, the length limit has been 238 metres. The Port will also have an extra 62-hectares of land on which to build infrastructure.
- The Channel Upgrade Project is jointly funded by the Queensland and the Australian governments (\$75 million each) and the Port of Townsville Ltd (\$43 million).

## **North Queensland Organiser's Report** *by Dave Lyon*

### **Tourist Dive and Reef Charter Industry**

The North Queensland tourist dive and reef charter industry has seen a dramatic change since the COVID – 19 virus hit the Australian shore. To date there has been an excess of 1000 crew members, shop staff and administration staff stood down. This will have a major impact on the industry moving forward as a number of the smaller companies have already gone into voluntary administration and has even seen some of the larger companies looking at a bleak future due to the prediction of when life, travel and holiday makers will start to return to some form of normality.

We have been working closely with our members and the remaining management to assist where possible and ensure that we are ready to pick up where we left off moving forward.

### **Sea Swift**

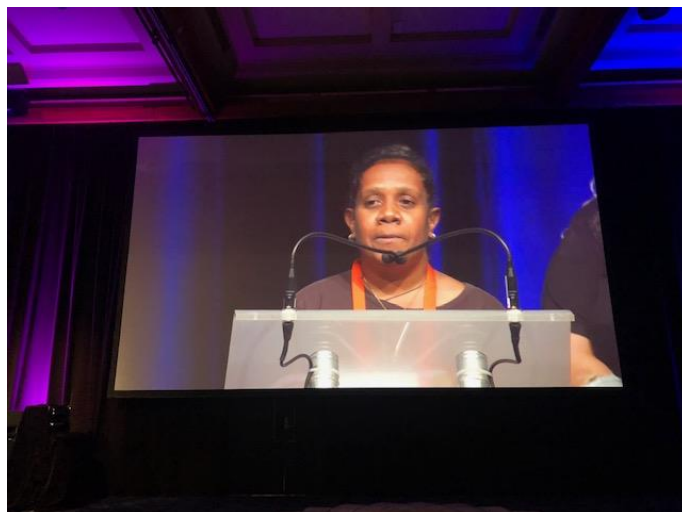
I've had several conversations with the Sea Swift management to try and obtain their policy and to ascertain their position on the COVID Virus. To date, Sea Swift are continuing to treat the MUA with complete contempt. This is particularly concerning due to the fact that Sea Swift's main area of operation is all through the northern peninsular area, Torres Straits, Arnhem Land and a vast array of Islands and communities. As the Government has announced on several occasions the Australian Nations people are in a higher risk category than non-indigenous Australian's.

We are currently perusing intervention from the investment arm of the Queensland State Government, QIC to ensure that Sea Swift change their anti-union mentality.

### **Townsville**

Due to the travel restriction currently imposed by the state and federal governments, Paul Gallagher has been unable to continue his regular site and member visits in Townsville.

I'm currently trying to ensure that Townsville is not negatively impacted in relation to a lack of representation from the MUA. I have started increasing and will be ramping up regular visits to the membership in Townsville to make sure we continue to give the membership the attention they rightly deserve.



*North Queensland Member - Vicki Morta – Queensland Delegate  
1<sup>st</sup> Indigenous Female Bosun at the Quadrennial Conference 2020*



*Sue Doolan, Rob Higgs with Dave Lyon and Steve Ellis  
in Far North Queensland*



# MUA LIFE MEMBERSHIP

Charlie Gray

It was my great pleasure to gather Charlie's friends and comrades on the podium to present Charlie with his Life Membership. We from the Queensland Branch wish him all the best in retirement. A great comrade on the job and true UNION Man.

*Stephen Cumberlidge*



*ILWU Local 23 – John Stagg – Tapping the Keg*



## **Veteran's Report on Quadrennial Conference**

**March 2020** *by Col Davies*

Firstly, on behalf of all of our Veteran's Association I would to sincerely thank all rank & file members, branch officials, staff and branch committee members right across Queensland for their support and inclusion of their Veteran's.

The conference theme was **Tjungu** a Western Desert word meaning **coming together, one voice**, those words were expressed in actions throughout the conference, with over 500 present including International guests from 15 countries the conference in my opinion was a great success.

Christy Cain opened the conference with the introduction of the Yugambah dancers and their Welcome to Country ceremony, which was awe inspiring, the Yugambah peoples are the traditional land owners of the Gold Coast area.

