

No 8 – 8 June 2021

Acting Branch Secretary's Report – Assistant Secretary's Report – Relief Official's Report North Queensland Report

Acting Branch Secretary Report *by Jason Miners*

Comrades

Last week I took some compassionate leave to attend some unforeseen personal matters. By the time of publication of the Branch News I will be back in the Branch. Paul Gallagher stepped into the Acting Branch Secretary role in that time. We all thank him for his solid effort in running the Branch during my absence which included attending the ALP State Conference on the weekend as MUA delegate alongside our women representatives Ann Gray and Kerryn Loose Jones.

Steve Cumberlidge is still on sick leave as is Paul Petersen with no official contact on a return date by either Official. Mikey O'Shane continues doing exceptional work as relieving Official and Aaron Johnston has been brought into the Branch from DPW Brisbane to assist in stevedoring matters. National Office have stepped up in assistance to the Branch with Jamie Newlyn in Brisbane and Cairns this week. Bernie Farrelly in Cairns for Sea Swift negotiations on Wednesday plus Warren Smith in Brisbane next week along with National Trainer Justin Timmins who has already begun training some of our key committees.

In the staff we welcomed back Hannah Joinbee last month after maternity leave. Once again congratulations to her on the birth of Jackson. Welcome back on board! We would like to make a special mention to Geoff Taylor who has worked for 9 months in the Branch as administration while at the same helping with legal documents and advice in the absence of a Legal Officer. Geoff has been a real shot in the arm for morale in our workplace and has been an absolute pleasure to work with. We can't thank him enough he is a great bloke and welcome back any time.

A new Legal Officer is being finalised and due to start in the next few weeks.

Lastly on behalf of the Branch I would like to thank Kerri Bird who has been amazing in her assistance to Officials and members. Kerri has gone above and beyond in her

duties around our office and has been the backbone. Her assistance with May Day around the State plus the logistics of organising delegates and Officials around Branch Committee and other negotiations has meant the Branch has not missed a beat during hard times of being short-handed.

I congratulate the whole team for the great work. Well done!

May Day 2021



A great roll out for May Day in Brisbane



May Day 2021 – MUA Presentation at Gladstone

By Michael O'Shane

Hello and Welcome

Welcome to Country

My name is Mike O'Shane. I am here today representing workers from all walks of life. My Union is the Maritime Union of Australia and as a collective we wish to acknowledge the Traditional Owners of this Country the Goreng Goreng People. Thank you for your Welcome to Country.

May Day

May Day 2021 we celebrate the sanity of the majority of people in the United States by voting out the most reactionary right-wing President that this world has ever seen. His 4 years in the White House was an attack on every democratic institution associated with modern day government coupled this with his obnoxious and racist behaviour, he became a beacon of light to all the other tin-pot dictators around the world including our very own Scott Morrison.

This present Federal Government has got to be the focus of our attention from here to the next election. **Morrison has to go.**

The ongoing attack on worker rights under this Government is crippling the industrial, political and social environment of Australia as more and more we feel the extremism of this Government's policies in the casualisation of the workforce and the minimum payments available for casual employment. Even the unemployment benefits are well below par while tax benefits are still being offered to big business, for example the COVID-19 payments, making overnight millionaires out of scoundrels, be aware that this casualisation is a direct threat to the Award system through which we achieve our long term future, superannuation, long service provisions, annual leave, safety at work etc. All these things are under threat as we stand here.

With the advent of Trump these negativities have been ramped up over the last 4 years, which has cost workers lives in their workplaces.

United opposition to these extreme advocates of capital can only be led effectively by the Trade Union movement which is why it is important that today we endorse the ACTU and its leadership of Michelle O'Neil and Sally McManus. At this point I wish to recognise all of you who have turned out here today to mark the ongoing celebration of the 8 hour day and to recommit ourselves to the just struggle of workers and workers' rights free from exploitation and slavery.

First Nation Peoples

I wish to spend a few moments speaking about First Nation Peoples and the racism that permeates our society at every level.

As a general comment one has to wonder that in a Country that is so rich in natural resources how is it possible that First Nation Peoples are so embedded in the cycle of poverty.

Even worse than that is the impacts of that poverty on First Nation Peoples society, in Australia, the Land of the Fair Go. Statistics tell us that First Nation People are the most imprisoned people in the world, the most unemployed or under employed in the world, most infant mortalities rates in the world and the list just goes on. This Government is passing over the responsibility for improving the social indicators to First Nation Non-Government Organisations without any corresponding funds to service the deficit in these indicators.

We will see a worsening situation with the next generation. It is not possible for things to right themselves when the resources are not available to fix the problem. COVID-19 has given us all a look at what happens when we have mismanagement of a looming crisis as was happening in America and now India and how Premier Palaszczuk limited the impact with an immediate response. This is what is happening with First Nation Peoples and the continuing crisis of poverty and over representation in the prisons, in the unemployed lines, living rough on the streets. The Morrison Government is mismanaging this portfolio and the crisis is spiraling out of control.

The wealth of this Country is predicated on the fact that these lands were stolen from the First Nations Peoples under the doctrine of Terra Nullius; a land of no People. This was proven to be a falsehood but as yet it has not been rectified.

