

RANK & FILE VOICE

TOUCH ONE TOUCH ALL - OFFICIAL MUA WA BRANCH MEMBERS MAGAZINE | NUMBER 43 | AUG 2018

**Kill a worker,
GO TO JAIL**

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**Outer
HARBOUR**

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Fremantle Port...

THE FIGHT CONTINUES

Change
THE RULES

Join Australian Unions

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**MUA Point Peron
WEEKEND SPECIALS**

**STAY AT THE
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ON A WEEKEND FROM NOW UNTIL
THE DECEMBER SCHOOL HOLIDAYS
AND SAVE!**



Stay for 2 nights and get the 3rd night FREE!
That's just \$80 for three nights to holiday on the beach at Point Peron, with a group or other families.

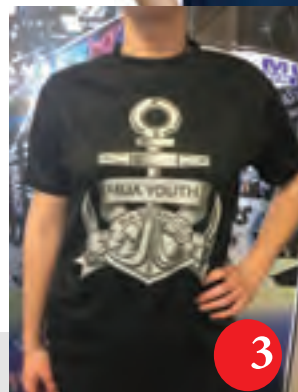
Book through the WA branch office on 9335 0500.

Note: Huts are only available to financial MUA members. September / October 2018 school holidays are not included.

Point Peron: MUA for over 60 years.

AVAILABLE MUA WA BRANCH MERCHANDISE

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LIMITED STOCK, GET IN QUICK
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BARGAIN UNION TOPS!



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MUA WA Branch, Fremantle



MUA RUN NATIONAL AND INTERNATIONAL CAMPAIGN ON CRUISE VESSELS

The Cruise Line Campaign stepped up a notch recently with a meeting in Sydney with Carnival Cruises, which runs 70 per cent of all cruise vessel work in Australia.

Our campaign is centred around ongoing issues of union coverage for cruise ships visiting and homeporting in Australian and New Zealand ports.

It is our intention to have workers covered under a collective agreement with the MUA and MUNZ.

1. We claim full coverage for all stevedoring, baggage handling, porters and security wherever cruise vessels are operating in Australia.
2. With respect to cruise vessels that spend the majority of their season in Australia and New Zealand waters, a claim is hereby made that both Australian and New Zealand seafarers are utilised on these vessels.
3. Shipping agents in Fremantle, Brisbane, Sydney, and Melbourne continue to reject any attempts to negotiate toward reaching a collective industrial agreement to cover these areas of work.

Further meetings have been arranged with affiliates from the ITF along with other local, interstate and international unions.

We thank our brothers and sisters from the ILWU and ILA for their ongoing support and total commitment with this campaign.

THE FIGHT CONTINUES WITH ALP WA GOVERNMENT OVER FREMANTLE PORT

It's a sad day when the Maritime Union and the entire union movement have to fight to save Australian assets.

We now have a WA Labor Government that continues to frustrate and undermine all Australians in respect to local jobs and local content.

The lies and deceit that comes out of their mouths makes me sick to the core.

My view is that we will continue to fight any WA Government that wants to sell our assets and give our jobs away.

There is a lesson to be learnt in all this by the McGowan Government and that is: "Don't bite the hand that feeds you"!

Everyone must attend
Outer Harbour Public Forum
 Wednesday, August 29 from 5:30pm
 Fremantle Town Hall.

MORE AUSTRALIAN SEAFARERS GO ON FRENCH CABLE LAYER

After two full days of hard negotiations, we went from NO Australian seafarers picking the job up in Singapore with AOS, to a full Aussie crew working at Christmas Island, with at least four months' work laying cable from Fremantle to Sydney.

Thanks must go to my offside, George Gakis (WA Branch Organiser), who fired up a few times in the meeting. Well done mate.



Report by
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I won't elaborate on exactly what was said in the meetings, but know... it was full on!
 It's our work on our coast and

they have finally got the message - *Australian Jobs!*

In my view, this win is enormous, taking foreign seafarers from the ship and replacing them with Australian seafarers in Singapore.

- * *What a great day*
- * *Australian conditions*
- * *Australian wages*
- * *A great outcome for us all*
- * *They don't like us.. and we don't care*

INDUSTRIAL MANSLAUGHTER

Here we go again. ALP Minister Bill Johnston continues to argue against his own government platform - that is "*Kill a worker, go to jail*".

I recently had the honour of speaking at the ACTU Congress in Brisbane, where I moved a motion that was unanimously endorsed around this issue.

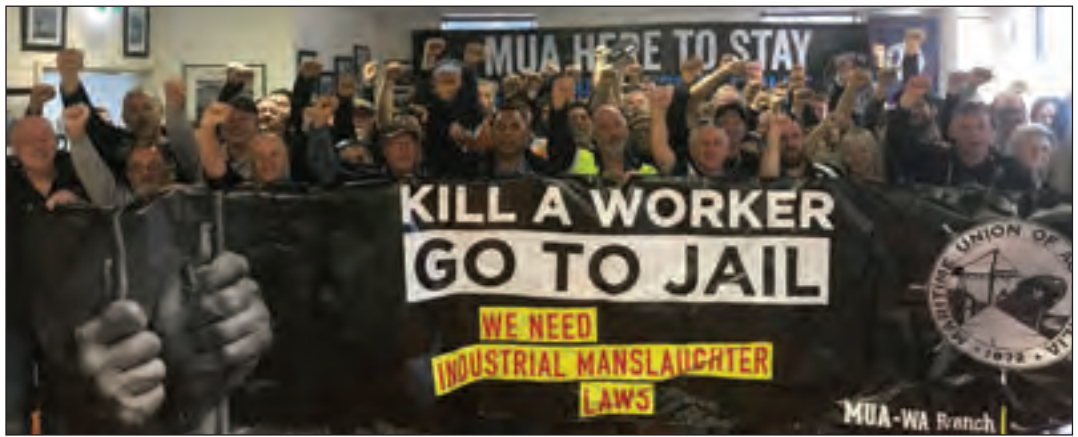
I also addressed the Brisbane Unions rally over industrial manslaughter and the loss of lives that should not have happened. We owe it to the families who have lost their loved ones to continue this fight.

Minister Johnston should take a leaf out of what they are doing in Queensland, instead of sitting on his knees.

If we save one life through this campaign, it is well worth all our effort.

The WA Branch continues to deliver a strong militant message to any government or any employer that "we WILL continue to FIGHT for jobs in our industry with Australian wages and conditions of employment".

THEY DON'T LIKE US, WE DON'T CARE



EMPLOYERS ARE GETTING AWAY WITH MANSLAUGHTER!

WE NEED INDUSTRIAL MANSLAUGHTER LAWS IN WA NOW!



Protesting wharfies make their feelings known at Cosco House in Sussex St yesterday. Picture: John Grainger

Daughters march in name of father

ALICIA WOOD
POLITICAL REPORTER

THEIR father was killed working on a wharf, and yesterday Georgia and Taylor Fitzgibbon joined hundreds of his colleagues to demand shipping companies sign up to a code of practice for stevedores.

Greg Fitzgibbon, 56, died when a 20 tonne pallet of ingots fell on him at Shipping Australia's Newcastle dock. Georgia Fitzgibbon told the 300-strong protest outside Shipping Australia's Sydney headquarters that

the industry owed it to wharfies to sign the code of practice. "We shouldn't have to suffer for the rest of our lives just because they couldn't spend a couple of million dollars bringing a safer workforce in," she said. Ms Fitzgibbon said that as she and her sister laid a wreath, someone in Shipping Australia's office "smiled directly to my face". Shipping Australia CEO Llew Russell said he supported a code of practice but: "Management must be solely responsible and accountable for the high levels of safety that ship owners expect."



Taylor Fitzgibbon.



INDUSTRIAL MANSLAUGHTER LAWS ARE ON THE WAY.

Thank you Daniel Andrews for listening to workers, health and safety experts, and to people who've been touched by avoidable deaths in the workplace.



WE ARE **UNION**



KILL A WORKER, GO TO JAIL

The McGowan Labor Government must make industrial manslaughter an offence under the Criminal Code. This must be done in their first term of Government, in line with the WA Labor state platform, endorsed in 2017.

Premier Mark McGowan and Minister for Industrial Relations Bill Johnston

need to send a clear message to negligent employers – *no one is above the law*. If you fail to provide a safe workplace and a worker is killed, you will face industrial manslaughter charges.

Changing the legislation, as they promised they would do, will make our state safer and protect West Australian workers.

WE WILL NOT TOLERATE INACTION.

KILL A WORKER GO TO JAIL

**WE NEED
INDUSTRIAL MANSLAUGHTER
LAWS**

Christy Cain
MUA - WA Branch | West Coast Branch Secretary
National President

SUPPORT FOR MUA



MORE AUSTRALIAN SEAFARERS GO ON FRENCH CABLE LAYER

The following comments appeared on Facebook in support to the story "A Great Win" on page 3 of this paper.



DP World



EA campaign kicks off

The DPW EA campaign has kicked off with members endorsing their log of claims at a stop work meeting at the union hall on August 9.

On the same day, DPW kicked off their all-too familiar propaganda campaign in a weak attempt to convince members that they will be doing their best to deliver a good agreement for the benefit of the workforce. Members won't be fooled and know DPW will be trying to maximise their profits at the expense of our members.

Their recent attempt to rewrite history by congratulating outgoing DPW manager, Mark Hulme, for delivering benefits to members in the last EA was a shameless fabrication of what he really was.

This is the same bloke who attempted to cut conditions like never seen before. He didn't give a shit about the lives he destroyed when he pushed through with compulsory redundancies in Fremantle based on the lie that volume was down to 90,000 containers.

This information has been withheld until the company inadvertently provided the true stats that Freo never dipped below 120,000 containers. Those stats were only provided in an attempt to argue against the unions successful campaign for increased permanency a couple of months back.

Members will remember the protected action that was taken to stop Hulme's plan for cuts to their conditions. Members will also remember DPW then locked them out in a failed attempt to break them.



Report by
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What DPW didn't comprehend was the Unions ability to take action without notice after a lockout which empowered the membership further.

Despite all the uncaring attacks on individuals and the collective, the MUA, with its 100 per cent union density, delivered a very good EA for our members and as long as we stick together, we will deliver again this time around.

It is laughable that DPW would run the same playbook for the 2019 EA trying to create division and seek out potential scabs with empty promises.

MUA members have been there before and they know that the only way they will continue to advance their lot is to stick together.

If DPW are genuine about settling this EA without a dispute, they need to practice what they preach and start listening to their employees - through their union.

*United we bargain -
divided we beg!*

EA CLAUSE DELIVERS PERMANENT JOBS FOR MEMBERS AT QUBE

We recently held a national review at QUBE in order to settle multiple disputes that were before FWC, including one over the labour review triggers we delivered in the 2017 EA.

This is a critical outcome for members who have been waiting a very long time to see the simple notion that is a member works the same hours as a permanent (including leave) that would trigger permanency.

As I write this, the first two labour reviews in Port Kembla and Brisbane have delivered 30 new permanent jobs and another 28 VSE jobs. This is a fantastic start to the national labour reviews at Qube and demonstrates the value of the triggers in good economic times.

Hopefully we see similar gains across the country as the labour reviews are rolled out.

The other key part of the economics clause was tested recently in Dampier which had been hit by a regional downturn. The clause kicked in and the union and ERC proposed solutions to get through the temporary trough in work rather than face redundancies, which is the measure hastily favoured by too many employers when job saving solutions can always be found.

Just a few months after the measures were implemented, the work returned to normal and the economics clause was proven to save jobs.

In my view, this clause should be put

into every agreement as it delivers promotions when the work is there and provides job security when work drops off temporarily. Any decent employer should want such a clause in their Agreement. So let's test them all out and make it a claim in you next EA!

IS FREMANTLE'S FUTURE A PORT CITY

Of course it is.

As members know, the MUA was successful in blocking the sale of Fremantle Port under the Barnett Government, thanks to a sophisticated campaign run out of the WA Branch.

It was a long campaign and involved separate industry, political, community, media and ground campaigns all combining to deliver a hard-fought victory for our members and the community.

What we didn't expect was to go straight into another campaign to save Fremantle from being closed and replaced by a \$6 billion fully automated port in Cockburn Sound that is just not needed.

We will never stop fighting to keep our port in Fremantle and we have once again built a campaign required to get the facts out, to save our port and save the community billions of dollars that the state simply doesn't have to waste on an outer harbour which is not needed for 30 years or more.

We need everyone to get involved in this campaign. It's your future. See the back page for upcoming events.

Young workers' congress on the agenda

Comrades, I was given the honour of being a speaker on the youth panel at the ACTU Congress 2018.

This is the largest and most important gathering of Australian unions and it sets the union agenda for the next three years. So as you could imagine, I was excited and a little nervous.

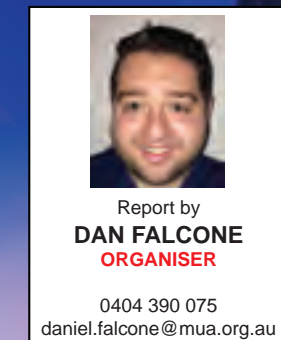
Over 800 delegates representing workers from every industry and sector in Australia attended the ACTU Congress, filling the Brisbane Convention Centre.