Next was a passionate speech by Paddy Crumlin on the plight of our indigenous brothers, followed by the Unions Indigenous officer Thomas Mayor's presentation on the Uluru statement with Sam Wilson & Barbara Shaw, chair and deputy chair of **The Central Land Council** respectively.

This session to my mind set the tone for the conference that is, a tone of unity, inclusiveness and optimism.

The Veteran's met for two days and elected a new Secretary Jim Donovan NSW after Fred Krausert, Newcastle stepped down due to ill health, Fred was presented with his well-deserved life membership in the main conference centre on the Thursday. Each branch gave a report of their activities and each branch reported on the need to get retired members to their monthly meetings not just the piss-up's, **this we are working on.**

We hosted two International guests, Kevin Robinson Liverpool Dockers, UK and Richie Austin ILWU Pacific Coast Pensioners Association USA, who both gave great presentations.

We were addressed by Willie Adams ILWU, who during his talk stated that at times (**we're too busy drinkin instead of thinkin**) to true, Dennis Daggert ILA/IDC and Ken Riley ILA USA, who were very inspiring and re-enforced the need for Internationalism, for just as capital is International so must Unionism be International.

A highlight for Faye and I was to attend along with four busloads of comrades the Youth Committee's rally for Fuel Security, this entailed pushing a supposedly out of fuel car down Cavill Avenue, stopping outside the Surfers Paradise Hotel and putting our case to the public, great stuff and well done to our youth.

I was honoured to present Charlie Gray from our branch with his life membership, Charlie is a true working-class warrior, well done Comrade.

Another highlight for myself was the presentation by the Victorian ETU secretary, Troy Grey thoughtful, concise and delivered with humour.

I certainly came away inspired as I am sure all who attended did, but just being inspired is not enough, **your** union is under constant attack and each and every member needs to be vigilant and active to repel these attacks.

**Comrades your union officials cannot do it without your support, choosing not to participate in your union's affairs is handing the employer a gift.**

**Apathy is our weakness and the employer's strongest weapon.**

**Take it off them Comrades**

*Col Davies, Secretary MUA Veteran's Brisbane*

## **Terry O'Shane - Quadrennial Conference 2020**

The opening of the Quadrennial Conference with the Welcome to Country along with the theme, One Union, One Voice, One People Together, set the tone of Conference for the next few days.

On the invite of Thomas Mayor and endorsed by the Conference Organising Committee, Sammy Wilson, his Wife, and Barbara Shaw all from Central Australia, presented as part of the opening ceremony, Sammy is the head of the Central Land Council and the Cultural Authority for Uluru, Sammy, in his closing remarks, so clearly laid out the synergies between the ancient culture and traditions of this Land and the modern day engagements between the different groups.

Sammy told the story about when the tribe were on country, they would be scattered around a little bit giving each family group their privacy, as they were waking up for the new day, the Elders in the Family Groups would call out to the next family group and so on until the whole tribe were ready for the day ahead, he then tapped the microphone and said, today you are using this to call out to the different groups, a defining comment, as sitting in the Conference were our Rank and File delegates from all over Australia, along with our International Delegates from all over the World, this symbolic reference to the calling together of all the groups as part of our survival was possibly one of the most powerful statement coming out of Conference.

The opening ceremony captured the moment and was/is expressive of where we are as a Union, but more importantly reflects the struggle of Working Class People around the world as we confront capitalism and its agents like Trump, Johnson and their puppets in Central America, Saudi Arabia and other places around the world.

Christie Cain and Paddy Crumlin both presented great recitations which focused delegates on the agenda of Conference, Will Tracey elevated the Youth segment to a stand alone agenda item for Conference which is where it needs to be, the stand alone First Nations segment was

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**Authorised by Stephen Cumberlidge, Maritime Union of Australia (MUA) Queensland Branch Secretary**

**73 Southgate Avenue, Cannon Hill QLD 4170**

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also a showcase event, our young seafarers were speaking in front of an audience for the first time, this experience will hold them in good stead in coming years, congratulations go to Tommy Mayor for making this happen, also for nominating the theme of Conference and for his active role in promoting a Voice to Parliament for First Nation Peoples.

Having Roger Wilson present, ex Victorian SUA Official, who is now 90 years old, was a treat for everyone, it was part of the healing process that was long overdue, the veterans and the life membership ceremonies was a special occasion, so deserving for all of them and to see them still so active in the Union was a revelation for our International Visitors.