On Labour Day 2021 I call on all Trade Unionists to take a pledge to challenge any example of racism in whatever form it takes and against any group of people where racism is used to marginalise these groups. I also call on all of us present here today to support the Voice to Parliament via the Uluru Statement from the Heart.

I am proud to announce that the MUA are meeting the challenge of social justice for First Nation Peoples and have embarked on a campaign here in Queensland to engage with First Nation Groups to develop and sign-off on Social Compacts between them and the MUA and then through a collaborative process, engage industry in the formulation of policies and strategies so that their recruitment process will ensure First Nation Peoples are proactively sought to fill employment positions and to take up training opportunities to attain certification to fill available positions in strengthening our Nation Building Projects.

Here in Gladstone, we had the Curtis Island development, one of these Nation Building Projects with minimum recruitment of First Nation peoples. While at the height of the construction phase we saw 10,000 FIFO's engaged

in all aspects of this giant construction. As Unionists this is not good enough. We have a moral, political and industrial responsibility to ensure that there is a shared policy in place beginning with local Jobs for local people and a recruitment policy that ensures that First Nation People are part of the Wealth Generation of such giant projects.

Women in the Workforce

While giant steps have been made to ensure women are equal partners in the workforce there is still a long way to go. In many instances there is a workplace culture that believes women should be subjected to the same behaviour in the workplace as is displayed in the football dressing rooms.

The workplace needs to have a safe working environment free from ridicule, sexist language, male domination or in any way a threat to women's wellbeing. This Comrades is your responsibility, too many workers say that if the women want to work here they need to fit in. That's wrong, women have a right to work in any job they desire and for that work environment to welcome their participation on the shop floor.

Summary

In summary I wish to leave this stage on this note, we can never sleep on the job, vigilance is our constant companion in the war against capital. Education is our weapon of choice, we all have to take the time to educate and develop the thinking of the next generation of worker representatives. It is a long way from the Tolpuddle Martyrs but the fundamentals of working class struggle are still the same.

THE WORKERS UNITED WILL NEVER BE DEFEATED

Mike O'Shane - MUA Gladstone - Monday 3rd May 2021

Townsville

A terrific, fun family day was had by all who attended in Townsville.



ASP EBA in Melbourne

Assistant Secretary's Report *by Paul Gallagher*

Back in 2018 the Branch was faced with consultation meetings with Svitzer about the Bowen tugs tying up to moorings at sea off the coal loaders at Abbot Point Queensland. The moorings were put there by North Queensland bulk ports. The government owned corporation in charge. The aging of the Bowen wharf was a problem and the operation was going to require a major change from working out of Bowen and steaming two hours to Abbot Point to a living on board tugs at sea arrangement. Not ideal but we went into it with open minds and full solidarity and support from the members. We had been working on solidarity at the port with all three unions and we had achieved a united front.

At negotiations Svitzer had come up with another unworkable plan of their own that cut MUA jobs in half, maximised their profit and risked safety. Officials Jason Miners and Paul Gallagher along with delegates Bill Rogers and Ross Sorensen eventually achieved a workable solution with 3 tugs rotating 6 days on moorings and 3 days back at Bowen wharf for maintenance bunkers and stores. Maintaining 2 GPHs and the 4 man crew, 27 day cycle.

This wasn't the end of the struggle when we soon found ourselves in FWC with AIMPE and AMOU unhappy about

lack of consultation after 6 months of negotiations? The MUA once again, in the Commission, negotiated the 4 man crew model industrially and based on safety. The MUA document went out to all three departments the next day and was unanimously endorsed. The other unions were wedged.

The real agenda surfaced soon after on the eve of the contract tender process when a public letter was released by the other two unions denouncing the 4 man crew without consultation of their own members at the port who had recently voted with the MUA. The very issue made its way into some underhanded legal advice with them threatening legal action on our Branch when they were called out for treachery. Too late they were irrelevant we'd won the day. Safety and common sense prevailed. The crews remained professional and kept the job going protecting their conditions.

With the contract out to tender this year the Branch once again stepped up to the mark lobbying all stakeholders for safety on the job and job protection for the local work force and that included wages and conditions.

The other unions sat back with their focus still on a 3 man crew and saving their own arses. Signing a document with the company, although this was kept to themselves and against the collective consensus of the crews themselves in Bowen. Their own members.

The MUA lobbying became the vital key in the cog in the end result with the announcement 28th April that Svitzer had lost the contract after 28 years to Engage Marine. The key to this was to win the contract companies had to tender with a 4 man crew and offer employment to the locals in same pay and conditions. It's signed off and locked in. In an unexclusive licence anyone who works that port can only do so under those terms. This is a major victory to all those workers, our Branch and sets a new bar the towage industry across the country. A turn around in the face of the scourge of partnership agreements that other companies have persued in the towage industry at the detriment of our members employment.

Jason Miners and Paul Gallagher met soon after with Engage Marine about an exclusive Abbot Point Enterprise Agreement to cover off the operation and at this stage both parties are on the same page in where we want this Port to be in the future.

Included in the tender is a long term plan to build a cyclone rated pontoon at Abbot Point. One that swings on a riser creating a lee to protect the tugs all serviced by a 4th vessel from Bowen wharf. The pontoon is 1000 tons of steel and 100m by 40m in size. A huge construction to be locally built.



