



No 1 – 19 December 2019

**Branch Secretary's Report – Deputy Secretary's Report – Assistant Secretary's Report - New Bunker Barge
National Towage – War on the Wharves - MUA and TWU Working Together – Vale Mark Sanim
Offshore Commission – Veterans - Women's Committee - Members Stand in Solidarity – RV Investigator**

Branch Secretary's Report *by Stephen Cumberlidge*

Brothers and Sisters

Welcome to the first Branch Newsletter of the new leadership team in the Queensland Branch. The newsletter will provide different content to previous newsletters with a deliberate focus on members and all the issues that affect you as members in your workplace and across your industries.

We are hoping to get the newsletter out quarterly in a print as well as on-line version and want it to be something that the rank and file want to read and be proud of as reflecting their views, struggles, disputes and issues.

A newsletter by the rank and file for the rank and file.

As you can see there are a heap of rank and file stories in this first edition with photos to match featuring our members as they go about their jobs in the many high-risk industries we cover across the maritime sector in this State. We will update on the many campaigns we undertake across the broad industrial and political landscape that our great union covers and ensure every member of the Queensland Branch is up to date on the key struggles of our members in our union across all sectors.

I want to take the time to especially congratulate the Branch Executive who spent a day recently with National Office assistance putting together a Branch plan to work out the Branch strategy over the short, medium and long term for the next 4 years as we grapple with the complex challenges we face as a Branch, Maritime Union and labour movement. The Branch strategy was then taken to the new Branch Committee for discussion, debate and input. This process, with the key leaders from our key worksites, allowed us collectively to deliver a Branch strategy we can all get behind and which has endorsement from across the State. I want to particularly thank Bernie Farrelly from National Office who facilitated both days with the Executive and then the Branch

Committee.

It is one of my key intentions to ensure that the Branch Committee of Management, on behalf of the rank and file in the workplaces they represent, plays a key role in the future decisions and direction of our Queensland Branch so that we represent our broad membership to the best of our abilities in the best way possibly.

I also welcome the positive assistance and advice I have had from other Branches, other unions, divisions of our new union and importantly our National office as we all work together to deliver the best results we can for our membership across this State and country. Only unity will allow us to fight our many enemies as they seek to create disunity to undermine our capacity to fight – only united will we stand! Only united will we win!

**United We Stand
Divided We Beg**

We are always at our best when we welcome and celebrate our wide range of views and experiences and I hope that this is reflected in this newsletter and in the new leadership of our union at both the Branch Executive and Branch Committee levels. We have committed that all officials of the union will get out onto the many sites we cover, and I especially want to thank all of you who have welcomed the presence of the Branch Secretary in the many workplaces I have been able to get to in the first six months.

I also want to take the opportunity to wish everyone a Merry Christmas and happy, militant and fighting New Year as we campaign on behalf of our members and their rights, safety, wages and conditions. United We Stand – Divided We Beg!

ASP



ASP Gladstone to Weipa Review Monday 2 December 2019 saw Seafarers from all four bauxite vessels, Twarra, Piirimu, Weipa and Wackmatha come together to review the EBA and to put any shipboard issues directly to senior management of ASP.

Members Greg 'Watto' Watson, Spike Grey, Jason Lee and Chris Wijay were in attendance. There were a range of issues that delegates can now report back to crew and put in the minute books and meet on swing day. The key issues sent in from the vessels were as follows:

1. Payments of super which will be reviewed and anyone with any superannuation discrepancies are to report directly in writing to ASP payroll.
2. Performance reviews cannot be used for disciplining purposes and ratings through their CIR are encouraged to participate in this process to identify shortfalls to assist with skills and learning development for ratings.
3. Service steps to go up at 2% PA until it reaches 8%. Wage increase next year will likely be 1.9%.
4. Skills matrix for vessels to rollout training as required in areas such as but not limited to working at heights, confined space entry/rescue, gas testing, basic scaffolding to erect up to four metres on vessels.
5. AMSA medical to be covered by ASP up front should you be near a provider in a capital city or large regional area. ASP has an arrangement with otherwise reimbursement in your next pay upon a receipt. This is because persons not approved or no longer working at ASP got medicals and billed the employer.
6. Dental issues, as has been the arrangement for seafarers over many years the employer covers a tooth extraction.
7. There will be attempts made to source WIFI in Amrun/Weipa.
8. Alcohol policy to be four mid strength beers on the lifeboat deck or designated recreation room. No alcohol in cabins and no full strength alcohol from now on given previous incidents of our own members ruining this

condition. Any further issues we lose it all together so ensure the delegate and CIR police it or it's GONE for good! Being over 0.00 at the gates is policy.

9. Stores budgets need to increase as per CPI and hikes in provided costs, we are seeking Coles, Woolworths, Aldi or IGA to be engaged to reduce costs.

10. It is strongly being considered that members get into Gladstone the night prior to joining to see that the paying off swing gets home limiting excessive late night travel. However, overseas employee travel is currently being reviewed by ASP.

Bowen Tugs



Bowen members met to discuss the current EA and allowance for the live aboard 6 out of a 9 day turnaround in a cycle of 3 per 27 day swing. The offer from Svitzer is currently at \$80 per day for the 6 days on the mooring which equates to \$9600 PA should you do 120 days on the mooring.

Members are currently debating the amount of this offer in conjunction with their port work practices and associated conditions attached to part time live onboard.

Members need to determine whether they continue bargaining hard and potentially enter into a ballot to further pursue the claims around an allowance or we lock in the current offer on the table. We are starting to see unity in the port amongst the members and other departments which we hope will build into the future.

Patrick EBA



Patrick members held a meeting onsite last Tuesday to discuss the upcoming EA and what we need to do collectively as a union to fight the cancerous trend of automation. Patrick members have begun their log of

claims for the upcoming agreement with the log to be finalized by Sunday and sent to Sydney where the claims will be collated with the rest of the country. From there we will go through the claims and align which are similar then issue them to Patrick.

The union is also discussing at a senior level what a rollover looks like that protects members from further automation given the recent news that Patrick plans on bringing in a cabinless crane to the Fisherman's Island terminal which we can NOT accept.

Let's be absolutely clear, the only way we would entertain a rollover is if firstly the members endorse it and secondly if the current workers at Patrick around the country are protected from automation.

Mass meetings will be planned early new year to report back and to seek further feedback and direction from the rank and file members.