International Visitors were warmly received and in that process we had the IDC and the ITF in the same conference at the same time speaking with one voice, this alone epitomised the theme of Conference, If nothing else came out of Conference, this was foundation setting, it was an example of Intl Solidarity, all this and more will be required if we are to defeat the advance of capital as more and more they move towards computerisation to make greater profits and eliminate workers from their job sites.



*Mikey O'Shane – Conference Delegate*

We listened to important messages about computerisation and automation and the fact that they don't improve the rate of box movements per hour, in the words of Donald Trump, this is FAKE NEWS, modern technology is being used by capital as an attack on worker rights and interests, this is our present battlefield.

It is important to mention the sectional reports given by our federal officials at both the national and international level, the amount of work being done and the results being achieved against unbelievable odds, is a credit to the strategies and deliberations of these Officials and our Rank and File participation, these reports are an indication that this Union is second to none in worker representation, it was a living example for our Youth, First Nation and Female Members, these achievements come in spite of the fact that internally we have the naysayers, as Padric calls them, the key board warriors, the agent provocateurs, people who for their own reasons want to destabilise this great Union.

Congratulations go out to everyone associated with the Quadrennial Conference, to all those feet on the ground who do the day to day running around, which can never be quantified, deserve every accolade in the book, to those who presented at Conference a big congratulations, their subject matter was well researched which made interesting conversation for Conference.

To all the International Visitors which brought home to all participants the international flavour of Workers Struggle and was a living example of the benefit of International Solidarity, first time participants were encouraged to attend and did, words don't easily express the feelings that one has coming away from Conference, it is easy to express the feeling in actions which is by recommitting to playing a positive role in defence of Workers Struggle. In summary, the participation of members, visitors and invitees is a true indication that all in all Conference was a great success and to everyone associated with this event deserve our congratulations.

*In Unity - Terry O'Shane - Mikey O'Shane*

## **WHAT WAS THE 2020 MARITIME UNION OF AUSTRALIA QUADRENIAL CONFERENCE?**

*By Andrew Johnson – MUA Gladstone*

The MUA Quadrennial Conference is the rank and file's chance every four years to network within the movement and introduce resolutions to change or add to the rules, beliefs and priorities of our great union. MUA delegates are selected from across the nation to represent the rank and file. I had the privilege this year to be one of those chosen to represent my comrades. We are a true rank and file union and this conference is important to guide our executive officers and officials in what we the rank and file need from our union. Never forget you are the union, the rank and file.

The conference was held from the 2<sup>nd</sup> March to the 6<sup>th</sup> of March. The Queensland Branch representatives had a Branch meeting on arrival at "the Star Gold Coast" on

Sunday afternoon to discuss important issues to address during the Conference.

Monday morning was the official beginning of the Conference beginning with a Welcome to Country to acknowledge the traditional owners of the land we were meeting on. An explanation of the meaning of the word “tjungu” and how it truly represents our belief of unity “one union, one voice, one people together”. There was traditional dancers and a speech from Sammy Wilson and Thomas Mayor.

The five days following this welcome to country we heard from many speakers and guests. We all spoke about the one common theme “the struggle”. The struggle for fairness, equality, respect and a better world for the future. We heard from speakers from the MUA, ETU, ACTU, ITF, IDC, ILWU, ILA, MUNZ, JICT, SMOU, ZENKOWAN and I’m sure I’m forgetting some. We heard everyone who spoke talk of how important now more than ever that we work together and support each other on a global level to ensure action at a local level.

We discussed “just transition” on how to move our members from the fossil fuels sector into greener renewable futures without loss of pay and conditions. We discussed the importance of the Uluru Statement and a voice for First Nations People enshrined in the Constitution. We covered the dangers and poor practice of automisation in the stevedoring sector along with outsourcing and casualisation.

In shipping we covered flags of convenience, fuel security and the importance of cabotage on the Australian coast. Worker’s capital was an important subject discussing how we should be using our joined capital to fund projects that support good jobs and futures for workers.

MUA women had a great session and spoke about the importance of equality for woman in the workplace not just equity of pay but equity of respect and progression. MUA youth led the way with a display of activism about “fuel security” in Surfers Paradise. I won’t go into the huge array of issues and beliefs covered by the resolutions accepted and rejected by the rank and file but I will say they were all respected and considered carefully by your representatives to form the future of your union.