The Officials met with the members in Bowen 10th May to begin the process of transition with the 3 brand new Damon tugs first day of towing on 1st October this year.



Palaszczuk Government and QLD Bulk Ports Deliver for Queensland Maritime Workers

The Queensland Branch of the MUA commends the Palaszczuk state government and North Queensland Bulk Ports for its commitment to regional Queensland maritime workers at Bowen/Abbott point.

This announcement ensures that these highly-skilled experienced local mariners will not be sold out for an interstate FIFO workforce on lower wages and conditions or under sham contracting partnership models.

These local workers have been on edge for some months not knowing their future employment prospects until now.

The MUA and these grateful workers are now focused and fully committed to a smooth transition over to their new Australian employer, ensuring the crucial export of Australia's resources continues as the country recovers from the covid-19 pandemic.

Comment

On behalf of the membership group of Bowen I would like to thank and congratulate the Queensland Officials for their hard work in securing this fantastic outcome. We are indebted to your diligence, insight and unwavering commitment to your members especially Bowen. Thanking you. MUA HERE TO STAY.

In Unity - Ross Sorensen - MUA Delo Bowen

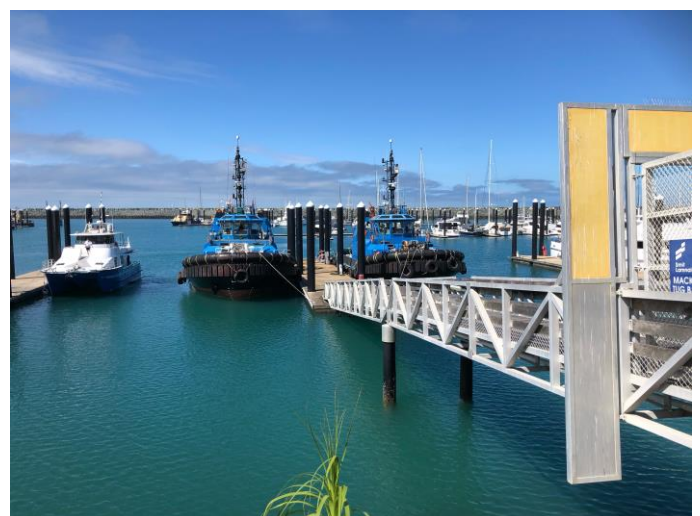
Mackay

On Monday 10th May Jason Miners and Paul Gallagher met with tug crews in Mackay Harbour. Smit has just been awarded the new contract which sees them as the employer for another 15 years. The new contract also includes the manning of the pilot boats in Mackay and Hay Point. The Officials will be returning shortly to sign those members on and negotiate their first ever union Enterprise Agreement. The workers had been poorly treated by the previous employer so are keen to get on board with the MUA. We discussed the contract and the

upcoming EBA with the main issue being an improvement to the roster regards self relieving. We then held a combined meeting with NQ general manager for Smit, Evan Milne before having lunch with the members on leave and heading off to Bowen.



Paul Gallagher signs newest member on Mackay tugs



Branch Monthly Meeting

The Branch Monthly meeting was held Tuesday May 25th back at the union rooms for the first time since Covid broke out. It was a successful meeting with reports from Paul Gallagher and Mikey O'Shane with good industrial and political debate from the floor. During the meeting there was a strong sense of unity and support for the Branch's current campaigns. We would like to thank the members for their participation especially the minutes secretary, chairman and doorkeeper volunteers. The highlight was the awarding of Life Membership to the union to Davina Smith after 35 years in the seagoing industry. We all wish her the best in retirement.



Comrade Davina has done well for our union and industry in her time as a member. There was great a celebration afterwards.



We hope more and more members come along to upcoming meetings to get informed and get involved in union affairs.

Below are the motions moved by the meeting.

Motion:

This Queensland Branch Monthly Meeting May 25th in Brisbane move that we wish to inform National Office of our opposition to Sonic Health being the sole contractor for AMSA Medicals. Could National Office lodge our

complaint to the Authorities based on the following criteria.

- Too expensive. Up to \$500 is simply not affordable to the unemployed seafarer who has to pay personally before an employer will engage and also AMSA do not accept revalidations without a current AMSA medical blowing out the costs of revalidations as well.
- Costs are also discriminatory against members over the age of 55 having to do yearly medicals.
- Vision checks on medicals have moved from a colour blind test plus a reading chart with glasses to requiring 20/20 vision without glasses.
- Sonic Health are not regulated and do not answer to the union, AMSA or the seafarer whom they have the power to lock out from the workforce.
- Sonic Health are the company by choice of industry employers for pre employment medicals etc. They more answerable to them than the worker they charge.

There is also concern from this meeting about Seacare being run and operated by insurance companies. A public investigation is needed in this space as a matter of justice for injured workers in the seagoing industry.

Moved: Brian Gallagher

Second: Mark Maranik

Carried.

Motion:

This Queensland Branch Monthly Meeting May 25th in Brisbane move a motion of congratulations to the National Team, the Victorian Branch and delegates for the absolutely tremendous result with the VICT EBA. Considering the anti union beginnings at that terminal our meeting is pleased to hear of these latest results. Great report well done comrades.