It was the who's who of the trade union movement, with all the big shows in attendance - Sally, Setka and Tracey just to paint the picture.

Delegates comprising mainly of national and state branch secretaries debated and voted on policies regarding the workplace, rights and campaigns to improve wages, conditions and the standard of living for Australian workers and their families.

The youth panel was scheduled for the second day of Conference, but was moved forward to the day before, which at first I didn't think too much of. But when I got to the room in which the session was to be held, I was gob smacked.

The room was no bigger than



a shoebox, with fewer than 20 chairs, set out due to capacity of the room.

To say I was disappointed was an understatement.

These feelings subsided as the room started to fill with young workers. By the time we were scheduled to commence, the room had swollen well beyond its capacity with standing room

only and people filling the doorway and corridors to listen to the speakers on the panel who all presented exceptional presentations.

Once the time came for questions and answers, the elephant that couldn't fit in the room needed to be addressed and a motion was endorsed from the young workers session to take to the floor of Conference.

The resolution was fully supported by the CFMEU delegation at Congress and they empowered me with the task of writing the resolution on behalf of the young workers at congress.

The resolution which I read out on the floor of congress is:

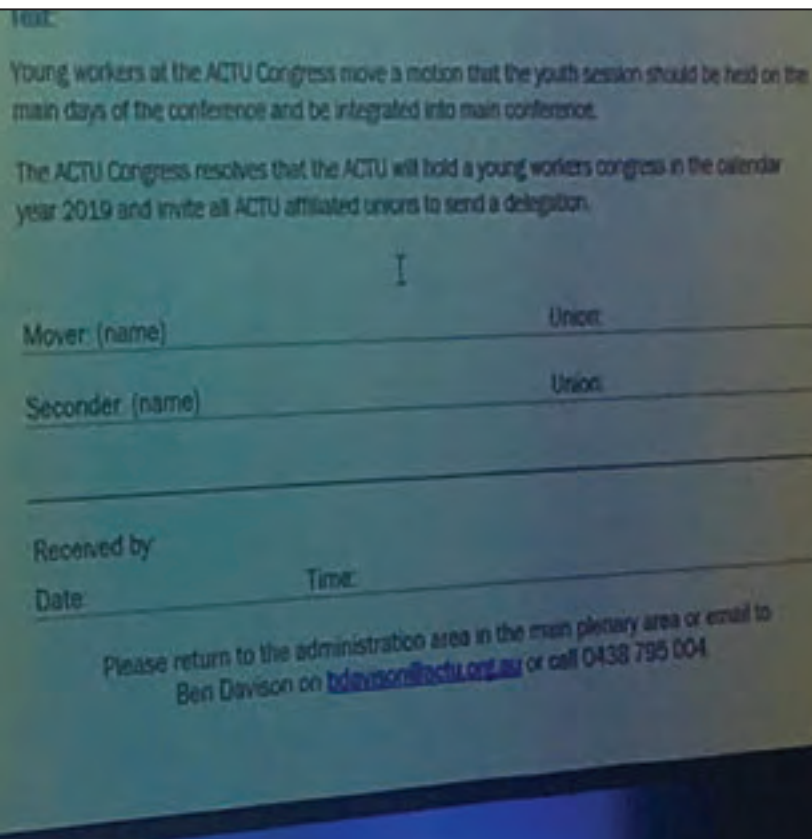
“Young workers at the ACTU Congress move a motion that the youth session should be held on the main days of the conference and be integrated into main conference.

The ACTU Congress resolves that the ACTU will hold a young workers congress in the calendar year 2019 and invite all ACTU affiliated unions to send a delegation.”

This motion was unanimously supported by the whole congress and was met with a standing ovation.

It is now up to the young workers of the trade union movement to take ownership and progress with the young workers congress and make this a successful event by moulding and shaping it to what young workers want to see.

The youth are the future, but they are also the here and now!



Neptune Diving

THE BIGGEST THREAT TO OFFSHORE DIVING IN A GENERATION



Report by
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Neptune make application to cancel Offshore Agreement and put workers back on the Award.

This is the most concerning issue for divers outside of the EBA negotiations.

On July 20, Neptune Diving applied to Fair Work to cancel its Offshore Diving Agreement and revert its workforce back onto the 2010 Award rates of pay and conditions.

The issue with Neptune doing this is the effect it will have on the whole offshore industry as we negotiate the new agreement for divers.

The critical issue for divers is the pressure it puts on all other offshore diving companies to reduce their rates and conditions if they are to win work against Neptune.

It will be a race to the bottom.

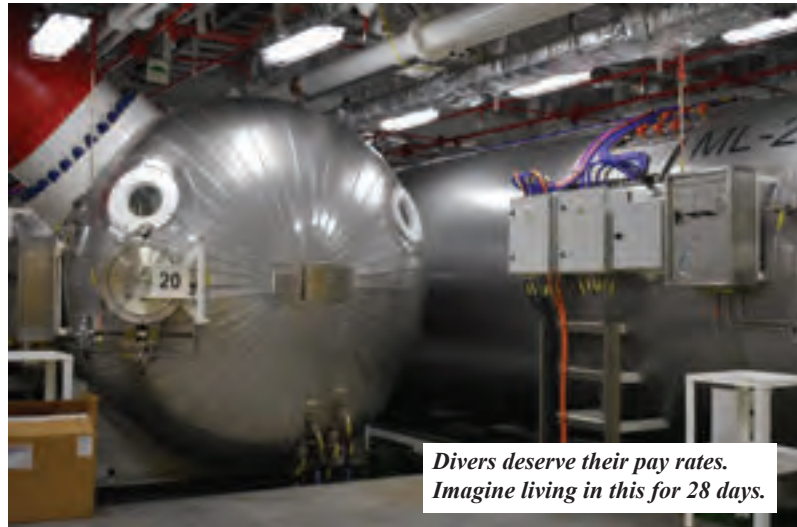
This is the biggest threat we have seen in the diving industry in Australia. The wages and conditions that have been negotiated over the years, that recognise the dangerous work they do, will be gone.

It comes after the riggers in the industry had their rates cut by around 20 per cent and the industry attempted to reduce divers' rates in 2016 by 20 per cent of the total day rate.

Neptune seeks to take this industry back decades and we will fight this with everything we have.

The Union responded to Neptune's application to cancel its diving agreement by engaging Counsel and opposing the application in court.

Neptune responded to Fair Work stating it is now assessing its options in response to our legal opposition to



Divers deserve their pay rates. Imagine living in this for 28 days.

it cancelling their agreement.

We will keep members updated through the campaign to protect divers' wages and conditions. We will not let Neptune undermine this industry with the stroke of a pen.

We will send a message to the whole offshore industry – ***if you engage Neptune on a job, any job, then expect a response on that vessel and across that project.*** We will not accept the undermining of wages and conditions through the deliberate tactic of cancelling agreements.

This behaviour by an offshore diving employer will be met with the strongest opposition and any major oil and gas client who wishes to have this fight on their job will do so without the industrial certainty our agreements provide.

As this newspaper goes to print, the MUA's legal team has delivered another great outcome: Neptune Diving has decided to discontinue the application to FairWork, to cancel their offshore diving Agreement. This is nearly an identical response to the Union opposing the Neptune Inshore Agreement last year.

NOPSEMA / SENATE INQUIRY INTO OHS IN THE OFFSHORE PETROLEUM INDUSTRY

Over the past two months, there has been a Senate inquiry into OHS in the Offshore Petroleum Industry.

This inquiry has highlighted the continued lack of confidence that unions and HSR delegates have in the offshore regulator, NOPSEMA. The Senate hearing is chaired by Victorian

ALP Senator Gavin Marshall and has conducted hearings in WA and Victoria.

Union officials and HSR delegates from the offshore unions gave evidence at the hearings.

It came as no surprise to offshore workers and union officials, but it was clear that the senators present were quite shocked by some of the evidence given. This ranged from NOPSEMA not involving delegates in the investigations after an incident and NOPSEMA's reluctance to prosecute companies for not meeting their obligations with regards to Offshore Petroleum OH&S Legislation.

It was clear throughout the hearing that as an industry-funded regulator, NOPSEMA is the toothless tiger when it comes to regulation of the offshore industry, nothing more than the lap dog to the big oil majors and contractors operating in the industry.

A report was scheduled to be released around August 14.

MARINE CREWING AND QUALIFICATIONS AND TRAINING

NOPSEMA / DOF DIVING RAPID DECENT INCIDENT

The MUA has received notification of documents requested regarding the DOF Diving Incident of (June 2017) from NOPSEMA. It will be released under Freedom of Information (FOI).

A review of these documents is currently taking place by the MUA. We had until August 22, 2018 to appeal any of the documents not received.

The MUA has also been in contact with NOPSEMA regarding the investigation and will be meeting with the investigating officer for an update soon.

Safety and manning on Domestic Commercial Vessels

The Australian Maritime Safety Authority harmonisation of small domestic vessels into a single national system of domestic commercial vessels on July 1 is a concern to the MUA.

A new draft of Marine Order 504 to regulate crewing and safety management systems for DCVs, will incorporate and replace the current NSCV Part E.

The new jurisdiction is highly deficient. It will allow vessel owners to almost self-regulate the number of crew on board by completing a risk assessment.

Vessel safety previously had to meet the rigorous standards of the navigation act, and now falling under the new DCV legislation safety will be a real concern.

The lack of any mention of consultation in the Marine Orders on safety management systems and the introduction of a new concept of 'outcomes-based safety' which we do not believe has any basis in Australian safety law.

AMSA did not offer any explanation or justification for the concept and did not specify what outcomes they were seeking.

The MUA also expressed its deep concern about the high number of fatalities in the DCV sector, and the fact that there was no statistics or discussion of this in the consultation on marine order 504.

Uphold MUA standards



Report by
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Quieter times across industries are great for employers.

It allows them to reduce workforce numbers through redundancies and gives them an argument for cutting wages and conditions because of “the market”. It also creates a scenario of desperation for those members who are out of work, causing division in the Union.

Coming off one of the biggest offshore booms in history, we are now just easing out of one of the biggest downturns in decades; a downturn that is amplified due to the size of the boom that preceded it.

Through this downturn we have seen an industry strategy of mass casualisation and knee-jerk reactions, to one or two vessels leaving the coast as justification to enter into a redundancy situation.

This is not an accident. Casualisation is industry strategy.

The best time for industry to exploit casualisation is when there is a reduction in work.

“Do it or I’ll get someone else who will” is a lot more common employer line when there is little work around as opposed to when it’s busy. It’s completely the opposite when members have other jobs to go straight into.

Over the past four years, through this downturn, we have been extremely successful in preventing mass redundancies through measures that members have endorsed and supported.

Taking off excess leave balances, part paid leave and jobshare have been used across four major operators with great success; in each



case, maintaining permanency and offering voluntary redundancies for those members who wanted to leave.

We have also been forced into legal battles with Farstad and Programmed (Atlas) to prevent forced redundancies.

If we were not successful in those disputes, the same members would be working for Farstad and Programmed; they would just all be casual.

While the industry strategy is to casualise employees, the Union’s strategy is always to maximise employment and permanency levels.

During times of downturn, with a number of members out of work, there is no more critical time to uphold our MUA standards on vessels and push for extra manning at every opportunity. If we let these standards slip, it becomes common practice and very difficult to get back.

We shouldn’t want shorthand, we want the extra person, EVERY TIME, even if it’s only for a few days. A few days’ work or a run job can be the difference between putting food on the table and not

for some members.

Unfortunately, over the past 12 months we have seen members failing to uphold the EVEN TIME ROSTER. This is a topic that has come up at EVERY stop work meeting for the last nine years (at least).

This is something that is sickening, not just for the members who are out of work and struggling, but for all members with union values.

There is an attitude that some casuals have not worked for months and that if they get two swings in quick succession it could really help them out however members who do this do it at the expense of a member who is out of work.

Some members are falling into the companies’ strategy by going back three, four, five and even six days early, or in some cases, not having anywhere near enough time off after completing a swing.

The companies are pushing this to create division among members and we are playing into their hands. All EBAs prescribe an EVEN TIME roster. DO NOT GO BACK EARLY.

Our even time roster is one of the most important conditions we have and we must uphold it at all times.

Do not work over cycle; if avoidable. Do not go back early if the company asks you to. Ensure you have an even time roster and share the work around for all members. If you are approached by the company to go back early, contact your organiser immediately.

As this article goes to print, tenders are closing for a couple of big projects that will see further employment of MUA members. Next year (2019) will be a big one for drilling, with more rigs coming to the coast and a major project starting.

Coming into this next phase of work, it is more critical than ever we uphold our standards across all vessels, ensuring that we maximise employment at all opportunities and push for more permanent employment through our consultative committees.

We encourage all members to get to their local stop work meetings for full offshore reports and updates on upcoming work.

In unity



Organising drilling

The drilling sector, over the past number of years, has seen massive declines in wages and conditions through the registration of non-union agreements.

As drilling operators and manning agents compete for work based on price, the ensuing race to the bottom has seen workers' wages and conditions progressively slashed - agreement after agreement.

Not only are the wages and conditions cut in real terms, they are cut even more drastically in the enterprise agreements, with the majority of operators electing to publish a *base rate* in the registered documents.

The operators argue that they pay well above this rate, however they need the rate this low in order to win work and remain "competitive" with other operators who are doing the same.