At the end of the Conference on Friday, Paddy Crumlin gave a closing address and thanked all the delegates, officials and guests for being part of the Conference. In closing it was a great experience to be a part of and an honour to represent my comrades. The level of international solidarity on display was amazing for me to witness. For me to witness union leaders from all around the world including the ITF and IDC having open and frank discussions about working together towards

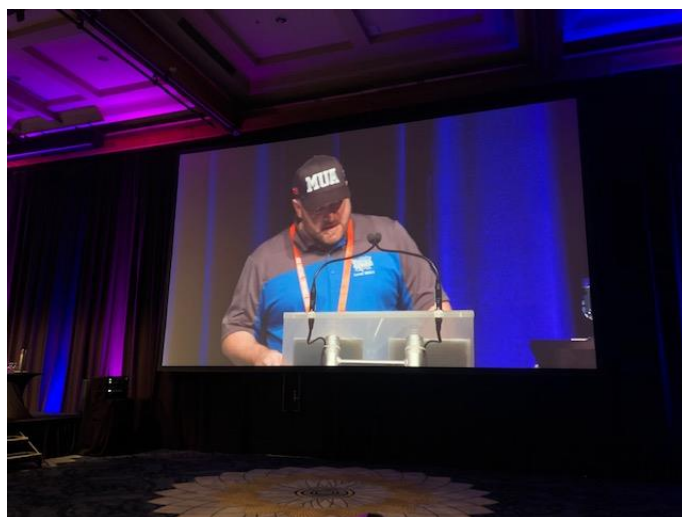
common goals globally was the highlight of the Conference. There were many other fun after hour activities like the cocktail party, Branch dinner, Wild Butterfly movie night and of course the gala night attended by all smartly dressed. Although these events are great fun they serve as much more than that. It is a chance for delegates from around Australia and the world to meet face to face exchange ideas and form working relationships in a relaxed setting. Everything at the MUA 2020 Quadrennial Conference embodied the theme, “Tjungu” unity, solidarity and of course comradery.

We are the rank and file, we are the MUA and we are part of a global movement for the betterment of working people everywhere. Take an active role in your union because that’s what it is your union, so be union proud, MUA HERE TO STAY.

*Solidarity forever - Andrew Johnson - MUA Gladstone*



*Andrew Johnson, Phil Hansen from Gladstone with Paul Gallagher at the Quadrennial Conference*



*ILA President = Dennis Daggett Addressing the Quadrennial Conference*

## **Women's Committee Report** *by Ann Gray/Lisa Lodge*

### **Covid-19 - Corona Virus**

As everyone knows we are all experiencing the constraints of the COVID-19 virus. Both Lisa and myself are at sea and are perhaps in our own little "bubble" and not at the coal face of all the constraints both by your state and by the Government. Obviously these are necessary to contain the spread but at the same time very hard for families with young children and the elderly.

We want to extend our personal wishes to you all and ask that you take care when going out to shop or going to the Doctors. Please be mindful of the elderly and infirm and adhere to the advice given by the medical professionals as the numbers keep on growing for the infected and dead.

At the time of writing all the events which were due to happen namely the May Day March and associated events have been cancelled.

### **Bush Fires**

We are not getting too much news about these poor people who have lost their homes and businesses at the moment. Our thoughts go out to those people and I know there are a number of our members who are in this predicament. Our well wishes also go out to our members who manned the vessels and helped through the evacuations; gathering supplies and transporting them to the worst areas when the fires were raging. Well done Comrades we are still supporting you and you are not forgotten.

### **Equality Charter**

I can report although I was not at our National Conference that the Women's Committee submitted our Equality Charter which was endorsed by the conference. The Charter is below. This was great news for the National Women's Committee that put in a lot of work to get this over the line. And a huge thank you to the members at the conference for endorsing this.

### **Mustangs Brothers Women's Rugby League Football Club - Bushfire Charity Tournament**

Comrade Brian Gallagher approached me at the last stop work meeting I attended and explained that the team he coaches and other teams in the Club were holding a Women's Rugby League Tournament to raise funds for the Fire fighting men and women and that the money raised was to go directly to them and not to administration or elsewhere like some charities have been doing.

On board the Northwest Snipe (where I work) we donated \$250.00 towards the fundraiser day and our Women's Committee donated \$100.00. Brian and the team were very appreciative and the money raised went straight to the fire fighters.