Offshore Commission Update

Offshore Conference Held to Determine Strategy for Next Offshore Enterprise Agreement (EA) Campaign

This is an update to all MUA members and delegates across the offshore after the MUA Offshore Conference yesterday was 2 weeks ago to debate and determine our approach for the next offshore Enterprise Agreement (EA) that begins to expire at the end of October next year. We have 8 manning offshore agreements that expire on October 31st 2020 with another 3 that expire December 31st 2020 some 2 months later. That is, half the offshore agreements currently in term will expire at the end of next year.

We had a great turnout yesterday with approximately 50 officials, delegates and activists from across the offshore sector covering both manning agents and vessel operators. All Branches were represented across 14 of the key offshore companies. The Offshore Conference was chaired by Christy Cain and addressed through a detailed presentation by Will Tracey. An overview of some current disputes in the offshore was given by George Gakis.

The Offshore Conference agreed that we needed to commence our campaign now for the new Offshore EA now and determined that we begin by commencing the process of drafting the log of claims.

Offshore Enterprise Agreement (EA) Campaign - Log of Claims

One of the key outcomes from yesterday's meeting was to kick off the offshore Log of Claims process and start to gather the claims for the next offshore Enterprise Agreement (EA). We want all members and vessels to start putting their claims together and get them into the union at the following email address:

muaoffshoreclaims2020@gmail.com

This email address has been developed as the central point for the offshore EA campaign in 2020. Could all

vessels also send through the vessel crew email addresses for our communication purposes so that we have communication structures that will support this important campaign. Any delegates and members who want emails directly should also send them through to this address. Could you please also ensure that you copy in myself and the MUA official with responsibility for the offshore company you work for to all correspondence in relation to this EA campaign.

We have already received a good number of claims that were sent through to some of the officials with direct responsibility for some of the offshore companies. The central collection point will give us a better ability to manage the log of claims process. Can vessels jump on to this ASAP and if possible start to get the crew email addresses through sooner rather than later.

It was decided that we would collect claims for the next EA through to the end of January/first week of February where we would then put them together and seek endorsement for a final set of claims to be served on employers sometime in March. This gives us approximately 8 months of negotiations before the first EA's start to expire at the end of October.

The collection of the log of claims from our membership is the next step in our campaign for a new agreement in the offshore oil and gas industry. Yesterday's offshore conference was about spending a full day developing the strategy around the next offshore EA campaign especially given many of the complexities that will cut across the campaign as well as the predicted widespread and organized opposition. This is the most well-resourced industry in the country with a militant employer association in AMMA that will be cheered on by the right-wing press in opposition to our campaign for better wages and conditions across the offshore industry. Yesterday was about preparing properly for this critical campaign and seeking consensus on our strategy going forward given the predictable difficulties.

Seacare Authority Code of Practice Approval 2018 – Health and Safety in Shipboard Work, including Offshore Support Vessels

As part of the Offshore Conference we were given a briefing by NSW Branch Secretary Mick Cross on recent attempts to undo the recent good work of having the Seacare Authority Code of Practice include for the first time a chapter specifically on Offshore Support Vessels – Chapter 21. Please take the time to understand this issue. Below is a short brief regarding the Offshore Safety Code of Practice.

- The Code of Practice inclusive of the offshore chapter was adopted in 2019 after substantial input from the MUA

- Employers and AMSA do not like it and are seeking to roll it back as much as they can.

- In particular, employers want the offshore chapter removed. Employers want to use the GOMO Code (Guide for Offshore Marine Operations) as the ONLY safety guide in the offshore. There is no union involvement in the development of the GOMO and it is deficient in a whole number of areas directly related to Australian WHS law such as consultation, rights for HSRS and the hierarchy of controls.

- The reason we want the offshore as a chapter of a broader shipboard code is that it covers all the Australian WHS law processes

- We need to develop a plan to roll out the code across different companies and worksites, both offshore and bluewater

The code is available here (it's the 'legislative Instrument'). We will also get it up on the MUA website today.

<https://www.legislation.gov.au/Details/F2018L01173/Download>

Review of Marine Order 47

Assistant National Secretary Ian Bray also gave an update on the 3 days of lobbying earlier this week in Canberra in relation to the attempts to halt the suggested changes around MO 47 that were proposed by AMSA and would have been detrimental to safety in the offshore industry.

AMSA sought to undertake a review of Marine Order 47 and MO60 with the intention to merge the two marine orders. The outcome was vastly different to the intended merge of the two marine orders and despite the MUA writing submissions, raising concerns and objecting to fundamental safety elements of the Marine orders being wiped out, AMSA pushed ahead with a new marine order.

A marine order that:

1. removed marine crews from rig shifts,
2. removed penalties for irresponsible operators,
3. done away with their responsibility to enforce compliance and
4. completely changed the out of water inspection regime for FSOs and FPSOs.

The MUA responded by seeking to have the new Marine Order disallowed by Parliament and worked with Labor to get that disallowance motion into effect.

Over the first 3 days of this week the MUA (officials and delegates) lobbied the senate cross bench and the Greens to support the disallowance motion. Our efforts were a success with all cross-bench senators agreeing to support the disallowance motion, which resulted in the Government instructing AMSA to go back out and consult with industry and stakeholders (including unions) on the new Marine Order.

The disallowance motion continues to remain in effect and will be put to Parliament on 4th of Feb 2020 if AMSA

fail to produce a marine order that upholds the safety and compliance regime the Offshore industry needs.

Offshore Alliance

Many members will be aware of the campaign being run jointly across the offshore industry by the Offshore Alliance which is a formal alliance between the MUA and the AWU to organise offshore workers outside of the MUA traditional areas of coverage. All members are invited to keep across the campaign through the Offshore Alliance facebook page at:

<https://www.facebook.com/Offshore-Alliance-524335271311416/>

Vale Mark Sanim

The Branch regrets to advise that Townsville stevedore, Mark Sanim passed away on Wednesday 20 November 2019. Mark joined the union 1 June 1995 and was a veteran of the 1998 Patrick dispute, never missing a day on the picket line.

He never missed a dues payment and loved his union and loved his job. Mark went on to work for Townsville Bulk Storage Handling up until he suddenly took ill in September this year. In true spirit of the MUA, after hearing of the news Mark had cancer, the TBSH members quickly raised \$2000 for his grief stricken family to make sure money was not a problem at their time of need.