Moved: Troy Malcom

Second: Ann Gray

Carried.

Motion:

This Queensland Branch Monthly Meeting May 25th in Brisbane move that we recognise the great work of the current officials and staff of the Queensland Branch working tirelessly and achieving solid victories for our members based on good working class principles and struggle. All this considering being short handed one official for 3 months and a legal officer for ten months. We fully support our Branch's campaigns and commitments. We call on National Office to support our Branch's direction by immediately addressing the short hand situation by funding increased resources to back fill the positions where officials are on sick leave. We would also expect that any temporary employees be afforded

the conditions of paid leave on a pro rata basis if engaged for 3 months or longer.

Moved: Kerry Loose Jones

Second: Paul Mueleman

Carried

Delegate Training and Branch Committee

There is some delegates training coming up in Brisbane rooms July 12-15.

Monday 12th July - Delegates Level 1. This course is for new members, new delegates or aspiring delegates. Trainers are Paul Williams, Kerry Loose Jones plus Officials and history from MUA veterans.

Tuesday 13th July - Queensland Branch Committee. The elected Branch Committee are meeting to deal with all official business of the Branch and will be a full day and include the new delegates as observers.

Wednesday 14th July - Extra training for all delegates includes training on Sexual Harassment in the Workplace and ATSI affairs such as our position on the Uluru Statement from the Heart and cultural awareness for delegates.

Thursday 15th July - One day refresher course for HSRs. Course instructed by Paul Williams from Patrick's Terminal.

Could all those delegates interested please contact the Branch with which days you wish to attend. Could worksites meet to elect candidates for training as well. The Branch Committee will receive details soon. Paul Gallagher as Branch Presiding Officer will organise the release from work for those delegates attending.

Cruise Industry

The union has set up a national network of Officials to engage in two new companies on the coast in the cruise ship business. Both Coral Expeditions and APT are employing Australian seafarers and running cruises out of Cairns and Darwin doing trips around to the Kimberlies, Tasmania, Great Barrier Reef and South Australia. P&O are looking at following suit. Seafaring members are encouraged to apply if needing to work. Not the greatest salary but a foot in the door to a new industry of employment. Conditions will obviously improve. The National team is headed up by Jamie Newlyn who is approaching the companies to begin negotiations and Officials are visiting the vessels in coming weeks in Cairns, Broome and Tasmania.

APT Hires Aussie Crew and Readies Caledonian Sky for Kimberley



Source: <https://cruisepassenger.com.au/>

BOUTIQUE SHIP, CALEDONIAN SKY HAS ARRIVED IN CAIRNS WITH APT GEARING UP TO LAUNCH ITS KIMBERLEY SEASON ON JUNE 11.

APT has confirmed that it has all its crew in place and they are currently undertaking the necessary training. The line has also confirmed that it will operate its full Kimberley season until September this year.

This is good news for the line which was forced to cancel its first Kimberley cruise scheduled on June 2 because of a shortage of qualified crew.

This is because the government is insisting all foreign-flagged cruise ships wanting to sail Australian waters must employ Australians to take on service and hospitality roles.

The ruling from Australian Border Force says: "We will only consider exemptions for crew required to safely operate the vessel. Entry of the vessel should also provide economic benefit to Australia. Other roles such as service or hospitality roles, should be filled by workers in Australia."

APT has employed more than 30 Australian crew members to operate its 2021 Kimberley season.

P&O Cruises is Replacing All International Itineraries with Domestic Cruises in the Last Quarter of 2021 Because of the "Continued Uncertainty" Over the Opening of Borders

Source: <https://cruisepassenger.com.au/>

As small ship operators continue to battle to get a Kimberley season started, Australia's best known homeported brand announced it is switching its fleet to Aussie only routes – but won't say if it is complying with rules that say hospitality workers on board must be Australian.



Cruise Passenger revealed last week that Australian Border Force and Home Affairs are insisting that Australian workers be employed. APT recently moved the Caledonian Sky into Cairns ready for its first cruises in the Kimberley after employing 30 Australian workers.

The rule state: "We will only consider exemptions for crew required to safely operate the vessel. Entry of the vessel should also provide economic benefit to Australia. Other roles, such as service or hospitality roles, should be filled by workers in Australia."

The new P&O move means seven cruises are affected by the change to Australian itineraries: four from Brisbane and three from Sydney. Instead of calling at international ports, the seven cruises will only cruise domestically.

"In view of the constantly changing landscape due to the pandemic, P&O Cruises Australia has decided that its remaining cruises in 2021 that have an international component will be replaced with domestic port content," confirmed a P&O spokesperson.

All passengers affected by this change have been notified directly by the line. Passengers who are booked on these international voyages can remain booked on the same departure dates with new local itineraries or they can receive a full refund.

P&O Australia, which has suspending all sailings until 17 September this year, says that it will switch from international itineraries to domestic cruises from 18 September to 31 December this year.

On its website, the line said: "As we continue to take guidance from international and local government authorities, public health experts and the broader community, we have implemented a temporary pause in operations for all departures on and before 17 September 2021.

"We are also cancelling a selection of additional cruises between 18 September and 31 December 2021."