The problem for the workers is that their employment contract can be amended to reflect this minimum rate at any stage the company feels they are not making enough profit or they need to *compete* with the next operator who is participating in the race to the bottom to win work.

Workers in the sector are complaining that they are receiving a lesser wage now than they were 15 years ago in the same industry.

This cycle and race to the bottom has been going on now for years and the most recent round of agreements has seen the base rate cut by as much as \$40,000 for some operators.

Workers in the sector are complaining that they are receiving a lesser wage now than they were 15 years ago in the same industry.

On top of the reduction in wages and conditions for workers, aggressive employers, such as Diamond Offshore, have attempted

to expand the scope in these drilling agreements to include IRs, cooks and caterers.

This strategy would see the MUA Offshore Agreement significantly undercut by a drilling agreement we have played no part in.

In order to put a stop to this vicious race to the bottom scenario, that is seeing workers go backwards in *real terms* and the threat of drilling operators undercutting MUA areas of coverage, the AWU and MUA have agreed to new Offshore Alliance terms.

They have also committed to an industry campaign that, if successful, will see the wages and conditions of workers in the drilling sector significantly improved and job security delivered.

This new collaborative approach to organising will see the MUA and AWU take a joint and collective approach to industry organising and working together to achieve negotiated outcomes for members.

If any MUA members have mates in the drilling space, ask them to contact me so they can take part in the campaign.

United we win!

BLUES

The GAK takes you through the Maersk dispute, the cable layer that wanted overseas labour on board without an Australian presence and job stopped over safety.



Report by
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GLORIOUS BLUES

MEMBERS SAY ENOUGH IS ENOUGH

The union is continuing to fight for members to have safe workplaces; fight for their day-to-day conditions; and fight for the right to work in their own country.

Members working on our regional tugs were forced to STOP the job a few months back. These guys were having to work in third world conditions, with safety being ignored, forgotten, or simply too expensive for the company involved.

Noise testing was requested over 18 months ago, with no response by the company.

Little-to-no television on board; shitty old mattresses required replacing years ago; mooring lines were heavy and as a result someone was going to get seriously injured; fatigue management and swing lengths were being disregarded and because we stopped the job the finger was pointed at us to be the bad guys.

Enough is enough and our members will no longer put up with shitty safety standards and will fight for what is right.

MAERSK DISPUTE

United we stand, divided we fall.

As you should be aware, the impact of the company's actions could be detrimental to hundreds of local Australian jobs.

Maersk were running an anti-union campaign over the past five years, aligning themselves with the Australian Mines and Metals Association (AMMA).

They ran out, not one, but two non-union agreements in an effort to break the MUA spirit. But as a result of a good delegate structure, they failed both times. The whole



Cable layer crew thanks the WA Branch for their efforts

way through the five years of negotiations, they held the AMMA line, right up to just a few months ago, pushing back on all conditions we have won elsewhere.

With the threat of industrial action looming and new tactics to campaigning being run out, including members writing to Denmark expressing their disappointment in local management, we managed to secure an agreement with the company.

We got there in the end and secured job security provisions for our members. We got them decent pay increases and income protection cover. They got the increased manning in the schedules along with many other conditions.

But now we must hold the company to account and again we were forced to fight for the entitlements that we just won as the company



Bhagwan move into the Offshore field

did not honour the manning provisions within the agreement.

This is just another example that the rules are broken!

As a result of this, we had no option but to run out a full campaign against Maersk as their actions would have resulted in job losses across the industry and specifically across their direct competitors,

such as Solstad Farstad and Siem.

Meetings with the delegates resulted in running up disputes and planning on exposing the company.

This, along with vessel visits and an old school action, resulted in Maersk seeking to meet and hitting the reset button.

It was at that point we met with the company and discussed a way for-

The Ile De Brehat now crewed with Aussies.



IEL DE BREHAT

Thanks to the tireless work of our officials, with many days of hard-fought negotiations, Australian Maritime Crew are now manning the Ile De Brehat cable laying vessel.

The vessel is laying data cable from Christmas Island to Fremantle then to Sydney.

The Ile De Brehat is loaded with

7000km of data cable and is able to lay 100km per day in good conditions.

The disappointing part to the project is that there is no Australian master, mates or engineers on board.

Members and maritime workers, I strongly recommend that you join the MUA's Labor Party Branches, to ensure we can keep the Labor Party honest and true to the plight of Australian workers.

Hopefully this will introduce an Australian version of the American Jones Act into legislation, stopping the many days of union resources in negotiating the right for us to work on ships, on our own coast.

Help stop the robbery of Australian jobs.

IU

Alan Furlong (Elbows)

ward and then came to the agreed manning prescribed in the EBA.

So, it's a fresh start with Maersk and hopefully we can build a decent working relationship with the company, thus far all is good.

The future depends on today and today is good.

CABLE LAYER HAS NO INTENTION OF CREWING WITH AUSSIES

It just so happened that Christy was in Singapore when I went to meet with the French company Alda Marine and their representative John Flood.

This company had no intention of having any Australian seafarers on board the vessel between Singapore and Australia. We would prevail.

The company started with a position of zero Aussie seafarers, then moved to having two caterers on board.

We simply could not agree to this



Cable being laid and (below) Cable still to be laid between Perth and Sydney

and stood our ground until finally, after days of negotiations, discussions and a little yelling, we were successful in securing eight MUA positions for the run to Australia.

There are more jobs to come upon arrival here in Fremantle. This was a significant outcome for the WA Branch (yet again) where approx. 20 jobs have been secured for a minimum of four months work while in Australia.

A great win for the local Australian seafarers.

BHAGWAN MOVE TO BIGGER SECTOR

Bhagwan Marine have entered the offshore with some vessels of the larger scale. Bhagwan have recently acquired two new vessels which are quite larger than their traditional small boats.

The CMV Athos is an anchor handling vessel being put on the spot market. This vessel will have some work with Quadrant in the future.

The DP2 Seamaster has also come onto the coast, picking up some work with Chevron.



Bhagwan have committed to the Offshore Operators EBA and agreed to crew with Australian seafarers and IR to be the minimum.

More to come with Bhagwan.

ICTSI

By Todd Iverson
ILWU Local 23 Tacoma

International Container Terminal Services Inc (ICTSI) is getting a bad reputation amongst dockworkers around the world. The Philippine-based company is one of the fastest growing terminal operators in the world and its success is coming on the backs of workers facing pay cuts and unacceptable working conditions.

Established in Manila in 1987, ICTSI now operates 29 container terminals globally and concentrates on medium-sized facilities in emerging markets with annual totals of 50,000 to 2.5 million TEUs. Its brief presence in the United States and now Australia has not been without an attack on each country's respective dockworker's union and its presence elsewhere has been equally deplorable.

Emerging patterns are evident at each ICTSI facility including:

- Paying Poverty Wages
- Discrimination against unions and their members
- Outsourcing responsibility for working conditions
- Unacceptable safety standards

With ICTSI's lawsuit against the ILWU and a similar suit directed at the Maritime Union of Australia, ICTSI is proving to be an acronym that might aggravate dockworkers for a long time to come.

ICTSI DRIVING DOWN GLOBAL WORKING CONDITIONS

With ICTSI mostly based in countries with weak labour laws and oftentimes authoritarian Governments, they have been exhibiting a slaveowner mentality at docks across the world.

The International Transport Workers' Federation (ITF) has been at the forefront in the battle against ICTSI and has devoted significant resources to fight it and has published a website justicefordockworkers.org to detail their

campaign against ICTSI's abuses and have well documented some of the injustices.

- Jakarta, Indonesia: Workers earn only 15% of wages of workers at a neighbouring terminal at the Port of Tanjung Priok. Workers' base wage is set below a living wage, and they must work excessive overtime to meet basic living costs.
- Makassar, Indonesia: ICTSI management cut wages, forcing workers to work excessive overtime to earn a living wage.
- Toamasina, Madagascar: Significant use of outsourced labour at the Port of Toamasina, these workers do not earn a living wage and are not provided with safety equipment and denial of the right to freedom of association and the right to collectively bargain, 43 workers fired for union activity.
- Batumi, Georgia: Following a strike in 2015, ICTSI fired all union members who had participated in the industrial action.
- Most workers have been afraid to speak because of the likelihood of being fired.

On the justicefordockers.org website, one of the Indonesian workers talked about the ICTSI wage theft of its workers. "For almost four years I had to work four hours overtime every shift. Rather than being paid for this time, I was given a 'bonus' at the end of each month. It is totally unfair and illegal. Even the government told the company I had to be paid, but I have still received nothing for all those hours."

ITF has noted ICTSI endangering workers with unacceptable safety standards including:

- Poor maintenance approaching negligence.
- Working at heights without fall protection.
- Failure to properly manage access into and within terminal.



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OUR FUTURE

Maritime Super
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Most people are familiar with Industry SuperFunds, and in particular the 'Compare The Pair' campaign.

The Collective

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- we're run only to benefit members
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- have delivered strong returns over time.

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a threat to every waterside worker across the globe

- Failure to provide workers with suitable safety equipment.
- Personnel working under suspended loads.

Meanwhile, the ITF continues to stand up for the workers and the conditions they face. *“The ITF has stood in solidarity with dockworkers at ICTSI terminals in Indonesia and Madagascar who have been fighting for better wages and conditions,”* said ITF President Paddy Crumlin. *“Wherever ICTSI intends to expand, the ITF will be there, working side by side with local unions to ensure decent working conditions for all dockworkers.”*

GREED KNOWS NO BOUNDS

In 1987, Enrique “Ricky” Razon Jr. inherited ICTSI and used that to become the third richest Filipino. ICTSI, one of the two major pillars of Razon’s enormous wealth estimated by Forbes magazine at \$4 billion as of May 2017. The other source of the 58-year-old Razon’s fortune is integrated casino operator Bloomberly Resorts Corp, which runs one of the country’s four licensed integrated resorts.

About half of ICTSI’s gross revenues of \$1.1 billion last year came from Asia, including the Philippines, while about a third came from the Americas, and the rest from Europe, Middle East and Africa (EMEA). The company reported it tripled its net income in 2016 to \$194 million from \$68 million the previous year. Gross revenues rose by eight percent, fueled by a 46 percent surge in gross revenues from port operations in the EMEA region.

Razon was most recently in the news complaining about Donald Trump’s trade war and how it would impact revenues for ICTSI with its Mexico port operations and how Chinese trade could be impacted. One time when asked about infrastructure, Razon responded, *“The countries with the best infrastructure in the world are dictatorships.”*

Razon also made news earlier this year by selling part of his casino stake to pay for more infrastructure projects



in the Philippines, a country dominated by strongman President Rodrigo Duterte.

ICTSI OPENS AUTOMATED TERMINAL IN AUSTRALIA

A public-private partnership for a 26-year concession between ICTSI / Victoria International Container terminal (VICT) and the Port of Melbourne Corp was signed in May, 2014. By 2017, VICT was operational at the Webb Dock, and Razon boasted of it being the most technologically advanced dock in the world. Not long after opening, the Maritime Union of Australia had issues at VICT. Rates were cut by 40 percent, overtime rates cancelled and some shifts extended up to 18 hours. Before long the workers organized with the Maritime Union of Australia (MUA), but ICTSI responded.

The company announced an audit of the Maritime Security Identification Cards held by its workers and 22 were

non-compliant. Only one worker got sacked, however: the senior delegate.

“VICT has undercut industry rates and conditions,” the MUA stated. *“Broken promises related to pay and permanency, the company’s disregard for safety by attempting to override safety officers, and the sacking of an MUA delegate led to the VICT dispute last November which was met with resistance from workers’ unions, politicians and the local community.”*

ICTSI’S SHORT RUN IN PORTLAND

In May 2010, ICTSI signed a 25-year lease with the Port of Portland for the operation of the container terminal and breakbulk facility at Terminal 6. The agreement was considered the largest financial transaction in the history of the city’s maritime port, and was ICTSI’s first venture in the USA. The relationship was short, as the two sides agreed to break their lease in March 2017, not long after Terminal 6’s main customer, Hanjin, went bankrupt globally and Westwood, the

other major customer, left Portland.

And like elsewhere in the world, the relationship between ICTSI and its labour force was anything but cordial.

ICTSI voluntarily joined the Pacific Maritime Association when leasing Terminal 6, then defied the ILWU-PMA collective bargaining agreement and sued the PMA and ILWU in a lawsuit that was ultimately dismissed by a federal judge.

ICTSI decimated labour relations with its Portland ILWU workforce by creating a work atmosphere of hostility, based on a model of employee intimidation that is ICTSI’s method of operation around the world. Turnover of ICTSI’s operational management was unprecedented by West Coast terminal industry standards.

Experienced superintendents quit because of upper management’s instructions to supervise Longshore workers in a manner that was outside of U.S. standards, much less the ILWU-PMA agreement. The chaos created by inexperienced and incompetent front line operational management and ICTSI’s insistence on a sub-standard labour model caused productivity at Terminal 6 to plummet.

In early 2014, Occupational Safety and Health Administration (OSHA) inspected ICTSI’s Portland terminal and ultimately fined the company \$18,360 for violating more than a dozen worker safety codes, such as not informing employees about potential exposure to airborne lead and having workers operate machinery that lacked proper guards against flying objects.