Mark was extremely grateful for their gesture even saying they should not have done it as they had hardly had any work in recent times. A message went out to the delegates of the Queensland Branch Committee and a fund was set up. Col Davies from the vets opened the account. Total raised was just short of \$8000. The Queensland Branch and the Sanim family would like to

thank the following people and rolling funds for their donations in a great show of solidarity while our comrade was crook.

- Queensland Branch
- TBSH Members
- TBSH
- Patrick Brisbane Members
- Gladstone Tugs Members
- MUA Veterans
- Oscar Borlase
- Ann Gray
- Michael O'Shane
- Peter Nixon
- Paul Gallagher
- Col Davies
- Peter Downey
- Shane Ralph

MUA Members Fight for A Great Cause in the War on the Wharves Fight Night *by Jason Miners*

Queensland Branch members, Carlo Fern and Josh Thompson strapped on the gloves and got in the ring for a good cause.



Both members did the Branch proud and ensured this important annual event was a great night for charity in "Souths Cares" which does fantastic work in the space of mental health wellbeing.



We also had some of their workmates fly down to support them in Bill De Vere and Robb Dodds. This event has seen thousands of dollars going to such great causes.

There will be an ANZAC War on the Wharves next year with the best of our kiwi brothers and the best of the MUA gang going to take on the USA crew in Hawaii. The organisers of this event over the preceding years need to be commended for the huge amount of work that goes into setting this event up.

National Svitzer EA Makes Some Progress *by Jason Miners*

The last four days has seen the national EBA which sets the standard for Harbour Towage around the country take a step in the right direction. The unions have put packages to each other which have the potential to settle this Agreement. The key outstanding items which we won't settle until resolved are as follows:

- Uplifts for Cairns and Bowen with a suitable Pops.
- Cairns is currently at a 3.9% uplift on top of the national wage.
- Bowen is currently at \$75 per day on moorings which equates to about \$9000 PA.
- Brisbane we are pushing for the permanent crew won through the FWC not to be contracted

New Bunker Barge in Brisbane *by Jason Miners*

New bunker barge comes into Brisbane with MUA labour to take on other operations.



The MUA was involved in assisting in an interview list of seafarers for the new bunker barge in Brisbane, ensuring it was crewed by union labour.

The barge is in its initial stages of the contract and thus far is taking on more work than initially expected which is a good thing as this may provide further job opportunities as your Branch pushes for a two crew system. Negotiations are ongoing to settle a fair industry standard EA.

MUA and TWU Working Together *by Paul Gallagher*

The MUA and the TWU have determined to work closer industrially and socially around the Port of Brisbane.



This is a natural development seeing as both unions traditionally work side by side at the port and have the same struggles against the same employers.



We are holding BBQs on Port Road monthly opposite DP World. We also have an ALP Branch called the Port of Brisbane Branch for like minded workers at the port to join and become politically active.



You can call the MUA Branch for details of joining the ALP Branch. The next BBQ will be held at 2.00pm to 4.00pm 18th December giving workers a chance to call in before

or after their shifts. We hope to see you there as we can only get stronger together!

Townsville Smit Lamnalco Workers Potentially Exposed to PFAS by TESS IKONOMOU - Townsville Bulletin

Source: <https://www.townsvillebulletin.com.au/news/townsville-smit-lamnalco-workers-potentially-exposed-to-pfas/news-story/15f6f27b66b648361b66ef4bf8a52bf0>

Port of Townsville workers have potentially been exposed to toxic chemicals, as authorities investigate an alleged spill and the union calls for health tests.

PORT of Townsville workers have potentially been exposed to toxic chemicals, as authorities investigate an alleged spill.

Smit Lamnalco, which has the towage contract at the port, was visited by the Australian Maritime Safety Authority and Workplace Health and Safety Queensland yesterday over its handling of the removal of firefighting foam from its tug boats.

The Maritime Union of Australia claims workers have been given the task of removing the foam over past months. It alleges on one occasion when it was being pumped into a truck, chemicals spilled out onto concrete at the wharf and on another occasion spilt into the water.

"The maritime union is concerned our members have been contaminated by dangerous chemicals which at this stage the company is denying is PFAS," Queensland Branch Assistant Secretary Paul Gallagher said.



"We have no choice but to go to the authorities." Mr Gallagher said workers were left feeling ill and vomiting after they inhaled the vapours from the firefighting foam when a tank containing it was opened.

A Townsville Port spokeswoman said it was not notified of the onsite visit yesterday, but had been made aware of an incident "involving a towage company's workers" by the authority.

"With regard to PFAS, in 2017/early 2018 the port made all users/customers aware that a change in legislation was being enacted to phase out firefighting foams containing PFAS chemicals," she said. PFAS (per- and polyfluoroalkyl substances) are a group of man-made chemicals that includes PFOA, PFOS, GenX, and many other chemicals.

The Townsville Bulletin understands up to 25 "furious" crew workers want to be tested to see if they have been contaminated by PFAS. After their exposure to the

substance, a number of workers have recorded abnormally high cholesterol levels that they didn't have previously.

The Bulletin has seen a material safety data sheet produced by the manufacturer of the firefighting foam contained on the tug boats, which lists perfluoroalkyl sulfonate as an "ingredient", however there isn't a searchable chemical by this name.



The document warns users to "avoid inhaling smoke and fumes" and to "ventilate closed areas before returning". The Bulletin understands concerns have been raised over the adequacy of the safety equipment used by staff when they were removing the foam. A Department of Environment and Science spokesman said officers were reviewing information.

"The department ... is making inquiries into a possible PFAS related matter at the Townsville Port after receiving advice regarding an incident involving an allegation of fighting foam having been spilled," the spokesman said.

"In 2016 the Queensland Government was the first jurisdiction in Australia to ban the future use of PFOS and PFOA firefighting foams, with a three-year phase out by June 2019." The Australian Maritime Safety Authority was contacted for comment. Smit Lamnalco was contacted for comment.

Smit Lamnalco To Offer Employees PFAS Testing

by Tess Ikonomou - Townsville Bulletin

Source: <https://www.townsvillebulletin.com.au/news/smit-lamnalco-to-offer-employees-pfas-testing/news-story/1b5ebfdb1ea2839514a088e215096072>

A company whose workers at the Port of Townsville were exposed to chemicals through the removal of firefighting foam will now offer their employees blood tests.