Hopefully with the next Newsletter we will have more to report and the prognosis is brighter in relation to the COVID-19

*Yours in Unity - Ann Gray/Lisa Lodge – Queensland Women's Committee*

### **Equality Charter**

Maritime Union of Australia Division of the Construction Forestry Maritime Mining and Energy Union

The MUA believes in equality and justice. Struggling for Equality is something we DO.

We have put together this document as a statement of our principles of equality and the actions we will take to support those principles.

This document will be a resolution to the National Conference of members 2020 and endorsed as a package. It is intended that we dovetail the work of the union and women's committee with these principles. They are designed to guide our work.

#### [Our Principles of Equality](#)

[We take on injustice](#)

[We give voice, we listen, we speak up](#)

[We believe in work-life balance](#)

[We build power by standing together](#)

[We believe in fairness](#)

[We empower through education](#)

This means:

#### [We take on injustice](#)

- We work toward and believe in the elimination of violence against women
- We take part in the 16 days of action from November 25 every year
- WE negotiate Domestic and Family Violence Leave Clauses in all EBAs
- We support the campaign for 10 days paid dv leave in the NES
- We campaign for the government to ratify ILO convention 190 Violence and Harassment convention 2019

#### [We give voice, we listen, we speak up](#)

- We take steps to increase the number of women delegates, officers, organisers and officials
- We encourage women to run for office, in the union, in political parties and local government
- We ensure that women are on all committees in the union. (Branch, Site, OHS, Women's, EBA Bargaining)
- We listen in a structured way – we have contacts in each branch
- We keep and tell women's stories – we document the past, and we promote the work of women now for the future
- We make and take opportunities to participate



- We include women on all delegations to events and conferences

#### We believe in work-life balance

- We ensure that increase parental leave is in all EBAs
- We provide and fight for flexible working arrangements for parents and return to work after parental leave
- We believe superannuation should be paid on parental leave
- We want access to safe facilities for expression of breast milk
- Children are important to our union and we consider them and include them
- We deal with issues especially affecting women around income protection

#### We build power by standing together

- We participate across our own union and workplaces
- We are a part of ACTU Women's Committee
- We are active in ITF Women's Committee
- We work with and are active in CFMMEU National Women's Committee
- We are involved in State Trades and Labour Councils women's committees
- We support other unions campaigns with regards to supporting women workers

#### We believe in fairness

- Access to clean, convenient and appropriate toilet facilities is important
- We set recruitment targets for intakes of employees to increase number of women and indigenous workers
- We work to end the gender pay gap – including the super gap and job stratification
- We take on discrimination in all its forms – no matter where we see it
- We advance and promote women in the union
- We are not bystanders when we see matters of gender inequality or violence

#### We empower through education

- We actively identify women leaders – and we support them to become delegates, elected leaders, HSRs and activists in campaigns
- We ensure women have access to delegates training
- All officials and officers to complete VTHC gendered violence and domestic and family violence training run by VTHC or equivalent
- We invest in and work to develop women members, so they are represented in our workplace and branch committees

- We support WIMDOI and women's participation in it
- We support women to participate in conference and activities where the experience will build capacity and power

Furthermore:

The National Women's committee will:

- Create a workplan on these principles
- Develop a Union/Branch/Committee Equality Check List and pair up committee members with key contacts in each branch to progress the things in the charter.
- Measure progress regularly

Definitions:

Struggling - striving to achieve or attain something in the face of difficulty or resistance.

Injustice - lack of fairness or justice

Equality - the state of being equal, especially in status, rights, or opportunities.

Dominated - to be the largest or most noticeable part of something:

Unionism - an organized attempt by workers to improve their status by united action

Empower - make (someone) stronger and more confident, especially in controlling their life and claiming their rights.

Gender Pay Gap - The **gender pay gap** is the gap between what men and women are paid. Most commonly, it refers to the median annual pay of all women who work full time and year-round, compared to the pay of a similar cohort of men. Other estimates of the gender pay gap are based on weekly or hourly earnings or are specific to a particular group of women.

Feminism - the advocacy of women's rights on the ground of the equality of the sexes.

Work-Life balance - the division of one's time and focus between working and family or leisure activities.

Discrimination - the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, or sex.

Gender Violence - The term "**gender violence**" reflects the idea that **violence** often serves to maintain structural **gender** inequalities, and includes all types of **violence** against men, women, children, adolescents, gay, transgender people and gender non-conforming. This type of **violence** in some way influences or is influenced by **gender** relations.