Numerous lawsuits among the parties were ultimately dismissed, but one that remains unfinished is a ruling on damages from an NLRB finding on work stoppages. The trial is expected to start in Spring of 2019.

Regardless of what happens, ICTSI once again, proved it was anything but a willing partner with labour unions in their operations.

VICT

A threat to every waterside worker

By Will Tracey

Below is a table comparing the rates and conditions in the current VICT Collective Agreement against the key industry agreements across Australia's container terminals, including the two key container terminal agreements in the Port of Melbourne.

With the finalisation of the Patricks

agreement last year and Flinders in Adelaide just over three months ago, we now have the other two key container terminal enterprise agreements being negotiated at Hutchison and DP World.

The VICT agreement stands as the biggest threat to the future wages and conditions of every waterside worker in this country.

It undermines the proud history of struggle by generations of Australian waterside workers, their families and the communities in which they lived to provide some of the best wages and conditions for workers in this country.

This single agreement will provide the basis for the destruction of the future of the industry.

As we fight for the new agreements at Hutchison and DP World we must ensure that the VICT Agreement is not used to provide an argument by employers for decreasing current wages and conditions.

This is the fight of our generation and needs your support.

	VICT	Patrick Container Terminal - Melbourne	DP World Container Terminal - Melbourne	Hutchison Container Terminal - Sydney	Flinders Adelaide Container Terminal
Casual Rate	\$37.60 p/h flat for all hours worked – no penalties at all	\$42.55 p/h plus penalties at 1.5, 2.0 and 2.5 for shifts other than day work Monday to Friday	\$38.57 p/h plus penalties at 1.5, 2.0 and 2.5 for shifts other than day work Mon-Fri	\$41.59 p/h plus penalties as per Patrick and DPW Consolidated allowance included by virtue of using the DPW permanent salary hourly rates as the base figure at Hutchison.	\$44.54 p/h plus penalties as per Patrick/DPW Includes cons allow
Minimum Grade 6 Equivalent Annual Salary for 35-hour per week shift worker	\$76,710 12-hour shifts worked	\$128,802 8-hour shifts worked	\$129,758 8-hour shifts worked	Penalty factors apply on shifts and weekends. Base rate is applied to time worked. The basis of the salary is the same rates as DPW Sydney and the equivalent earnings are comparable factoring in a shorter 30 hour working week.	\$122,489 8-hour shifts worked on reduced roster
Crane driver minimum annual salary for 35-hour per shift work	\$76,710 although most paid \$94,770 12-hour shifts worked	\$122,371 8-hour shifts worked	\$117,488 8-hour shifts worked	Penalty factors apply on shifts and weekends. Base rate is applied to time worked. The basis of the salary is the same rates as DPW Sydney and the equivalent earnings are comparable factoring in a shorter 30 hour working week.	\$113,241 8-hour shifts worked on reduced roster
Superannuation	10.5%	12%	12%	12%	12%
Long Service Leave	0.867 weeks per year	1.3 weeks per year of service	1.3 weeks per year of service	1.3 weeks per year of service	1.3 weeks per year of service
Overtime paid after 8 hours worked - shift workers	No	Yes	Yes	Yes	Yes
Penalty rates on evening, night and weekend shifts at time and a half (1.5), double time (2.0) and double time and a half (2.5)	No	Yes	Yes	Yes	Yes
Income Protection	No	Yes – 2% of salary	Yes – 2% of salary	Yes	Yes – 2% of salary
Minimum engagement for hrs worked	4 hrs	8 hrs	8 hrs 4 hrs for certain non-operational tasks	8 hrs	8 hrs
Labour Reviews	No	Yes – detailed clause	Yes – detailed clause	Yes - detailed clause	Yes

• VICT only run 2 x 12-hour shifts across their stevedoring operations contrary to stevedoring industry standards in Australian Terminals of 3 x 8-hour shifts across every 24-hour day. The “Grade 6 equivalent” and “crane driver” salaries in the table above for Patrick, DP World, Hutchison and Flinders would be significantly higher again under a 12-hour shift system.

• Approximately 5 jobs every 12-shift or 10 in every 24-hour (Gatehouse and shoreside EC roles) have been shifted to the Philippines and therefore into a much lower wage area (less than 25% of the Australian stevedoring industry rate) – automated crane roles have been told they won't shift to the Philippines until the 8 second delay issue has been resolved.

DOING THE ROUNDS

Tide has turned in Bunbury

BUNBURY

The Port Authority in Bunbury is nearing the conclusion of its EA negotiations after a journey through the wilderness.

Things hadn't got off to a good start way back when I became involved in this process. Membership at the site was down to a couple of blokes and the Port had tried to push through a deal without union involvement.

The majority of the workforce had only started at the Port recently and had been put on short-term contracts; and they had been led to believe that if they didn't accept a shit sandwich deal being put to them then they weren't going to get a full-time gig.

It's been a tough slog, but I'm happy to say the document looks a bit better now than what it was looking like back then.

The workforce has almost all jumped onboard with the union and banded together to form a pretty tight-knit little group.

They've done a great job of sticking together for a better deal and emerged from the battle holding the chocolates.

A change of management at Southern Ports during the course of negotiations has provided a better outlook also.

It's still not what I'd call one of the best Enterprise Agreements and, let's face it - as far as the MUA goes, it probably wouldn't make the West Coast's top 40.

But the foundation has been laid, and these new members have now shown they've got the Pope John Pauls to stand up and fight back.

You can't change the world in one EA negotiation, but things have turned around considerably and I'm sure that when the next EA process comes around, this lot will be ready to position themselves up there with the best.

Full credit to them and I'm



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proud to have had the pleasure of working with them through this campaign!

CBH KWINANA WORKSHOP

To say that this one's been a bizarre, circus sideshow type experience would be a bit of an understatement!

The Company has crisscrossed back and forth between recognising the MUA as a bargaining representative for these guys and agreeing to negotiate with the MUA; to claiming the MUA has no constitutional coverage and challenging our right to represent these workers in FWC.

They've flip-flopped between refusing to meet and bargain over scope; to agreeing to bargain in relation to scope so long as the MUA isn't at the table.

They even tried to convince the AMWU and CEPU to join with them to oppose our right to cover these workers.

Fortunately, our comrades at both unions gave them the 'No Deal thanks Andrew' in a show of solidarity reflective of the way all three unions have approached this C grade soap opera drama of a negotiation since day 1 - putting the interests of the union members first.

These workers were previously roped into a joint Enterprise Agreement involving two other sites, which would appear to have been a deliberate ploy to water down their bargaining ability.

Even though most (if not all) of these workers voted against that previous EA, the numbers at the other two sites enabled the Agreement to get up anyway.

The rules are broken! Fix the rules!

Members of all three unions made it clear that they want to break free and negotiate an agreement that would apply solely to their own site.

It's a perfectly reasonable request but this infamously pig-headed employer isn't known for their willingness to be reasonable, leaving these maintenance workers with little option but to dig in and fight.

At the time of writing this article, we're still waiting for a decision from FWC about whether the MUA has the right to represent these workers.



No Deal thanks Andrew

The workforce has almost all jumped onboard with the union and banded together to form a pretty tight-knit little group.

ABS - ALBANY, ESPERANCE, KWINANA & GERALDTON

This has probably been the longest EA negotiation I've ever been involved in!

But, for a change, it's not been the result of any shenanigans by the boss.

This negotiation process has been hampered by outside forces as the membership have waited patiently to take into consideration how things have played out elsewhere in the industry to ensure they don't jeopardise their employment security.

By the time this article goes to print, I expect their wait will be over.

They'll have a new Enterprise Agreement voted up and their patience will have been rewarded.



Members in Geraldton

In the most recent edition of the Rank & File paper, a new segment, 'Best in the West', began with an article featuring Des Harding. This is the second article in this series which honours those members that have gone above and beyond the call of duty.

THE WEST'S BEST #2

Mervyn Cyril Stan

I didn't get to meet Merv Stanton.

But in the short amount of time I've spent in Port Hedland, I've heard enough to know the man was a top fella that gave of himself and to those that needed a helping hand.

Standing at the ANZAC Day service in Port Hedland this year, it was obvious to a stranger that someone was missing.

There was an air of sadness and respect that has sat over and above all the ANZAC Services I've attended throughout my life. Apart from being Port Hedland's last WWII veteran, Merv's passing in October of last year has had a considerable impact on the people of Port Hedland. And after listening to some of those people talk about Merv and his wife Betty, it's not hard to understand why.

One of 12 children, Merv was born at his family's home in Leederville in 1925. He joined the army at just 16 years of age and it was the army that brought Merv to Port Hedland for the first time, around 1942.

His time in the war saw him serve in New Guinea and Japan, before making the journey to Port Hedland again in 1948.

Merv bunked on the roof of the Esplanade Hotel and after working a few odd jobs, he got himself a job on the wharf in Hedland.

If they were working a State Ship, (in those days there were many, as opposed to zero on our coast today), they would work from the time it came in up to 24 hours unloading drums of fuel, food for the town, and bags of cement, then load back empty 44 gallon drums and wool.

Every bale of wool was loaded by hand.

Apart from the types of cargo, the use of more sophisticated cargo handling equipment and the disappearance of State Ships from our coast, it seems a lot of the issues Merv experienced while on the wharf weren't overly dissimilar to today, except maybe the two bottles of beer each wharfie was allowed to drink during their breaks every day.

They had labour hire, or "Seagulls" (called this because they sat on the jetty's railing



Hedland's history.

Merv's son, Gary Stanton, has been kind enough to share some of his dad's handwritten notes with me and I have quoted an excerpt below:

"I came to town and got a job on the wharf. We worked stupid hours trying to get a decent go.

"We were with the AWU, but we got away from them, because we'd been loading Manganese Kibble onto ships since 1952. Then some other mob wanted to do it, (Bell Bros came in and introduced a mobile conveyor belt), so we went on strike.

"The police got involved and when my work-mate Vince Clarke and I lay down in front of the trucks as they brought the Manganese up to the belts, the police put us in jail for the night.

When I phoned Frank Mitchell from the AWU asking for support, he told me to shut up and that he'd organise our tin pot operation from down here, so I told him to get stuffed and I immediately rang Norm Docker from the Waterside Worker's

waiting to see if they were going to get a job for the day), to contend with.

Manning levels were always a concern, as well as health and safety.

It seems the biggest difference from Merv's time on the wharf and today, was Merv himself – someone that embraced the town and its hardships and gave back to the town of Port Hedland.

It was no ticket, no start back then and as Merv was a financial member of the AWU from his days working in a gold mine, he was able to get a start on the wharf.

This turned out to be an important moment in the MUA's (the then Waterside Worker's Federation of Australia) and the wharf in Port

Cleaning up after dodgy employers

At the beginning of the year, one of the Inshore operators working under a service provider's licence to provide Lines and Launch services to the Pilbara Port Authority in the port of Port Hedland, went into administration and subsequently liquidated.

Seawest International Pty Ltd was originally issued a licence by PPA in 2012, (after taking over from Switzer), which is fair enough... if you ignore the many rumours as to how that came about.

It's how Seawest was able to secure another three-year licence that is beyond me.

But the PPA did just that - awarded Seawest another three year term as a service provider in Port Hedland.

There are many reasons as to why I'm amazed by this - unseaworthy vessels, managers that ignored both PPA rules and maritime related legislation. But possibly the most significant is the fact that Seawest had not paid superannuation to their employees since 2012 and just about everyone working in the port and the town of Port Hedland knew it.

In spite of Port Hedland being tied to the world's biggest players in the mining and resources game, it is still a country town of no more than 4500 people.

Some of Seawest employees have lived locally for 20-30 years and knew everyone there is to know in the port and it's many users.

The reason for highlighting this is the service provider's licence issued by PPA clearly states a number of instances whereby immediate termination of a service providers licence can be implemented by PPA;

1 the Licensee enters into liquidation or a controller, receiver, administrator or manager is appointed with respect to the Licensee or its assets, or the Licensee suspends making payments on any of



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its debts; or

2 the Licensee breaches or fails to observe or perform a Licensee's Obligation that is not capable of being remedied; or

3 the Harbour Master decides that it is in the interests of marine safety at the Port.

Seawest didn't pay super for nearly six years – which is a breach of law and I'm pretty sure constitutes a case for not making payment of its debts.

Through nothing other than management's incompetence, three Seawest vessels sunk on their moorings in the port. Their remaining vessels, (Lines Boats), were known to be unseaworthy by those that had the power to do something about it.

I'm pretty sure one vessel sinking raises the question of marine safety, let alone three vessels sinking.

All this as a result of Seawest manager's incompetence and yet they kept their licence, only to go into administration owing around \$15 million to the ATO as well as another \$1.2 million in employee unpaid wages and entitlements.

That's not mentioning the many suppliers that were left empty handed also.

There is one positive for our members at Seawest in all of this, although not so positive for the Australian taxpayer. As a result of Seawest going under without paying wages and entitlements to the

crews in Port Hedland, there was no choice but to pursue monies owed to crews through the Federal Governments Fair Entitlements Guarantee scheme, (FEG).

This is quite an involved and drawn-out process that required a large amount of time spent online applying and uploading documents proving each individuals claim.