A company whose workers at the Port of Townsville were exposed to chemicals through the removal of firefighting foam will now offer their employees blood tests.

The Townsville Bulletin revealed earlier this month Smit Lamnalco, which has the towage contract at the port, was being investigated by the Australian Maritime Safety Authority over an alleged spill of about half a litre of firefighting foam from tug boat SL Herbert over board into the water.

An AMSA spokesman also confirmed chemicals were spilt on a worker's clothing on August 23 this year.

Smit Lamnalco Australia managing director David Fethers said no Townsville employee had yet come forward for PFAS testing, but the company would support them.



"Following the concerns raised in various media in North Queensland, Smit Lamnalco have offered voluntary blood testing for any employee who is concerned about their potential exposure to PFAS through the carriage of firefighting foam on board the Townsville tugs," he said.

Maritime Union of Australia Queensland branch assistant secretary Paul Gallagher said Smit had employed an occupational hygienist to help staff with safety concerns.

"It's a bit late, but the union is happy they've agreed to test the staff ... the occupational hygienist will help employees through their tests and with any information they need," he said.

"It is true that most Australians would have PFAS detected in their blood, and that there's no lower level limit in Australia, but what the test will achieve for employees is to document the levels now in case they get sick later on in life, 30 or 40 years later."

Mr Gallagher said the union was still disappointed with how Smit was handling the concerns of its staff, and claims when management met with the port authorities earlier this month, they did not visit their staff.

"It's just poor form all around, I think it's total disregard for the health and safety of their staff who have been doing the job day in and day out over previous years," he said.

A Department of Environment and Science spokesman said in 2016 the Queensland Government banned the future use of PFOS and PFOA firefighting foams with a three-year phase out deadline of June 2019.

PFAS (per- and polyfluoroalkyl substances) are a group of man-made chemicals that includes PFOA and PFOS.

Workplace Health and Safety Queensland is also conducting its own investigation alongside AMSA and DES.

RV Investigator

The Australian Flagged RV Investigator is a 95 metre research vessel, owned by MNF (Marine National



Facility), Operated by CSIRO (Commonwealth Scientific and Industrial Research Organization) and manned by Australians through ASP shipping. In 2014 the ship was built in Sambawang shipyard Singapore, to replace the RV Southern Surveyor. She accommodates a crew of 19 (11 MUA members per swing comprising of 2 cooks, 2 stewards, 1 bosun and 6 ratings) and anywhere up to 40 scientists. The state of the art vessel is equipped with some of the newest technology to keep Australia up with the competitive science world.



The work scope for the crew is extensive and forever changing as new science equipment becomes available for use and testing. Deployments and recoveries are done utilizing one for the 14 specialized winches and 5 cranes onboard. Ranging from deep towed cameras, CTD's, trawl fishing, dredging, seismic, moorings and coring amongst other science work. A vast amount of destination that the vessel sails to makes no two trips the same and always interesting. Sailing to Antarctica, Solomon Islands, Papua New Guinea, Indonesia, Singapore, New Zealand, Herd Island as well as various ports around Australia. With the amount of equipment onboard it makes for an uphill battle to keep all of gear maintained with such short turn arounds between voyages.



Being such a new vessel, it has given the crew the opportunity to put their own stamp on the ship to make it a user friendly environment to have tasks done in the safest possible manner but still getting the job done to the standard required. All in all, it is a happy and tight crew given the conditions that we work under and comradery amongst both swings. A big shout out to Jason Campbell from the Tasmanian branch for fighting the good fight for us when call upon.

In unity - James Hogg – Queensland Branch Member



MUA Old Timers Christmas Luncheon

The retired members Christmas function was held on 10 December 2019 and was well attended by over 60 union veterans and their families.



The Branch would like to thank all the organisers and volunteers to help make this another great function.

Legal Eagle

Casual Conversion *by Lee Norris*



In 2018, the Fair Work Commission made a general ruling that casual employees with more than 12 months regular and systematic service could make a request to their employer to be converted to permanent full time employment.

The provisions were to be amended and adopted to the needs of each modern award covering an industry.

Since that time the MUA has attempted to use the provisions, with success, under the terms of the Stevedoring Industry Award 2010.

More recently, a long term member with six (6) years service as a casual working for a towage company sought to convert his employment to full time permanent under the terms of the Towage Industry Award 2010. Under the process in the award, the employer baulked at converting the member to full time employer.

Faced with no other options, the Branch took the matter to the Fair Work Commission to have the dispute arbitrated. Acting with good sense, the employer saw the writing on the wall and settled the matter to the member's satisfaction before the matter went to arbitration.

The MUA will not tolerate these casual conversion clauses having no effect. They were inserted into modern awards for a reason; as a direct result of the ACTU insecure work campaign. Where an employer refuses to give them full effect, and the member has a case of merit under the clause, you can expect that we will contest each case.

An important point to remember is to fight hard as each EBA bargaining round comes up to have to clauses either inserted into your Enterprise Agreement or have the Modern Award operate in conjunction with your Enterprise Agreement.

Give casual employment the boot!

Life Membership



Kenneth Anderson has been a long term member for some 34 years. He attributed his conditions and wages, which have provided for him and his family, to the union.

The Branch wishes Kenneth all the best for the future and sincerely thanks him for his loyalty to the union.

MUA Veterans Report 2019 *by Col Davies*

On behalf of all of our Veterans I wish to extend Seasons greetings to all rank & file members, branch officials, branch staff and branch committee members right across Queensland.

Our ability to continue our activism, support other causes and hold our functions would not be possible without your continued financial, and moral support. It's very much appreciated comrades and a call out to Turner & Freeman for their ongoing donation.

On Tuesday 10 December 2019 on behalf of the President, Barney Sanders and the committee I welcomed 80 plus to our end of year function where a great day was had by all, thanks go to all those who helped set up, our kitchen hands and helpers from the rank & file who without, the day would not be possible.

During the year we were kindly donated a Leather-Bound Book some 106 years old, it was a retirement gift for Mat McCabe the last honorary Secretary of the Waterside Workers Federation. We sourced a display cabinet (Australian made) and shared the cost with the branch, it's worth a visit to the branch to see a bit of history.

We attended rallies and financially supported various causes including:

- Demonstrations outside Rio-Tinto offices.
- The ETU picket at OI Glass at West End and donated \$500.
- Donation of \$200 Everyday hero/Mental awareness foundation.
- \$200 donation to Mark Sanim a Wharfie from Townsville suffering cancer.
- \$200 to Faith/Jordan Ngoran to raise money for an assistance dog.