## Vale Frank Finch

Frank Finch 7/11/26 - 6/2/20 by Mick Carr



Our deepest condolences to Wayne, Ray, Dennis, Jeff, Kerri, Des, Melinda and Tracy. Family, friends and shipmates descended on Kyogle on the 13<sup>th</sup> of February to say farewell to Finchy; family man, seafarer, Labor supporter, writer, historian and survivor, who called it a day on Friday the 6<sup>th</sup> of February. Frank enjoyed life to the fullest shipping out on the Norwegian flag tanker Falkefjel in 1942 as a 15 year old cabin boy. His first voyage from an Australian Port to San Pedro, 46 years at sea followed aboard 96 vessels before Frank walked down a gangway for the last time. He survived the 2<sup>nd</sup> World war where he sailed in the North Atlantic convoy groups as a boy. The human life lost in those convoy runs across the Atlantic tallied nearly 35,000 seafarers of all Nationalities not to mention the tough waterfront bars of Far flung Ports, and graduated from the university of life that was populated with seafarers from all over the world.

Frank joined the American small ships in 1943 and the merchant marine near the end of the war and eventually looked for a way back to Australian shores in 1946, where he joined the seamen's union. The fight for conditions was the new front line where Frank and many like him supported the union in its struggles for better safety, food and conditions. He settled down to family life in 1950 marrying Fay and never looked back, continuing with Fay to grow their family and continue his seagoing career. Frank was committed to doing all he could to protest against the Vietnam war and got himself into plenty of trouble as he seemed to do throughout his seagoing days. He retired in 1988 and went to work on the formation of his vast collection of memorabilia and a suitable hull to house it all which became a labour of love, and without a doubt one of the finest documented maritime museums of its kind in the Country and possibly further afield. A walk through of maritime history from the 1940's on, from across the seven seas, an exercise only possible

because of Frank's vast travels, memory and ability to document and display such a vast collection housed within the structure of the MV Eureka drydocked in the family home's back yard. It is a fitting tribute that Frank himself as bosun, together with his family put so much work into, not to mention a little thieving from shipowners which of course was obligatory to complete the collection. Frank was a regular at Brisbane old timer's functions, always with a smile to greet his old mates, and younger mates who were always keen to listen in to the stories of days and ships gone by. He will be missed by all. So old Finchy left his mark for sure. A museum that is a credit and historical gift for generations to follow, but more importantly a loving family, many of whom followed with a life at sea, 30 grandchildren and many great grand children who gathered at the Kyogle Memorial hall together with seafarers, veterans and friends to farewell a great bloke and former ship mate.



The Queensland Branch was honoured to advise and transport members to Kyogle to attend the service and put on a few drinks in respect of Finchy.

THERE ARE NO ROSES SAILOR'S GRAVE  
THERE ARE NO LILLIES ON AN OCEAN WAVE  
THE ONLY TRIBUTE IS THE SEAGULLS SWEEPS  
AND THE TEARDROPS THAT A SWEETHEART WEEPS  
Vale Frank Finch – OAM gone but not forgotten

*Mick Carr - Retired Queensland Branch Secretary*

## Superman



### Switching Investments During Uncertain Times

It's been a crazy few months, with COVID-19 having a huge impact on financial markets and our lives. At Maritime Super, we've been busy with calls from members worried about their super during this time, so I thought I'd

address some frequently raised concerns.

At the moment, we're experiencing *extreme* market volatility, and understandably you may feel uneasy. The important thing is to stay calm and not make rash decisions in response to this volatility.

#### Keep your emotions in check

At this time, it's best to keep your emotions out of investment decisions; but all too often the fear of loss gets the better of people. When markets are volatile, people often think about switching out of growth-oriented investment options to more conservative options in a bid to reduce further losses. Sometimes these decisions are made on the advice of well-meaning workmates or family – but switching out of higher-growth options during a market downturn is not always a good strategy.

#### The most important thing to remember is that if you do switch when markets are down, you lock in losses.

Here's a working example which I've been giving to members to put things into perspective:

You buy a house for \$600,000. A few years later, there's a dip in the housing market, and as a result your house falls in value to \$550,000. If you sell the house during the downturn, you've locked in a loss of \$50,000. That's the money you won't be getting back. However, if you decide to hang on to the house and ride out the downturn and 10 years later it's worth \$900,000, at which time you sell and realise a tidy profit.