P&O said it remains optimistic that a pathway can be established to support the resumption of domestic cruising later this year.

"While these discussions continue with government agencies, we are not going to speculate on the details that the pathway to resumption might take," the line said.

P&O continues to support Cruise Lines International Association as it works with government authorities to develop protocols and policies to enable the resumption of cruising beginning with domestic itineraries.

Relief Official's Report

MUA Queensland Branch Report on Campaign for Industrial Justice for the Maritime Workers of the Torres Straits *by Michael O'Shane*

This report is tabled for the purpose of accountability, transparency and collectivism.

Brief history of the Torres Strait

The Torres Strait is made of 243 Islands that are situated between the tip of Cape York Peninsula and the mainland of Papua New Guinea.

Archaeologists working in the Torres Strait have found evidence of human settlement dating back 2500 years. There is no reason to think that much earlier evidence could be found in the future.

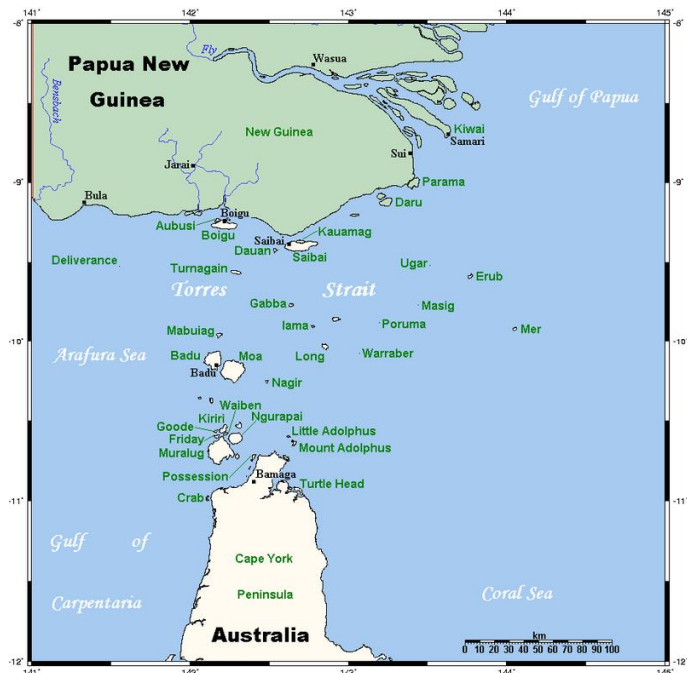
A Captain Torres sailing through here in 1606 named this region the Torres Strait after himself as the first step in trying to impose a foreign entity on this distant place in a foreign land, the first step in the process of colonization. This region made up of islands and waterways was home to many First Nation Peoples who lived life in a normative society and had done so for thousands of years. Captain Torres had no free, prior or informed consent to name any region on his travels in his name but following the travels of Christopher Columbus in 1492 which is marked down in history as the dawning of colonisation, these early explorers were on a mission to mark out these distant lands as part of the colonial empire for their Mother-Land.

First Nation Peoples have of recent times, in opposition to colonial intrusion, renamed this region to reflect the language, culture and traditions of the First Nation People; at the same time giving the recognition and respect it deserves to these same people who have lived here, surviving and flourishing in this region. The name for this region is Zenadth Kes. This process of giving a First Nations People's name to the islands and waterways was and is important in identifying First Nations People's belonging to their lands and seas, to which they have lived a continuum of the environment that has resourced their culture, lores, health and wellbeing for millennia.

Zenadth Kes

Kes means passage. Zenadth is an acronym.

Zenadth Kes – This name came about in opposition to the colonial name of Torres Straits; the late Dr. Ephraim Bani did the facilitation of the cultural workshop and along with those people who held the cultural authority on the day renamed the region in a meaningful way.



Dr. Bani included Kes, bringing attention to the fact that we live on the passageway between two continents, Australia and Papua New Guinea.

D and TH are included to define – D for Dagam (place) and TH for Thawathaw (coastline). A clear statement that we are located in the waters between and connected to the coastline of the northern and southern continent, this is a strategic region, it is home to Australia's only international border, it is on the frontline in the battle against the invasion of nasty bugs and foreign vermin that have the potential to wreak havoc on the agricultural industry along with beef production and presently Covid-19.

Today the spelling is ZENADTH KES.

ZE – Zey (South)

NA – Naygay (North)

D – Dagam (Place/Side)

TH – Thawathaw (Coastline)

KES – Passage/Channel/ Waterway

The continent's dispossession that was predicated under a doctrine of Terra Nullius that Captain Cook pronounced in 1770 on behalf of the British Empire took place on an island of the Zenadth Kes called Possession Island by James Cook but is known as (Gudang) as part of our creation's story. The claim of possession of this continent by James Cook under the doctrine of terra nullius was proved to be a fallacy by the High Court's decision in the "Mabo" case in 1992. Koiki (Eddie) Mabo proved to the High Court that long before the 'discovery' of Australia by

James Cook there were normative societies existing in Mer (Murray Island) and by extension all over Australia. In recognition of these facts it was understood that a land title existed long before Crown Land, this today is called Native Title, First Nation People call it the land title before Terra Nullius.