We have joined the Vintage Reds and where we can combine our interests we do; Vintage Reds is part of R.U.N. "Retired Unionists Network" commenced by the ACTU.

We have continued playing our part in the Fair Go for Pensioner's Coalition to which I am National Chair (**only, I suspect because no one else want's it**) but you get that.

At present we are working on a submission to the "Retirement and Income Review" due in on the 3rd February 2020, the terms of reference are somewhat ambiguous but rest assured no good will come out of it for those on full or part pensions. You only have to look

at the make-up of the panel and realize that no one representing the most vulnerable in our society is there.

- House as an asset / not yet but may well say a percentage of the home or if the home is worth more than a certain amount. But that's the thin edge of the wedge and those parameters can be changed at a whim.
- Limit on the amount taken as a lump sum and many others.

The current government under Morrison has moved from the "Debt Deficit and Despair hysteria of the 2014 budget to embrace an expansive government of good debt and bad debt. But don't be fooled they have not wavered one bit from the agenda laid out by Abbott, Hockey and Corman and their age of entitlement narrative of that disastrous budget.

The continued Vilification and demonizing of the disadvantaged are a hallmark of this government and a pitiful attempt to shift the blame to any one on welfare.

You know? The damage done to welfare recipients and people affected by unemployment or under employment to repeatedly read sensational media headlines' accusing them of being leaners as opposed to lifters. Is immeasurable and lacking any empathy or understanding.

Take the latest mean spirited and penny-pinching attack on recipients of new start. That is the doubling of the time you can apply for Newstart from 13 weeks to 26 weeks for singles who have \$18,000.00 or more in savings.

As though these people, in their eyes at least, are living the life of luxury on \$40 a day. The new start allowance is way under the poverty line, and it's no accident that it's



kept that way. In real terms there has not been a rise to the rate of Newstart since 1994, yes you read right 1994? When both the major parties explain to us what's fair with MP's receiving \$288 per night allowance when parliament sits, and those on new start receive \$280 per week, they will get some understanding from us.

But this government has a broader agenda, and that is to cripple our current social security system.

So comrades the fight goes on, we as retired unionists can, and do have a role to play in the broader fabric of

Australia, and our motto of "Retired from the Workforce not The Struggle" could be the call for any number of retired unionist's organizations, for without struggle nothing in the past or future would have or will be gained.

In Unity - Col Davies

Queensland Branch Women's Committee *by Ann Gray* **Branch Committee**

The Branch Committee nominations have been appointed and it will be Ann Gray and Lisa Lodge. If I am at sea and cannot attend, then Lisa will act as my proxy.

Activists

Our Activists are re-grouping as the need is of the utmost importance since the Labor Party lost the last election. We had been quite active but now must become very active. The goal will be that at the next Federal election we get the Labor Party into Parliament.

Emma Miller Award

The Women's Committee wanted to nominate Fran Wilson from Brisbane Ferries (Transdev) for the Emma Miller Award this year. This was agreed by all the Officials but it appears that Fran was awarded the Emma Miller Award in 2016. This had somehow got overlooked but the end result is that congratulations are now in order for Fran. We rang her the other day and informed her of same. The QCU will be sending Fran another certificate out and it is great news that we have another woman in Queensland who has this award. Congratulations once again to Fran.

WIMDOI (Women in male dominated occupations and Industries)

This was held in Devonport on the 12-14 November 2019. The whole event was a resounding success and there were women from many and varied occupations who attended as did our members from each state. The women stated that it was one of the best ever and we can hope that the next WIMDOI can top that.

ALP QLD State Conference 2019 Dinner

This was attended by both Lisa and myself and members from the Branch along with all the "movers and shakers" from the Labor Party.

Photos were had with Penny Wong and Anastasia Palaszczuk, Premier of Queensland. Mich-Elle Myers, Vice President of the Labor Party and a great night was had by all. Many thanks to Steve for his invitation.

We trust that everyone will have a Merry Christmas and a Happy New Year and that 2020 will be a little better than 2019.

Ann Gray/Lisa Lodge - Queensland Women's Committee

Share the Dignity

Share the Dignity is to help girls and women in need. It wants every woman to have access to sanitary items, no matter who. It is estimated that over 100,000 women need help with sanitary items and with over 214,000

donated this year, this will go a long way helping those women and girls.



The Branch got behind this appeal and it was amazing to see our box nearly full at the time of collection. A motion was passed at our August Stop Work Meeting to have boxes at all our Brisbane Terminals as well as the Branch for next year's appeal. Thank you and well done Queensland Branch.

It was gratifying to see the men at the meeting getting up and saying they and their families had donated items. Another well done to the Comrades of Brisbane.

YIU - Ann Gray/Lisa Lodge - Queensland Women's Committee

Superman: The Value of Insurance Cover

If you're like most people, you probably insure your car, home and health. But what about your ability to work, earn an income and pay the bills if the unexpected were to occur? Having adequate insurance is invaluable in times of need.

Types of cover

Super funds usually offer some form of death and disablement insurance - here's a simple overview of the types of cover:

- death cover pays a lump sum to your beneficiaries in the event of your death
- disablement cover pays a lump sum if you become totally and permanently disabled and you are never able to work again.
- income protection cover provides a regular income if you're unable to work due to sickness or injury.

Why it's worth getting insurance through super

It's created especially for you

As your industry fund, only Maritime Super understands you and your job. Our insurance is specially tailored to provide great value and cover to people who work in the

maritime industry by taking into account the key roles and risks within the industry and offering relevant cover options. It offers automatic acceptance for basic levels of insurance cover based on your membership category.

It's more affordable

Super funds can usually negotiate competitive prices with their insurer not necessarily available to you privately. Better still, these are typically lower insurance premium costs compared to individual insurance policies for maritime workers with similar benefits.

You have no out-of-pocket expenses

Your premiums are paid directly out of your account, not your weekly budget. In some membership categories, your employer even covers the cost.

It's flexible

You can change your level of insurance at any time, for example when your personal circumstances change or you get a pay rise.

So how much do you need?

Most people get a basic level of cover through their super fund, but in many cases it may not be enough based on their financial commitments and dependants. Here's a good starting point for working out how much you'll need:

1. Start by making a list of your living expenses

Your mortgage or rent, groceries, utilities, phone, internet, school fees, car repayments etc.