The point I'm trying to make is that even though markets are down and super balances are down at the moment, unless you switch your investments or withdraw your money, you won't be realising that loss.

Most members will have 10, 20 or even 30 years of work before you retire. That's a long time to still be invested, and the good news is that you'll have time to recover from the various dips that are a natural part of a market cycle.

#### Hold firm with your investment strategy

Markets can typically rebound very quickly after a downturn. It's a bit like running after a train that's left the station – you want to be invested in that higher-growth option the minute it's pulling out of the station and speeding up, not getting back on board when it's further down the track and cruising along.

In other words, hold firm with your investment strategy so you don't miss the gains (or the train!) and you will be in a good position to recoup the losses.

Remember that the information in this article is of a general nature - if you're uncomfortable with the market volatility or unsure what to do about your super, I'm here to help.

#### Learn more

Maritime Super has a stack of resources to help you learn more about investing your super:

- Contact me, David Zaloudek, your financial planner in Queensland on 0488 072 369 or [davidz@maritimesuper.com.au](mailto:davidz@maritimesuper.com.au)
- visit Maritime Super's website at [www.maritimesuper.com.au](http://www.maritimesuper.com.au) and explore the 'Investments' section
- get free phone advice regarding your investment strategy by calling 1800 757 607 to speak with a financial planner.

#### Gladstone Ports Corporation Covid-19 Update

Gladstone Ports Corporation (GPC) continues to make health, the safety of its workers and the wider community a top priority.

In light of the heightened level of concern related to Coronavirus (COVID-19), we want to update you on how we continue to maintain the highest level of hygiene for our team and customers while visiting the Security, Induction and MSIC Office.

GPC continues to be guided by the Australian and Queensland Government guidelines in relation to social distancing and safe hygiene practices (as attached). Subsequently, the GPC Security, Induction & MSIC Office will apply access controls including locking the front entrance to reduce unnecessary contact to enhance the health and safety of our valued customers.

**Please see below the changes to our security services which will take effect from Thursday 2<sup>nd</sup> April 2020:**

#### MSIC:

- ☞ Until further notice MSIC appointments will be restricted from 8am to 11.30am Monday to Friday.
- ☞ MSIC's can be collected from the MSIC office between 7.30am and 12pm Monday to Friday.
- ☞ All MSIC inquiries are to be emailed to [msic@gpcl.com.au](mailto:msic@gpcl.com.au) or please call **4976 1270**.
- ☞ On arrival of your MSIC appointment please phone **4976 1270** and one of our team will assist.
- ☞ To ensure health and safety of our staff and members of public, please reschedule your MSIC appointment if you, or an immediate family member is experiencing flu-like symptoms or are feeling unwell.

#### Induction:

Our induction office will be working online only. All correspondence is to be sent via email to [induction@gpcl.com.au](mailto:induction@gpcl.com.au) or phone **4976 1350**.

- ☞ Landside Restricted Zones (LRZ's) are received via email three (3) days prior to requiring access, this process will stay the same and will not impact the business. We have approved all future LRZ access to be extended from the usual three (3) months to six (6) months during this period.
- ☞ Induction cards will be processed as per normal procedures via Rapid Global and we will advise when and where your card is available for collection.
- ☞ Online inductions will need the induction application form, applicant photo and applicant photo identification via email to [induction@gpcl.com.au](mailto:induction@gpcl.com.au) to be processed. Completed cards will be collected by GPC's contracted security supervisor and available for collection from either of the below as directed by GPC Induction Office:
  - RG Tanna Guard Hut;
  - Auckland Point Guard Hut;
  - Non local contractors will also have the option to have their card posted.
- ☞ Vehicle pass applications are to be emailed to [induction@gpcl.com.au](mailto:induction@gpcl.com.au). Completed passes will be collected by GPC's contracted security supervisor and available for collection at either of the below as directed by GPC Induction Office:
  - RG Tanna Guard Hut
  - Auckland Point Guard Hut
  - Non local contractors will have the option to have their vehicle pass posted.

To find any of the above application forms please click; <https://www.gpcl.com.au/security-forms>.

We will continue to monitor the advice provided by the Government and will provide updates to customers on services as necessary.

Thank you for your continuous support during this unprecedented time.

Regards,

#### Induction Office

Gladstone Ports Corporation Limited

40 Goonoon St (PO Box 259) Gladstone QLD 4680

T: +61 (7) 4976

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Growth, prosperity, community.



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