Forwarding of the Mabo High Court decision came the legislation of the **Native Title Act of 1993**. The Howard Government's Wik 10 – point plan, quickly watered down this act in 1998. This 10- point plan extinguished all First Nations People's Rights to true Self Determination and Autonomy on their lands and seas.

Torres Strait Maritime History to Current Maritime Status Maritime History

This timeline of maritime history to current maritime status is based upon the colonization of the Torres Strait (Zenadth Kes).

In the 1860's the marine industry developed in the islands on beche-de-mer (sea slug/sea cucumber) and later the pearling industry. This was at a time where the island people worked for payment of rations of food and tobacco. This industry that was built on the back of Torres Strait Islander Peoples slavery made many non-indigenous people wealthy.

This slavery continued on until the great maritime strike of 1936 where the island people working in the pearling industry took strike action on Yorke Island (Masig) to demonstrate against slavery in the pearling industry. This great action resulted not only from the terrible conditions of which pearl divers had worked under but rather Islander's **Right** to control wages and their own affairs. It was about equality and autonomy, which led to the establishment of local governing Island Councils.

Current Maritime Status

Fast forward to 2021 and the current status of men and women of the Torres Strait who work in the Torres Strait maritime industry has shown incremental changes of wages and conditions over the decades that can only be described as modern day slavery, with below award pay and conditions that reflects on companies like Sea Swift who have undervalued their workers to the point where Sea Swift display to their workforce contempt and intimidation.

Sea Swift *Michael O'Shane*

The MUA Queensland Branch executive as a collective made the decision at the beginning of 2021 to take up the fight to bring **Industrial Justice** to the maritime workers of the Torres Strait, with Sea Swift being a high priority for the MUA Queensland Branch in addressing worker's pay and conditions.

Over the last number of months, the Queensland Branch has been tirelessly meeting with the crews and staff on all

Sea Swift vessels between Cairns and Darwin. This has been well received and momentum for change is definitely underway.



Unfortunately, the more we see from this grubby employer the more issues come to light. A couple of examples are, local stevedores in the Torres Strait that are driving their personal dinghies from one island to another regardless of what the weather conditions are, night or day to then have to anchor their dinghy in crocodile inhabited waters and walk up slippery ramps. This was a major shock to all 3 of us when it was noticed but appears to be a long standing condition that is accepted. Additionally, these employees are being paid as transportation distribution workers as opposed to stevedores, meaning that a standard hourly rate of approximately \$26 per hour for a day shift and time and a half for any other hours worked in some of the poorest working conditions that have been seen for a number of years, that can only really be comparable to a 3rd world operation.

Sea Swift needs a major safety culture change and needs to be dragged into the 21st century whether they like it or not. The days of out of sight out of mind are coming to an end. This is mainly due to the fact that the Queensland Branch are not allowing it to be out of sight anymore. Our campaign will continue and pressure will be applied however it's required to bring these workers the industrial justice that they should have been enjoying for the last decade at least.

TSA

As a great deal of our members would be aware already, TSA "Transshipment Services Australia" have been operating for a number of years throughout northern Australia. The level of their shonky operations is once again not much better than 3rd world condition. What is the most noticeable is that their appears to be to distinct difference between the two sections of their staff; the marine crew, which are predominately caucasian and the

ship-loading crew (stevedores) that are predominately indigenous. Not surprisingly it's the ship-loading crew that are being exploited the worst, ranging from working in excess of 14 hours per day and being paid on a day rate calculated on a 12 hour day, very limited or no toilets during their shift, a verity of conditions and entitlements out of the Award and not being paid, and extending as far as even their on-shore accommodation is noticeably of a lower standard to the other employees.

On a positive note, TSA proceeded to try and get a dodgy EA approved in the commission and after the MUA's intervention it was later retracted due to not passing the BOOT. We are now in the process of engaging TSA into doing a fair and just agreement with the Union on behalf of our members, and once again, the days of out of site out of mind is rapidly coming to an end. This site, also located in the far northern area of Cape York will continue to be included in the Queensland Branch's northern Australia campaign for industrial justice.

Australian Reef Pilots *by Dave Lyon and Michael O'Shane*

Australian Reef Pilots (ARP) took over from Torres Industries as pilot service providers in the Torres Strait over three and a half decades ago. And just recently in the last two years ARP have been taken over by Auriga Shipping.



Both ARP and Auriga have not given their workers a pay rise in over 5 years and current Enterprise Agreements as they stand are perpetual. Auriga has indicated that they will continue with their status quo of **Work Choices Agreements**.

MUA Queensland Branch Officials made engagement with workers at ARP both on Thursday Island and Yorke Island in their recent visit to Thursday Island. and Yorke Island on the 14th and 17th of May respectively. During those respective engagements workers brought to light their treatment from ARP and now Auriga in keeping workers on a casual basis, no set roster systems, stringent medical mining tests, low paying wages in remote communities, no career pathways to advance workers aspirations, and the use of outdated pilot launches, all the while knowing these workers cost of living in these

remote community areas is the most expensive anywhere in Australia and living standards also some of the worst in Australia. One can only assume that this practice by these companies keeps in place a cycle of poverty for many of these maritime workers of the Torres Strait.