2. How much do you have to live on if you couldn't work?

Include savings, investments, sick pay, long service leave etc.

3. How long would that money last?

While you're at it, have a think about whether or not you would be happy using this money for the day to day expenses.



After going through these three steps, you should get a good idea of how much you'll need. It's also worth speaking to a financial planner for advice.

Don't forget to review your needs and cover from time to time

As your life changes, so too will your insurance needs. After all the important groundwork is done, remember to regularly review your cover, particularly when your circumstances change. You may need to increase or reduce your cover according to certain life events, for example when buying a home, having children, paying off your mortgage or separating from a partner.

Learn more

Maritime Super has a number of resources to help you learn more about insurance:

- visit our website and explore the 'Insurance' section
- watch the 'Insurance and super' video in the Resources section of our website

- get advice from our financial planners regarding your level of cover – call 1800 757 607 to speak with a financial planner.
- meet with David Zaloudek, Maritime Super's financial planner in Queensland – contact David on 0488 072 369 or davidz@maritimesuper.com.au

International Dockworkers Council (IDC)



A delegation from the Queensland Branch attended the IDC's 8th General Assembly held in Lisbon Portugal 19 – 21 November 2019.

In attendance from the Branch were Stephen Cumberlidge, Chris Massey, Kerryn Loose Jones, Boyd McKenzie and Nick Atta. The Branch thanks the attendees for their representation and participation.



The following are some of the proposed modifications to be endorsed:

ARTICLE 11 - IDC GENERAL MEETING

The supreme sovereign body within the IDC is the General Assembly of representatives elected by the trade union bodies affiliated to the IDC.

1. *An Ordinary General Assembly shall be held every three years at the place and on the dates fixed by the Standing Committee.*

In this way, more effective management can be achieved, by organizing sub-areas within IDC areas, with more

dynamic and concrete management in the same area of action.

ORGANISATIONAL CHANGES TO ADAPT THE NEW STRUCTURE OF THE IDC

Gathered in Lisbon on 19, 20 and 21 November, it is proposed to the 8th General Assembly of the IDC to modify the organization chart of the IDC in order to adapt its structure to its needs, to develop its growth and to be able to respond more quickly to the challenges.

To this end, it is proposed to create a new coordination figure and a new sub-area to manage the complexity of the region in a more dynamic and efficient way.

Health and Safety Coordinator: The figure to be created would be the Health and Safety Coordinator, who would coordinate all health and safety issues in the different IDC areas through a team of experts.

Brazil sub-area: A sub-area would be created for Brazil, which would be responsible for managing this area from the same territory, thus giving much more dynamism and participation to the region.

LAUNCH THE EQUALITY AT WORK PROJECT

Gathered in Lisbon on the 19, 20 and 21 of November, we propose to the 8th General Assembly of the IDC to initiate a new project called "Equality at Work Project" with the intention of making visible the primary barriers that exist in the port environment, with reference to the inequities that exist including gender, race, religion or social status. For this proposal, we will design a project based in the IDC zones, trying to identify the principle socio-cultural barriers that exist and making decisions once they have been analysed.

With the purpose of harmonizing our family life and work life, it is imperative to advance policies for the elimination of gender discrimination through an internal network that will be created, led by Anastasia Frantzeskaki, as was proposed in the meeting of the working group in Valencia at the beginning of 2018. We will use the contacts made during the Encuentro de Mujeres Portuarias in Uruguay in 2017 and the contacts in North America from the IDC affiliates ILWU and ILA, creating a network that not only will enable the identification of existing problems but also the evaluation of the representivity of women in the IDC.

At the same time, we call for promoting the participation of women in all of the work areas, providing for their access to formal positions of decision making in equal conditions to those of men, as well as expressing our rejection of misogynistic violence on 25 November, the date commemorating the "International Day of the End of Violence against Women".

GENERAL POLICY

The IDC (International Council of Dockers) is an organization formed by port workers' unions from all over

the world. Its foundations define it as a working class organization, unitary, independent, democratic, representative and whose decisions are taken by the general assembly.

The IDC was officially founded on June 27, 2000, in Santa Cruz de Tenerife. Its independence is guaranteed by its functioning, which depends only on the contributions paid by its members.

Meeting in Lisbon on 19, 20 and 21 November 2019, the 8th General Assembly of the IDC notes that the ultra-liberal policy, applied in the world by the various governments, is economically and socially harmful. This policy in the service of employers is fully in line with the criteria of the various free trade treaties such as TAFTA, CETA, MERCOSUR or JEFTA among others.

Under the guise of the global economic crisis orchestrated by the capitalist system, the political orientations of recent years have confirmed and accentuated this guideline of generalized deregulation.

This policy responds to the wishes of big capital, to the supranational demands of the bourgeoisie, which advocates ultraliberalism to the extreme, which has the following consequences:

- Imperialist wars with disastrous consequences for countries, and their populations driven into exile and stigmatized
- The questioning of independence and national democracies, aggravated by the consequences of free trade agreements.
- Accelerating austerity policies in response to IMF and financial market injunctions
- The economic recession caused by the crisis, of which the people, and especially the workers, are the main victims.
- Privatization of the public sector
- Total impunity for bankers, industrialists, merchants and shareholders who relocate their activities to tax havens and global areas where labour is underpaid. This unrestrained pursuit of overprofits is to the detriment of employees in "developed countries" but also to the detriment of other peoples who are stripped of their natural resources
- The scandalous accumulation of profits by shameful financial speculation, which means that when social plans are announced for the loss of thousands of jobs, the salaries or allowances of CEOs and dividends paid to shareholders go from record to record.
- The questioning of stable jobs by a very strong explosion of precarious jobs.

- Dehumanization through the acceleration of robotization and the digitization of the world of work.
- The questioning of our social protection systems.
- An anti-democratic, fascist drift, from the negation of individual and collective freedoms.

These are some significant aspects of the disastrous consequences of a policy of submission to financial powers. It is this criminal policy based on overprofit through speculation that deliberately creates a financial, economic and social crisis that accentuates poverty in the world.

The only really effective way to counter this logic of breakage and abandonment is by bringing together dockworkers and port workers at international level in the fight to satisfy the needs expressed, it is by drawing on the needs that the demands are democratically forged.