The process is rather difficult to be honest, but then so it should be. After all, nobody in their right mind gives away cash just because someone puts their hand up.

The Union was able to secure an average of about \$35,000 per employee, totalling \$420,000; a great result for our members.

Any members finding themselves in a similar position, requiring guidance through FEGs process, please don't hesitate to contact the branch.

SEAFARERS PERFORMING STEVEDORE'S WORK

There has been considerable movement on this issue in Dampier.

Seafarer's have been standing firm when asked to perform cargo handling duties while in port wherever stevedores are available to do the work.

The Port Authority and AMSA have also been involved along with the Stevedores themselves.

The Navigation Act, Marine Orders 32 and the Port Authorities Act all stipulate in one way or another the requirement for licensed Stevedores to perform the loading and unloading of all cargo in port, other than ship's consumables.

I have contacted AMSA and asked for further clarification to be released to vessel owners, manning companies, port authorities and stevedoring companies.

If anyone is unsure with regards to this issue, please do not hesitate to contact me.

ton

Federation of Australia to ask him if he'd accept us into the WWF and he said, "wure will", and it was the best thing we ever did."

When Port Hedland expanded and iron ore started to flow through, there was a lot of work unloading materials for infrastructure, which saw the number of registered members on the wharf reach 82 and it all started with Merv Stanton. Merv retired at the age of 65, in 1990, a great unionist, a great bloke and a most deserving member of the West's Best.

Special thanks and credit to Gary Stanton for access to photos and his father's written notes and to Gary Silcock for giving his time to show me the photos and tell me all about Merv.

WA STATE CONFERENCE



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CFMEU -WA

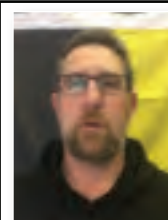
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A chance for you to upskill



Report by
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It has been a while since our last update from the Training Centre in Henderson.

The following courses are scheduled for September:

ENTER AND WORK IN CONFINED SPACES
(RIIWH202D)

Wednesday 5 and Thursday 14 September
(Max 10 per course)

WORK SAFELY AT HEIGHTS
(RIIWH204D)

Friday 7 September
(Max 10 per course)

LICENCE TO OPERATE A FORKLIFT TRUCK
(TLILIC2001)

Tuesday 11 – Wednesday 12 September
(Max 8 per course)

LICENCE TO PERFORM DOGGING
(CPCCLDG3001)

Monday 17- Friday 21 September
(Max 8 per course)

LICENCE TO OPERATE A BOOM TYPE
ELEVATING WORK PLATFORM
(TLILIC2005)

Wednesday 26 to Thursday 27 September
(Max 8 per course)

This schedule is subject to change.

Please contact me for confirmation of dates and pricing.

Maritime Employees Training Limited has released a training schedule will also be releasing an October training calendar soon.

METL will be supplying the above courses to companies and members on a first come, first serve basis, given that there are limited spaces on each of the courses.

It is imperative that you book well in advance, so that we can schedule accordingly.

If you have not participated in any formalised training, you will be required to obtain a Unique Student Identifier (USI). If you already have one, please have it available when booking.

If you do not have a USI, you can get one by through:
www.usi.gov.au/students/create-your-usi

For members requiring refresher training or VOC, please contact me so we can discuss your training requirements.

METL, with the help of Embark College (CSTC) QLD have also recently provided some VOCs for Portal Boom Crane (CP). Five candidates who are currently engaged on the new Sunshine Coast Dredging Project

completed their VOCs for Dredging International on the Nile River while alongside in the Port of Brisbane.

These VOCs could not have been done without the help of Embark College (CSTC) as all licences were required to be issued under QLD licencing requirements.

HRWL UPDATE

In other news in the training sphere, TLIL-IC3019 Licence to Operate a Reach Stacker (greater than 3-tonnes) has been approved as a standalone licence once again, as opposed to the current requirements of only having a CN licence.

This change will come into place in early or mid-2019. If you currently have or use the CN ticket, your current licence will be grandfathered and recognised under the new training packages to be released and ratified later that year (2019).

METL will be looking into the requirements and practical resources required for this licence, prior to the start of 2019.

For any other training related or queries about High Risk Work licences please feel free to contact me during normal business hours.

Martin steps up in Hasluck



Report by
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Being a candidate for any elected office is a stressful endeavour unlike the stresses faced by most of us every day.

A person can only know how the rigors of running a campaign, and being in the public eye, will impact them once they have thrown their hat in the ring.

As most of you know, Lauren Palmer has stepped aside from being the ALP candidate in Hasluck due to the demands and nature of the campaign and the fact a pre-existing medical condition increased in severity to a point she could no longer commit to the campaign.

Lauren worked incredibly hard since being pre-selected late last year and would have made a fantastic representative for workers in Parliament. It's disappointing for the MUA that her potential could not be realised, but we respect her decision to put her health first and wish her all the best in recovery.

The person selected by the ALP's National Executive Committee to replace Lauren as the candidate in Hasluck is James Martin, a local councillor in Mundaring and member of the Labor Party for more five years.

If you didn't attend the July stop work meeting, then you missed an opportunity to hear first-hand his views on several issues important to our union.

James introduced himself to the members in attendance before expressing his views that every person should have the right to strike, the importance of Australian crewed ships in Australian waters, and that large infrastructure projects like the proposed outer harbour in Kwinana should have a com-



James Martin

prehensive business case before proceeding to the planning stage.

After hearing from James, a member of the crowd asked if "*he would be one of those politicians who forgets about the MUA once elected*" and "*if he would put his hand on his heart and make a commitment to everyone here and now?*".

James responded without hesitation that he would support the MUA and he would be back regardless of the outcome of the upcoming election with his hand on his heart.

While it was disappointing for us to have lost a great candidate like Lauren Palmer, after hearing from James at the stoppy I am optimistic that if successful, he will be a Member of Parliament who is willing to listen, take the time to understand, and advocate for the issues important to our union.

This experience in Hasluck has crystalized the importance that we do something to ensure those of us who put our hands up and run for office have a better understanding of the demands a campaign will put on you and those around you.

This Spring, we will be holding a workshop for interested members and supporters who might be considering running for local office. This day-long workshop will focus on giving people the tools on how to run a successful campaign and what you can do now to set up a possible run for office in the future.

If you or someone you know is interested, applications for the elections workshop will open in September.

THE OUTER HARBOUR

The campaign against building an outer harbour in Kwinana is starting to heat up.

The Westport Taskforce is preparing to release their initial report in October and we are working overtime to ensure we keep a port in Fremantle.

We believe the government should make the most effective and efficient use of the infrastructure we currently have before spending \$6 billion on an outer harbour we won't need for at least another 30 years.

The special interest lobby groups supporting the construction of an outer harbour in Kwinana don't bother to let facts get in the way of their arguments in favour of closing Fremantle and building a port in Kwinana.

FOR EXAMPLE

JOBS - In January 2018, local councillors were defending the claim made by lobbyists that an outer harbour would create 90,000 new jobs.

In June, the lobbyists revised that figure to 11,000, with promises that none of the 6000 employed directly or indirectly by Fremantle Port would lose their jobs.

We know that with planned automation there will be layoffs if Fremantle closes. We still don't know exactly how many jobs this project is supposed to create and if the thousands of jobs already coming with "lithium valley" (and without an outer harbour) are counted in their revised total.

If you or someone you know is interested, applications for the elections workshop will open in September.

CAPACITY - The lobbyists have also claimed that Fremantle Port is at capacity.

We kindly pointed out that that isn't the case and the Port's own planning documents say that if we do nothing, there are 25-plus years of capacity left at the inner harbour.

Currently, Fremantle moves around 750,000 TEUs of containers and the port has a practical capacity of 2.2 - 2.4 million. Now, the lobbyists are attempting to redefine what "capacity" means... You can't make this stuff up.

The special interest lobbyists advocating for an outer harbour are now suddenly concerned about the traffic in Fremantle and how moving all those trucks to Kwinana will fix the problem.

I can't wait until we show them the actual data showing container trucks only account for 10 per cent of the total traffic on Tydeman Road and that Fremantle Port is moving more freight now than it was in 2014 - with 580 fewer trucks on the road each day.

But hey, why should we expect actual data to be considered when if Fremantle Port closes the property developers that are already knocking on the Port's door, stand to make a bundle?

What can you do to help make certain our government doesn't waste \$6 billion on a port we don't need?

*** Attend the Community Forum on August 29 (6-8pm) @ Fremantle Town Hall.**

*** Come to the rally at Challenger Beach on Sunday, September 16.**

*** Write a Letter to the editor of the local papers**

*** Like and share our Facebook page.**

Kyle McGinn
OUT IN THE ELECTORATE

MUA MEMBER IN GOVERNMENT



MINING & PASTORAL:
Pilbara | Kalgoorlie | Kimberley | North West Central

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(Above and top) The team: Nathan Piccoli, Daniel Piccoli, Ben Lawver, Deana Lawver and Kyle McGinn getting out and about.



Kyle McGinn and Anna Gare

Since the last issue of your Rank n File, I have continued visiting and reaching out to the region, seeing some of the same faces and also meeting new ones in the electorate.

I have also had the chance to get along to the MUA monthly stop work meeting and stay informed.

Being a member of Parliament comes with rewarding opportunities, including hosting Luke Thomas in my office and at Parliament during the 2018 Inaugural Progressive Labor Internship Program.

With the help of my electorate officer George, I have also been hosting a high-school intern Amy Astil in my Kalgoorlie office.

It feels good to share my political experience with the next generation.

As members would know, both myself and the MUA leadership strongly believe in supporting the next generation.

I know for damn sure if we bring our youth into the fold and show them the value of being engaged in the union movement and politics, we will have many more follow the path I have taken.

This will only happen if we continue to support the younger generation and provide opportunities for them to progress.

If you, or someone you know, is interested in politics, contact my office to discuss how we can assist.

I'd like to thank MUA members Mario Braskic for taking time out in Kalgoorlie to help celebrate *125 Years of Labor in the Goldfields* and also Daniel Piccoli, Nathan Piccoli and Ben and Deana Lawver for using up their weekend to doorbell constituents in Exmouth during the Whale Shark Festival.

While in Exmouth we engaged with heaps of locals in the community and gathered feedback on what Exmouth thought of the McGowan Government and how I could best represent them in Parliament.

Ever since arriving in Kalgoorlie over 12 months ago, it has been a fight to give people the voice they deserve and we have not stopped being active in the community; making it known that the Goldfields has a voice with Labor.

There is a clear conservative grouping in the region that tries very hard to keep the voices of the disadvantaged muffled.

One of the biggest issues facing the disadvantaged is the introduction of the Federal Government's Cashless Welfare Card.

Despite some positive media spin, I've learnt that this card is divisive and further drives people into the dirt.

We are advocating for better options that don't tar everybody with the mistakes of a few, It reminds me of being on a ship where one person can ruin a good thing and it's gone for everyone.

The Fed's need to listen to the people, not the big end of town, and accept that there is a better way to approach the social issues while not bastardising people on welfare.

We must all continue to fight and continue to organise. We are having our say in the Party, but we must retain and grow it.

I urge you all to check your ALP membership, renew it proactively on time, or if you haven't asked your friends to join - now is the time bring along new members and continue the road of democracy.

In solidarity,
Kyle McGinn

a first-hand glimpse

INSIDE THE MUA

PROGRESSIVE LABOR INTERNSHIP | MUA

Over my university winter break I was selected to participate in the inaugural 2018 Progressive Labor Internship to experience the political and industrial wings of the Labor Party first hand.

The first week began in Canberra with two days of meeting journalists, politicians, and staffers.

I have been involved in the Labor party since I was 15 years old, and I never thought I would end up meeting members of the shadow cabinet such as Chris Bowen, Penny Wong, and Tanya Plibersek.

For someone so passionate about our values, it was amazing meeting the people who worked to put them into action.

After two days in Canberra, we made our way back to Western Australia to continue the internship.

The rest of the week we continued the political side of the internship at state parliament.

On the first day back, we met the speaker of the Legislative Assembly Hon. Peter Watson MLA, and Madame President of the Legislative Council, the Hon. Kate Doust MLC.

Learning about their long service in parliament and their passion for their local communities was inspiring. The stereotype of politicians was put on its head – these were people who really and deeply cared about their values and their constituents.

A part of my role in the office was researching areas of Hon Kyle McGinn MLC's passions, such as workplace safety and indigenous reconciliation.

This gave me the opportunity to really see what it was that makes Kyle get up in the morning. Being a parliamentarian from a regional seat is difficult, because of all of the time away from home, and this was an opportunity to see what it was that gave Kyle the drive to take up this life in an electorate that covers approximately 80 per cent



Parliament steps (top): Jack T (CFMMEU Intern), Luke Thomas (MUA intern), Jacinta P (SDA intern) and Jess C (TWU Intern). And below - PL Internship at Trades Hall: Hon Kyle McGinn MLC, Luke Thomas, Ben Lawver, Adrian Evans.

of Western Australia and touches two oceans.

I am thankful to Kyle for giving me his time and taking me into his office.

The internship wouldn't have happened without his hard-working officers Deana Lawver and Georgia Foulkes-Taylor.

This has been an unforgettable experience that I will take with me into my future, with my studies and with my career.

The final week of the internship was at the MUA rooms and on the ground with MUA organisers and officials.