Torres Strait Land and Sea Rangers

Engagement with Torres Strait Sea Rangers from Yorke Island was made on the 17th May 2021. There are 3 Sea Rangers who live and work on Yorke Island, two women and one man make up the Sea Ranger team on Yorke Island. (Masig)

The Masigalagal land and sea management area includes a number of uninhabited islands, reefs and marine areas covering about 479,608ha.

The main issue raised by those Sea Rangers on Yorke Island during our brief Queensland Branch engagement was that the workers were under resourced in the way of next generation land and sea Ranger training and employment, as the area to manage the land and sea in such an expansive area is under manned and those Rangers expressed a need for extra Ranger manning that would see a team manage the sea and another team manage the land.

Summary

To summarize the state of affairs with the working class people of the Torres Strait who prop up a multibillion dollar maritime industry in the Torres Strait, one can only describe as, exploitive, contemptuous and racist. A regime that sets to keep undermining the working rights and conditions of maritime workers in the Torres Strait and arrogantly ignore acknowledgment of the First Nations Peoples, Land and Sea, Social, Cultural, Industrial and Economic Rights.

This charter that the MUA Queensland Branch has undertaken to bring Industrial Justice to the maritime workers of the Torres Strait needs the collective support of all our countrymen of the Torres Strait and our membership of the MUA Queensland Branch.

United We Stand, Divided We Fall

Delegates Training Course Update *by Paul Williams*

Trainers from around the coast got together recently at National Office to re structure the new training course to be rolled out in the near future. This Industry based course will not only have improved relevance to our members but also increase the underpinning knowledge both of legislation and its application on the job and of wider social issues and the importance to us all of mutual support.

A big thankyou to Warren Smith and our National office team for getting this National Conference decision up and running. All journeys start with the first step.



Delegates Course Planning



Delegates Course Planning

Women's Committee Report Back *by Ann Gray* **Queensland Women's Committee Report 2021**

Hi everyone,

It's been a while and luckily we all got through the COVID pandemic for the last year and hopefully for the rest of this year, fingers crossed.

Sadly, I have to advise that Lisa Lodge has resigned from the committee as she is now residing in WA for her employment. I especially will be sad to see Lisa go and I know Lisa did a lot of work behind the scenes and attended functions etc. during 2020 especially in the Brisbane district.

I am pleased to advise that Kerryn Loose Jones from Hutchison has agreed to come on board to fill Lisa's role. Great news all round and having someone who is a staunch and competent union member and delegate can only help. Congratulations Kerryn and welcome.

Also helping out is Fran Wilson from River City Ferries. Fran will fill in when she is needed and we do appreciate her offer to do so. The more the merrier. Congratulations to Fran too.

Queensland Council of Unions

I attended last Thursday 22nd April a Sexual Harassment course "LET'S STOP IT BEFORE IT STARTS" at the QCU. This course was designed for delegates and organisers and was extremely helpful/useful. It was presented by Margo Hoyte, Development and Women's Officer for the QCU.

Contents of the course:

1. Organisers' Training Course Power points
2. Check-list: Preventing Workplace Gendered Violence
3. Sample Policy adapted from QHRC
4. Check-list: Developing a Workplace Discrimination, Harassment, Sexual Harassment and Bullying Policy
5. Check-list: Developing a Complaint Handling and Investigation Procedure.

This is a must for all the delegates both male and female to attend as well as trainers within the union. With a view to incorporating this into the MUA Delegates training. After speaking with Paul Gallagher and Paul having met Margo we hopefully should have something up and running shortly for delegates.



We had a small turnout from the Branch and had male members holding up our MUA flags with us. It was good to see our Assistant Branch Secretary Paul Gallagher there in support of this extremely important cause.

The speakers were – Jacqueline King the Assistant General Secretary of the QUC. Kate Flanders the Assistant Secretary of Together and Sally Gunner the Secretary of the CPSU. Great speeches from all the women and a good lunch time crowd around us.

Apparently our Assistant Minister for Women was up in Queensland last week addressing a "right to life meeting".....

Update

The Commonwealth, State and Territory Ministerial Council for Work Health and Safety held yesterday May 20, approved the development of a national regulation for PCBU/employers to prevent risks arising from psycho-social hazards such as sexual harassment and the like.

This is a significant win for the movement given some Labor states and the Commonwealth were not in agreement a week ago to this issue. A majority vote means that work will commence on amending the model Work Health and Safety Regulation for implementation in respective jurisdictions.

In Queensland we have already started discussions about having a sexual harassment specific regulation.



Stop Sexual Harassment Rally

This was held in front of Senator Amanda Stoker, Assistant Minister for Women's Office at Waterfront Place, 1 Eagle Street.

Thank you to everyone who has had input into this issue – while we have some work yet to do, we have come a long way.

Jacqueline King - Assistant General Secretary - Queensland Council of Unions

Public Speaking for Union Women at Rallies

It was to identify, develop and support women speakers from our unions.

The course was arranged by the QCU because all too often women are not called upon to talk at rallies.

It was conducted by Sally Prosser who has over 20 years experience in radio, television and is a voice coach.

At the end of the three hour course the participants had to stand up and give a two minute speech on their favoured subject. I'm sure we all got some good pointers from Sally for our up and coming rallies.