It is in this sense that the IDC General Assembly calls on all dockworkers and port unions throughout the world to join our ranks, to unite, to mobilize, to fight in particular for:

- The fundamental right to stable employment
- Full employment and reduction of working time
- The increase in the purchasing power of all employees
- Improving professional qualification by requiring resources for training
- The refusal of any form of precarious employment.
- The rejection of the IMF, the WTO, ultra-liberal policies and its anti-social directives.
- Respect and improvement of the content of the statutes and collective agreements.
- The fact that our jobs are difficult is not taken into account.
- High-level social protection, accessible to all and based on solidarity, including intergenerational solidarity.
- Respect for and strengthening of trade union and political freedoms by obtaining new rights for trade unions and professional organizations.
- The firm and systematic rejection of any challenge to the right to strike.
- The firm and systematic rejection of any police or judicial repression or any criminalization of militant action.
- The rejection of all forms of racism and xenophobia.

The General Assembly reaffirms its commitment to international relations, their improvement and fraternity with progressive and democratic organizations.

To achieve these objectives, the IDC General Assembly calls on all dock and port workers to organise themselves, to debate and to act in ever-increasing numbers within IDC. Social, economic and cultural progress requires it.

It urges them to mobilize and take all measures to ensure that IDC maintains and strengthens its unity, combativeness and solidarity.

- **SUPPORT TO THE AFRICAN ZONE**

The IDC General Assembly meeting in Lisbon on 19, 20 and 21 November 2019 continues to support the African zone of the IDC, and confirms the need for this support to enable its development and organization in order to defend our demands there:

- The IDC will continue contacts with international shipowners in order to present our demands and in particular to ensure that the same treatment is available in all African ports without discrimination against working conditions.
- The IDC defends training and in priority for dockworkers and port workers who live exclusively from port work. We therefore call on African States to ratify ILO Conventions 137, 152 and Recommendation 145 and to adopt national legislation in accordance with these standards for reasons of justice, permanent and decent employment.
- The IDC decides to provide once again strong support to African coordination through the renewal of a special mission for Africa within 3 years.
- The IDC decides to create trade union training for African delegates, and to offer a training session within 3 years.
- **INTERNATIONAL COMMISSION FOR THE DELIVERY OF THE BOOKLET AND RECOMMENDATIONS IN THE DIFFERENT PORTS AFFILIATED TO IDC IN LATIN AMERICA AND THE CARIBBEAN.**

This commission made up of comrades affiliated to IDC would have as its main objective the delivery of the "BOOKLET WITH GENERAL RECOMMENDATIONS ON SAFETY AT WORK IN PORT OPERATIONS" and the permanent vigilance for the fulfillment of these recommendations; so that in case of not complying repeatedly with the provisions or systematically exposing our comrades to conditions of insecurity, we would be able to pressure from other entities as a whole from IDC.

- **TRAINING IN COLLECTIVE BARGAINING TOOLS.**

There is a proven gap with regard to the tools that port workers have in terms of collective bargaining, a situation that leads them, most of the time, to sign negotiation forms that do not favour workers as they should or that place them in an unequal situation when it comes to

forming negotiation tables, since companies have teams of professionals in the consultancies.

- **4TH ASSEMBLY OF WOMEN DOCKWORKERS OF LATIN AMERICA.**

The struggles against the patriarchal and capitalist model that women have suffered around the world have revealed diverse inequalities such as lower pay for the same work between women and men, sexual and reproductive rights, structural violence, sexual and domestic violence, among others. In the case of the port movement, this situation is no different; there is still a huge gap in access to better working conditions for female colleagues in port operations. The percentage of female colleagues performing port tasks is still lower, and it is of vital importance to generate adequate procedures to supervise that anti-union practices are not worse for women. For example: in Peru they do not have the necessary basic services covered, in Chile most of them carry out administrative tasks being very restricted the access to floor or ship tasks. Therefore, it is urgent for the benefit of the general port movement to promote spaces where women can advance their own demands and claims.

MOTIONS PRESENTED BY THE OCEANIA ZONE OF IDC

- **MOTION MUA AGAINST AUTOMATION**

The rapid escalation of automated port processes is continuing across the world and is acute in Australia. This ongoing development of port and container terminal automation and the rise of advanced new technologies has given employers the opportunity to systematically displace human beings and replace them with machines and algorithm driven computer programs. It is mostly being aimed at higher wage, unionised operations where the predominant cost of stevedoring is variable capital in the form of wages. The potential impact for workers is mass unemployment.

We live in the age of automation and technology but we ask why should robots and machines be used in a way that does not contribute to any positive social development besides reducing a worker's standard of living. The only gain is for employers who make huge profits at the expense of their redundant workforces. This is a shortsighted approach that neglects people, our communities and our society. It is not a pro-human or pro-community view of the world. It is not a union view of the world.

Recent meeting of the MUA's Waterfront Commission met to discuss automation and technology questions in detail. The threat to worker's jobs and the economic and social impacts on the community are very real.

Automation and technology are being used for personal private gain at the expense of the community. Automated terminals are objectively less productive and

consequently offer few social benefits to communities. They offer even less opportunities and benefits to workers. They offer no opportunities for our children.

This position paper will direct the MUA in our responses to employers who are seeking to automate functions on the Australian waterfront. It will be the industrial basis of how the MUA is dealing with this question.

MUA AUTOMATION POSITION

1. No fully automated terminal will be established or fully automated equipment deployed. Fully automated for purposes of this clause refers to machinery/equipment, (including driverless and artificial intelligence controlled and operated machinery/equipment), devoid of human interaction in the operation of machine or equipment control / exemption functions.

2. No introduction of semi-automated terminals, or technology except by agreement by both parties prior to its implementation.

3. There will be no loss of jobs due to automation or technological change.

4. No existing or future terminal machinery, equipment, terminal operating systems or terminal access and entry gates will be operated by remote control outside of the terminal area to the exclusion of workers covered by this agreement. All terminal machinery and operating systems shall be operated and covered by workers under this agreement. This includes all non management roles within the terminal.

5. Therefore, the MUA shall have coverage of all new roles, classifications, categories, and/or jobs that are created as a result of automation or technological change despite the change in the way the function is carried out as a result of automation or technological change. All roles in connection with terminal operating systems and equipment will be covered by workers under a stevedoring agreement.