Too often, people think of the La-

bor Party as separate from its union roots. But this internship showed me that they are inseparable.

While at the MUA I was able to help on a research project inside the office and inspect ships with Keith on behalf of the International Transport Workers Federation.

I drove with a few organisers to their sites and saw first-hand how the union movement has improved working conditions for its members.

I would like to thank Chris Cain and the MUA for their sponsorship and this opportunity.

Meeting the organisers in the office



and going out onto the worksites with them was an incredible experience that I won't forget.

I'd especially like to thank Ben Lawver for his work putting together the union week. Ben does great work making sure that the political and strategy side of the union ticks along.

I'm very thankful to have spent the time with him that I did.

*In solidarity
Luke Thomas*

Fremantle Port at CAPACITY?

If we do nothing, best estimates say it will not reach capacity for 25-plus years

Last year, Fremantle Port handled around 700,000 twenty-foot equivalent units (TEUs) and has the capacity to reach 2.4 million.

If we do nothing, best estimates say it will not reach capacity for 25-plus years.

As one of the most efficient ports in Australia, it can already receive larger cargo ships than the port in Melbourne and once it reaches its capacity of 2.4 million TEUs, Fremantle Port could service a city the size of Sydney.

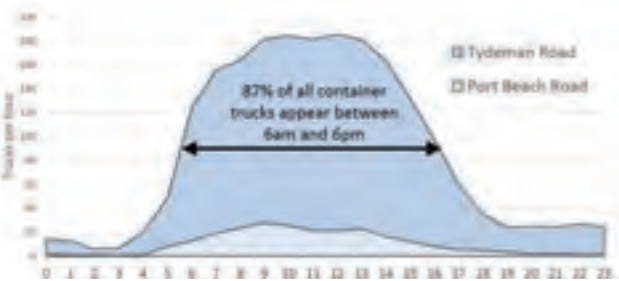
HOW DO THE MAIN PORTS IN AUSTRALIA COMPARE?

Port	City pop	2017 TEU vol	Ch depth
Melbourne	4.82M	2.4M TEUs	13.1m
Sydney	5.37M	2.5M TEUs	15.2m
Fremantle	2.20M	0.7M TEUs*	14.7m

*2.4M TEU capacity

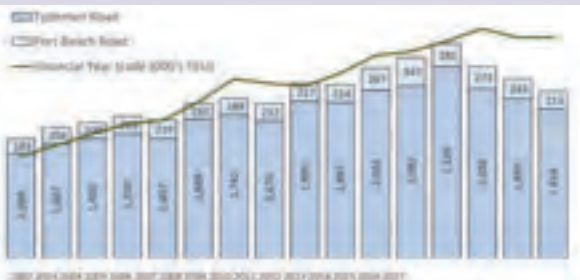
WHAT ABOUT TRAFFIC?

Nearly all truck activity occurs 6am-6pm on weekdays



There are less trucks on the road today than in 2014 and the port is moving more TEUs.

Historic container truck numbers



Truck numbers (between 6am and 6pm) have increased, broadly in line with trade growth until 2014. Since then, observed numbers have declined while trade continues to grow, albeit at a lower rate.

Even with these improvements, container trucks are only 10 per cent of the total traffic on the main road into the Port, Tydemans Road, and in 2017 only 48 per cent of the trucks going to the port were carrying cargo on both their arrival and departure.

WHY THE PUSH FOR THE OUTER HARBOUR?

Property developers are right now trying to get land immediately north of Tydemans road rezoned residential and are no doubt lobbying to turn Fremantle Port into a millionaires' playground. There is no economic case for an outer harbor, there is no logistical case for an outer harbour and all the players in the industry are banding together to tell Government that the outer harbour is not needed!

See back page of this publication for details of upcoming events. We need your support if we are going to win this campaign. If you don't fight – you lose!



Fremantle Port could service a city the size of Sydney

In 2017, just 48% of trucks were loaded in both directions (over 12 hours, 6am to 6pm)



\$5.3m paid back in wages

The ITF Australian Inspectorate has obtained \$5.3 million in stolen wages in the past year.

Our inspections found several problems on board these vessels, including expired contracts, low accommodation standards and substandard provisions - check out the photos on this page.

These outcomes are the result of seafarers contacting the ITF and identifying the issue or by our inspectors doing their routine inspections.

You would ask why this is still happening in 2018 and what's being done to stop the exploitation



Report by
KEITH MCCORRISTON
ITF INSPECTOR

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of seafarers.

The Maritime Labour Convention 2006 was introduced some years ago and although a worthy doc-



ument, there are some grey areas that needs to be addressed.

One was the abandonment of seafarers, which has recently been amended in the MLC 2006 for the protection of seafarers. The other is

the ILO minimum wages, B.2.2.4 which is only a guideline under the MLC 2006.

AMAZING SEAFARER COMPLAINTS IN BUNBURY

I recently travelled to Bunbury following a complaint about there being no wages paid on board for three months and there being little-to-no food.

On arrival, Mick Hankin and I boarded the vessel and spoke to the Master. The vessel had no ITF approved CBA and we did thing the company would welcome the inspectorate on board.

We identified ourselves as ITF inspector/port contacts and duly signed the vessel's boarding book at the gangway.

After several minutes we requested several documents and explained to the Master why we were on board. When we questioned him about the food on board, he sat up and asked if we were AMSA inspectors.

It was then he realised we were from the ITF and walked out of his office.

Ten minutes later he returned and stated, "everything is Ok on board" and asked who complained?

We never pass on the identities of those making complaints and asked if we could check the provisions and pay situation on board.

He refused to show us any wage documents.

We spoke to several seafarers in the messroom and the complaints were confirmed.

They told us the Master had come down and locked the galley and stores provisions. It was then the Master came into the messroom and told the seafarers to leave.

We informed the Master that due to the nature of the complaint and the lack of cooperation, we would formally lodge a complaint with PSC under MLC 2006.

The Master then stated that management wanted the ITF off the ship. We were also contacted by other parties within the port about the problems.



Later that night I was informed by some crew that the Master told them there would be no shore leave and that the cook would be going ashore to buy enough provisions to satisfy any follow up.

He demanded to know who made the complaint and said that if PSC visited the following day, no one was to complain. If they did, they would be sent home at the next opportunity.

So, what was the wash up?

AMSA inspected the ship the following day and true to form and the threats, the seafarers never spoke up.

The seafarers were interviewed individually, and no one complained about monthly wages on board or the provisions. We understand from our contacts the C/Cook did go ashore and did buy provisions to last to the next port of call prior to AMSA coming on board.

These examples of abuse are generally noted where ships have no ITF approved collective

bargaining agreements. The ITF continues to educate and inform seafarers of the conditions of employment when there is no ITF approved CBA and why they should be union members in their home country.

Unfortunately, due to other experiences overseas, seafarers won't complain on board, or to PSC inspectors.

AISA/PACIFIC ITF INSPECTORS MEETING

The recent meeting held in Manila (Philippines) was very constructive, with open debate about the issues that inspectors deal with in the Asia/Pacific region.

Reports from London ITF Maritime, Australia, Philippine's, India, Singapore, Taiwan, Hong Kong, Sri Lanka, Russia, Korea, Japan and the Arab regional sector, was well received.

The reports included seafarer issues, including shore leave, education, inspector's resources, medical cases and the MLC 2006.

Due to the grey areas of the MLC 2006 we have submitted several recommendations for consideration for the ITF London Maritime sector to take up with ILO.

The meeting also endorsed a campaign for the inspectorate to target several operations over the next year. The meeting wasn't a talk fest but one where a clear and precise campaign has been organised that will deliver a better life for those seafarers that are being exploited.

THE LAST WORD

I want to pay my sincere condolences to the families of members that have passed away since the last edition - Barney Francis, Chris O'Sullivan (Old man Chris), Don Joshua and Colin Farrelly; all long-time members and well respected.

REMEMBERING

THOMAS CHARLES EDWARDS

TOM Edwards was a lumper (wharfie) who was killed by police on Victoria Quay on the 4th of May 1919 during a dispute over use of scab labour on the docks.

His killer was never named, let alone charged.

In mid-July, the union was approached by the descendants of Tom Edwards and the family was contacted by Fremantle Council with regards to the commemorative water fountain that is located in King's Square. The Council was looking at temporarily (or permanently) moving the memorial due to construction works being done.

The family has asked that the memorial remain in its present position. As such, we are now in discussion with the Council and are in consultation with both parties to respect the Edwards Family wishes.

I have been researching the history of the incident of the 1919 Fremantle wharf crisis. With the 100-year anniversary falling on May Day next year, I believe it would be a bloody good theme for the MUA to march to.

The legacy of Tom can still be seen today when you walk into the MUA office, with the building plaque dedicated to the Tom Edwards stand that was formed during the community picket of the 1998 Patrick dispute.

The 4th of May 1919 was the scene of an extraordinarily violent dispute. WA was isolated by a Seaman's strike and an outbreak of the deadly influenza virus.

The Conservative Premier of the day intervened in the dispute over the unloading of the coastal trading ship "SS Dimboola".

The violence escalated with members of the Fremantle Lumpers Union when Launches carrying the Premier and "Scabs" came down the river with the intention of unloading the Dimboola.

What transpired that day was the

accumulation of a dispute that started in 1917 when non-union scabs were employed on the wharf.

THE TRAGIC SUNDAY

On the morning of Sunday the 4th of May, the men and women of Fremantle were called upon to fight the armed forces of the Government. It became known that an attempt to bring scab labour down the river to work the wharves. Bellmen were dispatched throughout the Fremantle district calling all unionists to the wharf, police were at B Shed, a mounted force had drawn a line across Cliff Street at the town end, while most of the foot police were in reserve near the pick-up bureau.

Small squads were dispatched, with fixed bayonets to guard the eastern entrances to the wharf and to clear all persons outside the fence to the railway reserve.

Currently, there were about 200 lumpers congregating at the usual pick-up place. Included among the men was the union president (Mr W Renton).

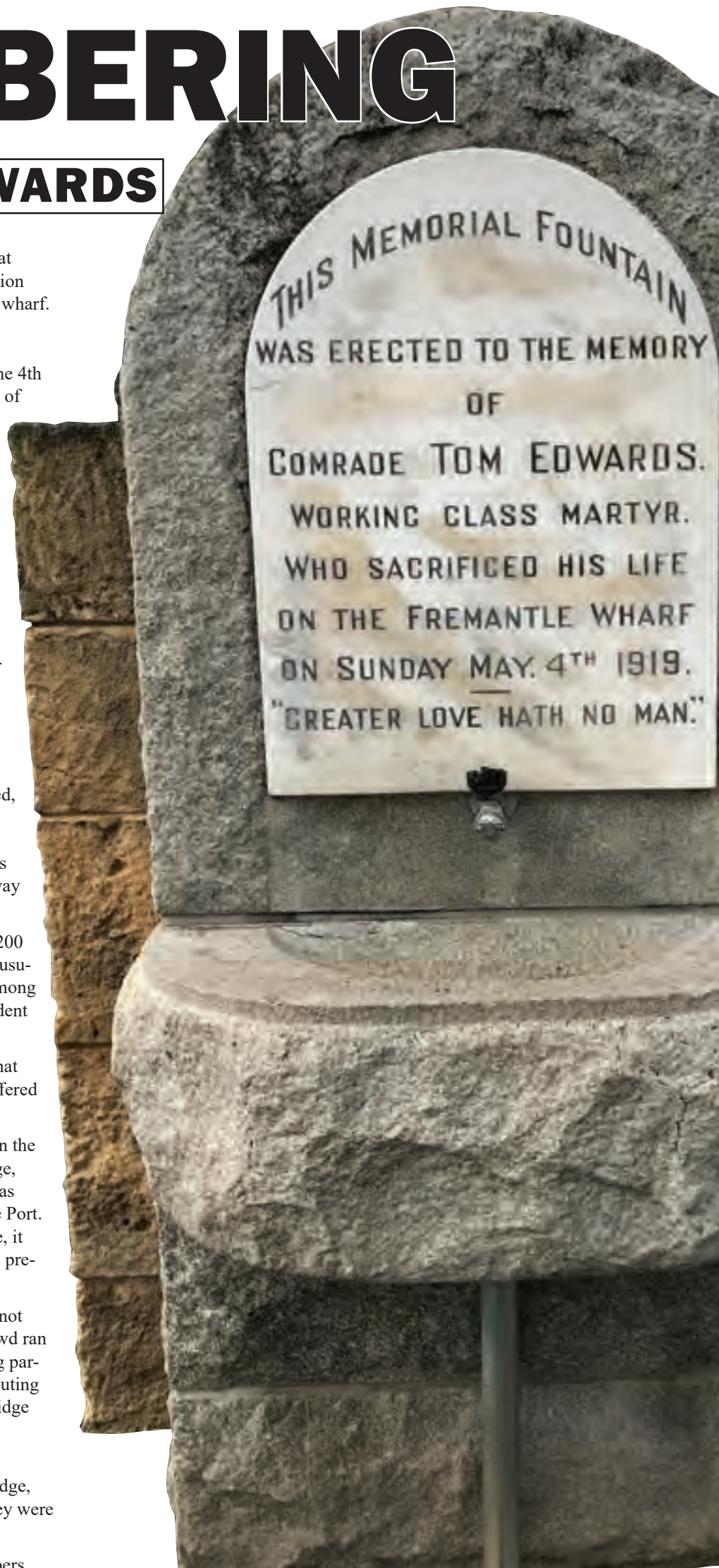
When the police requested that they leave the wharf, they offered no resistance.