Labour Day Dinner

The Branch had a table at the Labour Day Dinner on Friday 23rd April. It was a great night and good to catch up with other union members and a few of our Ministers from the Queensland Parliament.

The Women's Committee has an association with Leeanne Enoch, Member for Algester, Minister for the Arts which goes way back to when she was first standing for her seat. We invited Leeanne to speak at one of our stoppies and she was great. The rest is history as she won her seat and has done so at all subsequent elections.

Also Grace Grace, Member for McConnell formerly Brisbane Central was the Minister Industrial Relations when she opened our National Conference on the Gold Coast in 2016. Grace is a great supporter of the MUA and especially the Women's Committee. It was good to catch up with just a few amazing people at the dinner.



S.E. Queensland Vindictrix & Merchant Navy Association Inc.

On the 21st April I was accepted into the Association and have the honour of being the first woman to do so.

The Association has a history with the Brisbane Branch and my brother Charlie use to lay wreaths on Merchant

Navy Day, 3rd September each year with the Vindi members. This was on behalf of the Branch and members at the memorial on Point Danger in Coolangatta.

When Charlie passed away the association wrote a very fitting eulogy and posted it in their newsletter as well as attending the funeral.

Anzac Day

There was a shortened service with the local RSL and at the Point Danger memorial wreaths were laid from the Vindictrix & Merchant Navy Association. After we all adjourned to the Dolphin Hotel in Coolangatta for a few ales. The Women's Committee put some money over the bar for the afternoon.

A good day had by all.



Kerryn's Contribution to the Newsletter

I look forward to contributing to the Women's Committee and hope we can create opportunities to help build some connections between the women from different employers across our union. Just before COVID arrived there were plans to hold a morning tea for women on the wharf in Brisbane. It is about time I got this back in motion.

I will be one of the Branches trainers and am excited about what I have seen of the National Training package



so far. I have been working for Hutchinsons for about four years now and have been on the negotiating committee

for our EA which has been a three year mission so far.

I am on the Branch Committee and am an active member who attends rallies whenever possible.

This year has seen the first March 4 Justice, a march that shines a light on appalling acts of sexual violence against women.

More recently I attended a rally in my local area outside Andrew Lamings office calling on Scott Morrison to sack him due to his harassment of constituents, disgraceful online behaviour and habit of taking sneaky photos of women.



This was a community rally however many politicians attended including Penny Wong, Terri Butler, Kim Richards, Jenny McAllister, Shane King, Ali France, Don Brown, Claire Moore and ALP candidate for Bowman Donisha Duff. Amongst the community members there were several unions represented including, MUA, CFMMEU, The Services Union and Together. Quandamooka Elder and Unionist Uncle Bob Anderson did the Welcome to Country and marched along with us chanting Hey Hey, Ho Ho Andrew Lamings got to go.



Brisbane turned on the sunshine for the 2021 Labour Day March. There was a huge MUA contingent with lots of families joining in the fun of the day. A big highlight for my kids are the rides and junk food at the end of the march. A great turnout from our Hutchies Crew with many women attending as well. Labour Day is always a day for catching up with comrades across the union movement.

In solidarity - Kerryn

Fran's Brisbane Ferries Perspective for Women in our Workforce

I have worked for most of my life in the wholesale and domestic tourism industry; however since coming to the Maritime industry with the Brisbane River City cats industry I have learned a lot and have endured as a women, the bottom of the pecking order!!!!

The Maritime industry in itself is very male oriented and dominated but I have seen on the Brisbane River very determined and motivated women, getting their tickets to be able to drive the vessels. Some of these women came from the cruise boat industry and other just started from being ticket sellers through to deckhands and then driving monohull ferries to goodness me, the mighty City Cats! Discrimination and male dominance is still unfortunately prevalent in our workforce.

I admire these women as they fight the struggle and go about their work with such dignity.

My tenure on the river is coming to an end by the end of 2021 due to retirement and seeking a different challenge.



I have been the only female delegate in our workforce since 2013 and I am very proud to have motivated many to stand up for honesty and principles in their workplace. I also encouraged the now AMOU official to take up the battle on our work site, (Tracey Ellis) ex city cat master. Never say never I say and don't give up!!!

In Unity and strength - Fran Wilson

Kerryn is now going to resume her morning tea for women on the wharf in Brisbane and this will be advised when finalised.

Some good news is that, as of 18th of May we had nine new wharfies join up in Brisbane. In total, there are now 44 women in Stevedoring in Queensland. A total of 76 seafarers plus Divers and Terminal workers which brings up the total number of female MUA women in Queensland to 143. Not a bad number considering the year we have had and the precarious state of shipping

and stevedoring in Australia.

Many thanks to the Branch Officials Steve, Jason and Paul plus staff Kerri, Geoff and Hannah for all your support during this last year. Very much appreciated.

Yours in Unity

Ann Gray/Kerryn Loose-Jones/Fran Wilson

MUA Queensland Branch Women's Committee

Vale Lenny McIntosh



We wish to extend our deepest sympathy to the loving family and friends of Lenny McIntosh. Lenny was a Life Member and had a long career on the waterfront working at BCS, Conaust and Patricks as a mechanic. Lenny passed away peacefully on 31 March 2021 aged 90. He will be missed greatly.

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