ADOPT A FIRM POSITION ON SOLIDARITY WITH OUR BROTHERS AND SISTERS OF THE ILWU.

IDC strongly condemns the outrage the ILWU is suffering with the courts' decision to impose an astronomical fine with the clear purpose of weakening the union. Observing with concern a strategy that jeopardizes the future of the unions if accepted without firm opposition, the IDC calls for a firm condemnation of these attacks and solidarity with the comrades of the ILWU.

Hutchison 1st International Regional Safety Committee Workshop

The 1st International Regional Safety Committee Workshop was held in Jakarta, Indonesia 11-12 December 2019. Stephen Cumberlidge and Matt Jones attended on behalf of the Queensland Branch.



Stephen Cumberlidge Addressing the Workshop

After registration the Workshop was addressed by the International Secretary Office followed by safety short films and information regarding saving Indonesian Ports.



There were international updates and Paul Keating addressed the Workshop regarding Building Safety Awareness and examples of MUA building safety campaign.



Background - Steve Cumberlidge - In His Father's Footsteps

Steve Cumberlidge, newly elected Queensland Branch Secretary of the Maritime Division, Construction Forestry, Mining and Maritime Union, is the son of a former Branch Secretary of renown.

Claude Cumberlidge lead the Melbourne branch of the



Waterside Workers' Federation in the 1980s. Steve acknowledges he is following in his father's footsteps. He recalls his admiration for

his dad as a young boy: "He was there when I started on the wharves in 1983. Wherever you went everyone wanted to sit at his table. Dad was a very respected man. He was a beacon for sure. But he was always there to watch us play footy when we were kids." Steve remembers how his father was offered a spot in the national office. He said he wouldn't leave his family and suggested John Coombs. John went on to become national secretary. Claude Cumberlidge passed away early, from dementia. "We believe it was from his early exposure to heavy metals on the wharves," says Steve. "He died a terrible death."

Soon after Steve lost his brother, Bobby in an industrial accident at Toll's Westernport wharf in March, 2007. "Losing my brother was devastating," says Steve. "It's something you never get over." Steve left the wharves after contesting an unfair dismissal at Qube, where he was a union delegate: "We were coming up to the enterprise bargaining agreement. Management fabricated a story I was walking across a non-designated safety zone. It wasn't me. It was a young bloke with two young kids. I took the hit for him." Steve said the case folded after the second day, with one of the managers in the stand calling out, "How much do you want not to come back?" He asked for enough to pay off his mortgage - and a bit more: "They paid me. After that I sued for the pain and suffering."

The settlement cost him 'right of entry' at Qube nationwide and made national headlines in the Australian Financial Review after his election ('MUA leader banned from stevedore sites').

Steve did not return to the waterfront after leaving Qube. He became a seafarer working the dredges for Inpex on the LNG project off Darwin. "I was on the backhoe dredger, then the Simpson, then one of the

biggest of them all, the (giant cutter-suction dredge) Athena. "I worked from contract to contract for the Dutch, the Belgians, the Norwegians. I had tickets with all of them. It's been a great experience."

Steve acknowledges he came a little bit later in life to the job of union official: "I didn't run on a ticket, I won on my own merits, I don't owe anybody." It was close. Just a few votes. He credits his win to campaigning hard and getting around to all the job sites statewide:

"I did the May Day march in Gladstone with the crew up there. I basically got around to all the terminals and all the tugs. I sat and talked to members and when they asked me a question I gave a straight answer. No bullshit. I've always found if you tell them like it is, whether it's good news or bad news, it goes down better."



Steve boasts a good relationship with the Labor Party and other unions. "I get along with anyone who wants to get along with me. I have a good relationship with the companies, too - except Qube. "All the officials have been fantastic," he adds. "It's a big learning curve. DP World is by far the biggest challenge, especially with the industrial climate we're in. But we're making ground. Hutchison was going well, but they've taken a step back."

On the coastal shipping front, Steve took part in negotiations with the Queensland Government on intrastate shipping. "We're still in negotiations on how to get us back on the coast," he says. "We've got a new proposal for a shipping line to run from Brisbane to Townsville. We're talking with a private line. It would fly the Australian flag and employ Australian seafarers. Some stuff costs a fortune to freight by road - like \$20,000 per item."

The Branch is also working on new prospects with Transdev city ferry. Confined to the Brisbane river until now, the company is going global. "They are getting bigger," says Steve. "We think they'll pick up more work."

The union has also approached Adani. "If they go ahead we want one of their ships as a training ship, 50% trainees, 50% indigenous Australians," he says.

Steve sat in on meetings over the new national ship laws that now come under the jurisdiction of the Australian Maritime Safety Authority. The union believes it is a dumbing down of qualifications for seafarers. **"In the fishing industry we lost 14 people a year in Queensland," he notes. "But we've lost no seafarers. Shipping is not an industry that should be deregulated.** In my opinion, the national law is just another way of getting qualified people off the ships and making it more unsafe. "We're doing an EBA in Cairns with a couple of the diving companies too. Dave Lyon is doing a very good job. He'll look after a lot of stuff in the Top End."

Meanwhile one of Steve's first priorities is having a plaque put up in the union rooms in Melbourne honouring his father. "It was Dad who organised the new union rooms down in Melbourne," he recalls. "His name should be on them."

Notice to Members

The Construction, Forestry, Maritime, Mining and Energy Union, Maritime Union of Australia Division, Queensland Branch ("CFMMEU") recently held an election for offices that correspond with offices of the The Seaman's Union of Australasia, Queensland Branch, Union of Employees ("SUA").

The CFMMEU is the federal counterpart body of the SUA. To avoid holding two elections for a corresponding office, the SUA will make an application for exemption from holding an election under section 802 of the Industrial Relations Act 2016 (Qld).

The SUA is making this application so that the member who fills an office in the CFMMEU will fill the corresponding office in the SUA.

The members of the SUA will not be detrimentally affected as members have already voted, or been given the opportunity to vote, in the election held for the federal counterpart body of the CFMMEU. If you have any questions, please contact the SUA.

Jason Miners - Acting Secretary

The Seaman's Union of Australasia, Queensland Branch,
Union of Employees



Combined MUA / TWU BBQ

Thursday 19 December 2019 another joint MUA / TWU BBQ was held at Fisherman's Island for members. These BBQ's are held for members and it would be terrific to have as many members as possible attend.

Here are some of today's attendees supporting Jetstar employees.



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