While this was happening, on the North Fremantle traffic bridge, a launch carrying "Scabs" was slowly making its way to the Port. When she reached the bridge, it was lined with men trying to prevent her from passing.

They threw rocks, but it did not stop the launch. A large crowd ran along the river bank, keeping parallel with the launch and shouting to the men on the railway bridge "don't let the Scabs pass".

A squad of foot police were dispatched to the railway bridge, armed with bayonets.... They were out-numbered.

They tried to force the Lumpers



and their sympathisers from the bridge, but they were powerless. The launch was again subjected to a hail of rocks but she passed underneath on her way to the wharf.

The men rushed from the railway bridge and broke through a line of police guarding the eastern approaches to the wharf, as they made their way towards the pick-up bureau between C Shed and B Shed.

Fifty yards from where the employers and other volunteers were erecting barriers, police fixed bayonets and advanced towards the men. The men were determined not to allow the work of erecting the barricades to proceed.

Two statements — that of Mr Renton (President of the Lumpers Union) and a newspaper reporter — stated that it was not until the police had first used force and seriously wounded one of the Lumpers, that the Lumpers began to retaliate. What happened can best be stated in the President's own words:

“There was two lines of police drawn up and blocking our way. The front row of police was armed with rifles and bayonets. The police ordered

us to go back the way we came, stones began to fly from the rear. It was the first time I had seen them thrown. When all the stones had been thrown, the police began to throw the stones back at the men.

THE 4TH OF MAY 1919 WAS THE SCENE OF AN EXTRA-ORDINARILY VIOLENT DISPUTE

“I said to the police ‘the men are retreating, leave them alone’. With that, three or four policemen surrounded me with rifles and stones in their hands. I heard one policeman say, ‘look out you don’t hit each other, get him’. I was then hit on the head with a stone. This knocked me down and when I attempted to regain my feet, I was again knocked down by a baton, the mark of which I still bear.”

In the conflict, there were injuries on both sides, including, unfortunately, Tom Edwards, who had gone to the aid of Mr Renton.

Tom was knocked down by a policeman. This incident was corroborated at the inquest by a man that was not connected with the Lumpers' Union, who said that Renton and Edwards were struck at the same time, the latter, while he had his arms around Renton after assisting him to his feet. The Lumpers won the day and the scabs never worked on the wharf again.

Tom Edwards died in hospital on the 7th of May, three days after receiving a fracture to his skull at the hands of the police.

The news came as a sad shock to Lumpers and all in the community who mourned not only the death of a comrade, but one who had given his life for the cause of the working class.

Tom left behind a young widow and three small children.

The full story of the wharf crisis - commemorating its 100-year anniversary - can be read in a special edition of the MUA Rank & File Voice Newspaper in May, 2019.

By Jack McCabe

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What's happening in the World

By **Todd Iverson**
ILWU Local 23 Tacoma

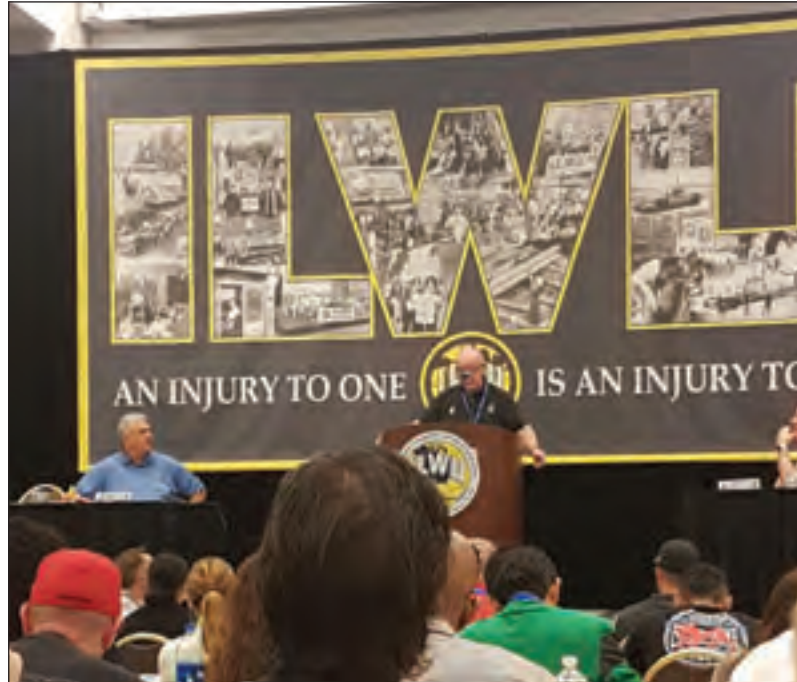
Just as Malcolm Turnbull is making lives difficult for unions in Australia, American workers are finding out what life is like under Donald Trump. The ILWU and its members have been impacted by a three-prong attack—the right to organise, an illogical trade war and an assault on anyone who is not a straight, white male.

The latest blow to unions in America came in June as the Supreme Court (highest court in the US) ruled in the Janus case with a decision that made union membership optional for government employees. This impacted the ILWU, as some of our locals represent workers that work directly for the port authority and state ferry workers. Fortunately, almost all of the members signed to stay with the union with Local 22 (Port of Tacoma workers) getting 100 per cent and Puget Sound IBU (ferry workers) receiving a 74 per cent commitment from its workers.

Corporate and far-right interests believe the Janus decision will cripple unions' ability to raise money if workers no longer join the union, and thus hurt the Democratic Party. Time will tell if this will happen, though surprisingly union membership is up over the past year. Perhaps workers are finally realising that Wall Street is not on their team.

On the longshore side of the ILWU, Trump's trade war with China is putting over 40 per cent of our cargo in the crosshairs. The grain elevator in Tacoma normally starts shipping out soybeans in September, employing over 50 workers, but no one knows yet if there will be work or if we too will be another victim of Trump's ego and economic ignorance.

Most disturbing of all has been the continual erosion of civility, rights and decency in America as the far-right has been emboldened with the antics of Trump to unleash hate and terror on minorities and immigrants. Hate groups, disguised with clever names like the Proud Boys and the Patriot Prayer, are starting to hold rallies, posting flyers around town and coming out from whatever rock they use to hide under. Meanwhile, our federal government is terrorising hispanics by conducting raids, splitting up families and conducting mass trials—completely ignoring the fact we have had an open-door policy for decades since



much of America's agricultural industry is dependent on them harvesting our food.

All of this will be a test of the ILWU to engage the better angels of our social consciousness and be leaders in standing up for union rights and human rights as we weather this Trump storm.

But not all the news is bad.

The ILWU just wrapped up its 37th Convention in June and much of the week was the celebration of the upcoming retirement of our president 'Big Bob' McEllrath. Fortunately, we have a strong cast of candidates able to step up as we are currently conducting elections to replace our leadership. There was a strong contingent of MUA wharfies at the Convention and as always, we enjoyed the great speeches from Paddy Crumlin and Christy Cain (see picture).

Perhaps the best news out of our convention was that the ILWU continues to beat back the employers in technology arbitrations. Like elsewhere in the world, the employers continue to try to implement automation that eliminate our jobs, but our contract stipulates we have the opportunity to have any jobs created by this automation. Our team has been doing a phenomenal job of winning arbitrations that save our jurisdiction on the docks. As we move toward a more automated world, capturing the jobs created by technology is paramount to the union's survival.

Finally, I had the pleasure of hanging out with the MUA's Tom Mayor recently. Mayor is the Branch Secretary for the Northern Territories, but is

working on the Uluru Statement and was visiting Tacoma to take part on a large gathering of our local indigenous people and to speak to them. I first met him 15 years ago, and we've remained friends.

Thomas and I talked a lot about the differences, strengths and weaknesses

of our two unions, but most importantly, how we can learn and help out each other.

Your use of social media, and the way you are out front in education and development of your members proves the ILWU has a lot to learn from our brothers and sisters in the MUA.

I marvel at the MUA's commitment to a militancy of protecting your jobs, and how you will not hesitate to take to the streets to protect your jurisdiction.

While at our convention, I was having a beer with two members of the MUA and told them of how our grain terminals were in contract bargaining. They asked, why the 300-plus convention delegates were not boarding buses and protesting outside their offices. I shrugged my shoulders.

"Well that's fucked up mate. We need to go have a crack" he replied. Maybe we should have, as two months later our contract negotiations are stalled.

Brothers and sisters of the MUA, keep up the fight and remember you have friends over here.

IF A VICTIM OF CRIME, YOU MAY BE ENTITLED TO COMPENSATION, NOT ONLY FOR YOUR PAIN, BUT ALSO FOR SPECIFIC LOSSES INCURRED AS A RESULT OF A CRIME, OR ALLEGED CRIME COMMITTED AGAINST YOU:

WHY CAN I MAKE A CLAIM?	WHAT CAN I CLAIM?	ARE THERE ANY LIMITATIONS?
<p>Provided on the Criminal Injuries Compensation Act 2003, you may be eligible to claim compensation if you:</p> <ul style="list-style-type: none"> are a person of crime and are injured and/or have suffered financial loss as a result of the crime; are a close relative of a person killed as a result of an offence; Compensation can be sought for emotional responses to the crime regardless of whether a person has been identified, charged or convicted of the offence; There may be a delay for a compensation claim to be considered if you have suffered physical or mental injury resulting from a conviction or alleged offence or conviction against you. 	<p>Police incident occurred on or after 1 January 2004, you are entitled to a maximum award of \$75,000 for pain, suffering and loss of any expenses, loss of income and general damages.</p> <p>Compensation may also cover:</p> <ul style="list-style-type: none"> Funeral and burials; Loss of employment of the; Loss of income; Medical or psychological expenses; Other incidental expenses, such as a year for medical treatment or because of continuing; With a limit of a small, a claimant may be eligible for compensation to assist with funeral expenses and loss of financial support. 	<p>If the time limits apply and the application must be lodged within 6 years of the crime.</p> <p>If you have not submitted your application within the time limits, you will need to request an extension or application lodged after this time limit has passed.</p>
<p>GET IN TOUCH:</p> <p>08 9308 1706</p>		

United we stand

2018 Inaugural CFMMEU National Conference

Allan Wattam:

The 2018 Inaugural National Conference, hosted in Queensland, was an historical event. Union officials and 1800 rank & file delegates attended and were actively involved with the amalgamation and the future direction of these great unions.

We are all very fortunate to have our leaderships' ongoing vision, determination, resilience and passion for our members futures going forward.

*In unity
Al Wattam*

Terry Gore (Bloss):

The CFMMEU Conference was incredible.

It was held on the Gold Coast and what a great place it was. I was introduced to many interesting men and women and met with old friends that I hadn't seen for years.

I see we are going to be a great, strong union that will give companies and the Government a greater run for their money, even though we were a powerful force prior to the amalgamation.

The MUA is a great union and I am very proud to be a member.

One of the big questions raised was 'what will the name of the new union be?'

Anybody have any ideas of what the new name will be?

*Touch one, touch all.
In unity
Bloss*

John Mears:

It was a great privilege being part of something so historical and learning why the Government and companies are worried about this merger.

It was great to hear the debates of what we do, and why we do what we do, to make this merger work.

Listening to working class men and women with important and valid questions, proves that we know our industry. We know what's right and



what's wrong and we won't back down to bullies in years to come.

This union will look back in and hopefully the younger generation will see what we were trying to achieve.

They say, 'you never get back conditions that have been lost', I think we don't give up on getting them back. This amalgamation gives us hope!

A big thank you to all who helped organise this conference and those who work behind the scenes unnoticed.

*YNWA!
John Mears*

Phil Swanston:

I attended the first CFMMEU National Conference on behalf of the MUA WA Branch.

I am pleased to report that the new union has a good structure that encourages robust debate. The fears I had of the amalgamation are now gone; the new union is united with true trade union core values.

We haven't lost our voice; in fact we have gained a larger one.

It is clear that large corporations and this Liberal Government, are gearing up for the biggest fight this generation will see.

We have the right leadership and we are ready.

I am proud and excited to stand shoulder-to-shoulder with the comrades of the new CFMMEU.

The workers hold the power. Let's use it and deliver real change for

everyone in our communities.

Phil Swanston

Jed McKellar:

The inaugural conference to consolidate the amalgamation of three unions was a great success. The WA Branch was well represented, led by Christy Cain and Adrian Evans.

The range of discussion and debate was robust due to our large agenda and talks from youth, ATSI and women's committees.

I was quite surprised at how harmonious our debates were. You would think we have been amalgamated for years.

The 'Kill a worker, go to jail' campaign was introduced by Christy Cain. He spoke very passionately regarding the issues and the steps required to make this happen.

I would like to thank Sandra Mirco and her team from the West Coast Branch who worked on organising this event for us and also a big shout out to the National Office for making it happen.

The future looks good for the unions with bright, enthusiastic, young reps coming through with their great ideas.

*Congratulations
Jed McKellar*

Daniel Piccoli:

I was honoured to attend the inaugural CFMMEU National Conference this year.

I was intrigued to see how this new super union would work on a national scale and I wasn't surprised by my findings.

The MUA was at home within the ranks of like-minded unionists at the CFMMEU. The feeling in the room was more like a family reunion of brothers and sisters from struggles past and present.

Discussions were had heavily about the path this union should take moving forward. I was impressed by the campaigns of the different divisions to combat issues that arose in their industries. Each campaign bringing new discoveries and tactics to the unions collective arsenal.

New campaigns were nationally supported, such as 'Change The Rules' from the ACTU, the 'Kill A Worker Go To Jail' campaign around industrial manslaughter laws was discussed heavily by Christy Cain, and Thomas Mayor brought the Uluru Statement and spoke about indigenous rights.

Youth, women, ATSI and veterans were deeply involved in the conference, whether it was through panel sessions, debate or even educating through life experiences.

The inclusiveness of this union was on display at this conference.

Change is hard for everyone, but it is needed to progress as a movement.

I am glad that this change has brought me new comrades to support going into the future. I once again extend my thanks to the MUA for this opportunity.

Daniel Piccoli

Chris Wilson:

G'day comrades, I was lucky enough to be invited to attend the inaugural conference of the amalgamation.

This conference was to consolidate the amalgamation of three great unions into one mighty union.

The welcome to land dancers was a fantastic way to open three days of powerful and passionate speakers



and a clear direction in to which way we are headed as this country's leading force in fighting for worker's rights.

Over the next few days we heard from many speakers, both locally and internationally and it was humbling to hear of the struggles and strains of our fellow unionists in other parts of the world.

We covered off many areas with women's issues, Aboriginal and Torres Strait Island as well as many of the national and local agendas being brought to light.

I was an honour to meet and mingle with many of the other delegates from around the country and the world.

I was particularly impressed with Secretary of the ACTU, Sally McManus, and always enjoy the fortitude and vigour of our leader, Paddy Crumlin.

Christy Cain sought to mandate the Industrial Manslaughter Campaign and make it legislation. I couldn't agree more - kill a worker, go to jail.

There were a number of other highlights, including a stirring panel of our youth delegation who are both positive and professional and are the future of our country and union.

Most of all, it's great to know that we, as a union, are being led from the front. Without strong leadership we become a rudderless ship.

Let's get behind our officials and

our union and continue to fight the good fight.

It was a pleasure to attend and I can only thank my fellow comrades for the opportunity

*Thank you
Froggy*

Leonie Wilson:

I was fortunate to be invited to attend the inaugural conference combining our three great unions.

It was a wonderful opportunity to get acquainted with union leaders, delegates and individuals from a wide range and sphere of workplaces who help protect and continue to fight for the rights of workers, particularly the most vulnerable in our community.

Emotions were mixed as uplifting stories by those most effected by appalling conditions stood firm with union backing to help garner favourable outcomes.

It is clear that collective bargaining, a liveable award wage and the right to strike are all basic rights which need to be legal and protected.

The shocking truth that the old components of the work choices campaign is quietly filtering through our parliament and becoming law is terrifying for workers in this country. Why our Government would want to create a 'working poor' as is the case in the USA who have similar industrial laws to this new version of work choice, is

unfathomable.

My experience from the conference exceeded my expectations.

In particular, I was privileged to meet some incredibly passionate and inspirational women and be moved by their courage, commitment and love of people most susceptible to unfettered exploitation in our society.

We need a commitment to remain firm and work without antagonism and dispel the old prejudices and myths of unions to grow a grassroots supporter base.

In saying this, we need to enable individuals from any industry to be a part of our union and to make it clear with employers that by working together fairly, openly and honestly both parties can have fruitful productive outcomes.

*In unity
Leonie Wilson*

Tyrone O'Neill:

The Queensland National Conference I attended with the MUA WA Branch was a buffet of information and history of the three merging unions.

The quality and quantity of the speakers was immense, highlights being Thomas Major on the ATSI Nation Conference and Michael O'Conner speaking on his many topics.

Christy Cain introduced and spoke (quite enthusiastically might I add)

**12/6/18 - 15/6/18
Gold Coast, QLD**

on the 'Kill a worker, go to jail' campaign, which deserves all our support and effort.

A huge thanks to the many speakers and chairs for the mass of information and also to all the organisers that helped make such a massive event run so smoothly.

I would highly recommend and encourage anyone who gets the chance to attend this event in the future.

Tyrone O'Neill

Jeremy Delmadoros:

I recently had the opportunity to attend the first inaugural national conference following the successful amalgamation of the CFEMU, MUA and TCFUA.

The enthusiasm, unionism, and relationship with unions locally and internationally were inspiring.

It is clear we all experience the same struggles and need to move forward as one collective.

The range of and depth of discussions on moving forward as one powerful union was phenomenal.

It was also great to see the recognition and respect shown to our seniors and aboriginal people and their culture which is often forgotten.

Being able to be a part of such a historical event will be something I surely won't forget.

*Jeremy Delmadoros
Towage delegate - Kwinana*

Minute of silence

That moment you're out on board and you hear the news of another fallen comrade; it is like a cold whisper that is felt and spread among the crew.

Suicide and mental health touches us all, one way or other.

Every year 65,000 Australians make a suicide attempt and there are more than 25,000 deaths by suicide. I have been aware of this since I was a little girl, due to the loss of close friends and family members.

I do not speak of this subject lightly. It hits home in so many ways and because of this I am always on the lookout for any signs in those around me.

In our line of work, we have to manage and find balance - managing fatigue after a 12-hour shifts, healthy eating, exercising (stretching), and dealing with being away from family and friends, and missed special occasions.

If we are not prepared to talk to the professionals, either online or over



the phone, we desperately need to start talking to each other, breaking that old school mindset that we must always be strong and we don't talk to each other about our feelings.

Unfortunately, 75 per cent of those deaths are males.

I truly believe that it takes a strong person to talk about how they feel, and it is ok sometimes not to be ok.

I had an opportunity to attend a very insightful course for First Aid for Mental Health through the St John Ambulance. I would highly recommend this course; it helps build knowledge about mental health and identify the tools for support.

One of those helpful tools is Hunterlink which is a 24/7 service that can be accessed on 1800 554 654. It is 100 per cent confidential.

Also, www.mindspot.org.au has online assessments, with free course treatment plans and comes with therapist's guidance if needed.

Other great apps include Calm and Headspace.

*In unity
Catherine Shardlow*

HUNTERLINK

employee assistance provider

Linking you & your family to holistic wellbeing solutions

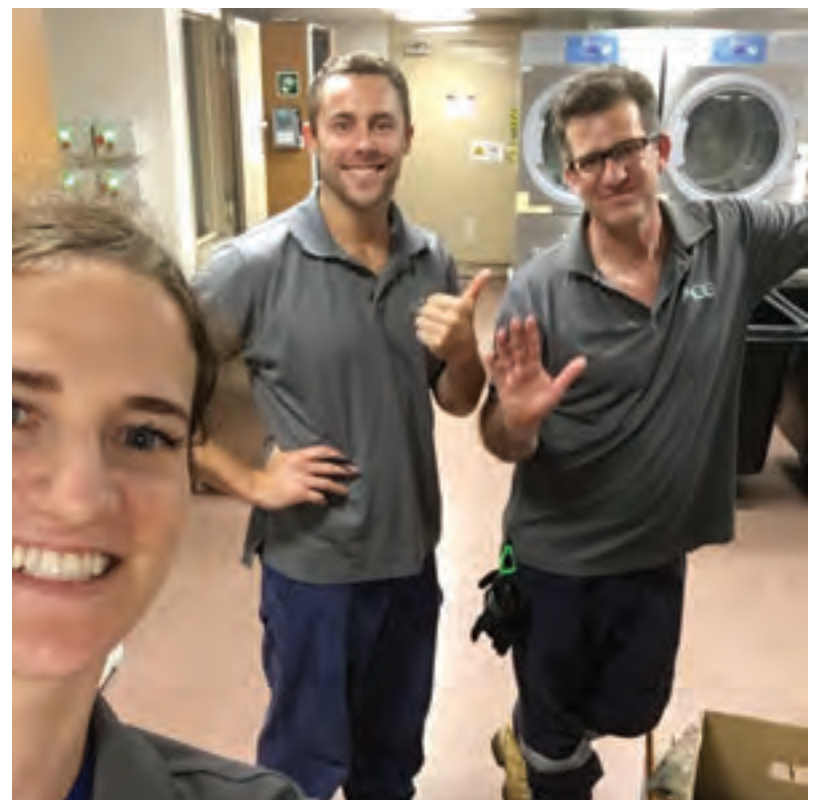
SERVICES WE OFFER

<ul style="list-style-type: none"> • 24/7 National assistance helpline • Stress & pressure at work • Bullying • Depression and anxiety • Anger management • Grief • Substance abuse • Relationship issues • Problem gambling • Financial issues • Social isolation • Workplace issues 	<ul style="list-style-type: none"> • Return to work • Redundancy and restructure • Conciliation • Mental health • Mediation • Critical incident • Financial management • Awareness workshops • Suicide prevention • Managerial supervision • Crisis management • Positive testing 	<ul style="list-style-type: none"> • Policy updates • Organisational support • Management coaching • Training • Education • Suicide prevention • Workplace attitude • Stress management • Effective communication • Mutual respect • Mental health awareness • Policy training • Orientation / induction
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FREE CALL 24/7 NATIONAL ASSISTANCE HELPLINE

1800 554 654

enquiry@hunterlink.org.au | /hunterlink | www.hunterlink.org.au



Remember the schoolyard

Did you ever go to school and leave an apple on the teacher's desk? Did you ever do extra homework for your teacher? Did you rush to school on the weekends and holidays to make the headmaster happy?

I would like to think the answer is no.... that we all had some sort of dignity, some sort of self-pride and there was no need for it, so we simply didn't do it.

Times may have been a lot similar back then, but the principles are the same.

You looked out for your mates; you didn't suck up to the teacher. And you went about your work, having some fun along the way.

What your peers thought always held some weight. Through sports and other activities you built bonds; a collective power that was unbreakable.

I sit here wondering what is happening in our industry?

Have people forgotten about the days in the schoolyard? We see a hand full of people buying presents for the boss, gangway hopping, working outside of their hours and breaking the conditions and safe work practices. *All for what?*

A pat on the back from the man! These people must live in shame, with no self-worth. How do they face the person in the mirror every day?



What has happened to our standards? Where have people's morals gone? Where is the loyalty towards their peers and class?

I don't know; maybe it's jealousy or living outside of ones means that causes this behaviour.

It could be the fake news and media finally infecting us to stop forward thinking, giving false reality of what is wrong or right. It might be that the real history of this country and that of the trade union movement is being overlooked. The movement that has built our wages and conditions to what they are today.

We need to come back to our roots and not let the hand full of sucks become the norm. Let's keep our

dignity and continue to build the workers power up in our areas and across the country.

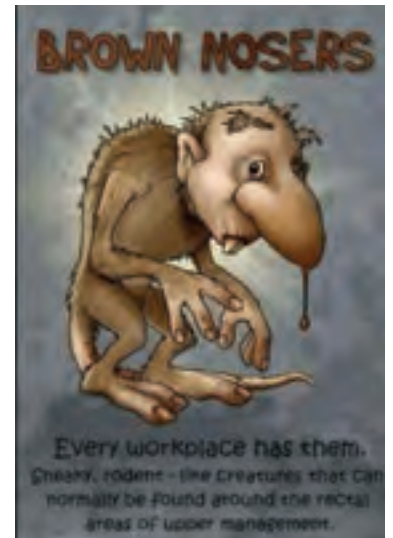
You do not have to be a grub to get ahead at work. Do your job well and gain the respect of your peers.

That is a much more honourable way of getting ahead. We are blue collar workers, not a bunch of briefcase wankers lazing around their daddy's yacht. Sometimes we need to remember that.

In summary, we are a team.

By sticking to your guns and looking after your workmates, we will continue to be the best one in the nation.

Come help build our numbers and strengthen our ranks. Let's take on



the grubs and stamp out the negativity, be proud, paid up and ready to fight for our future.

The youth movement typically meets after the monthly stop work meeting and is there to educate and help build worker power. If you're under 35, come along and be part of the movement.

There will be a lot of actions coming up. We are trying to keep the durations down to 2-3 hours from leaving to returning.

If you want to experience collective power and what the workers standing together can achieve, please register on our action list to be notified.

*Phil Swanston (9020389)
MUA WA Youth rep*

MUA Veterans - get involved

Hi comrades, unfortunately, it has been a slow year for the vets due to a lack of retired members joining the Veterans' Association.

Plus, our regular members have been either unwell or unavailable to attend our functions.

I would like to acknowledge a passed veteran member, Collin Farrelly. Collin fought a hard battle with a long-term illness. *Smooth sailing Collin.*

I have been keeping tabs on our older members to ensure they are all okay.

Billy Ellis is not doing too good at the moment and Noel Seeber is waiting for a lift to be installed at the local pub as he can't fit in the dumb waiter.

I have currently lent out two of our gophers.

STOCK ON HAND AND READY FOR USE IS:

- 1 x large gopher
- 2 x wheelchairs

2 x walkers

Anyway comrades, it is vital that more members attend our functions.

If you know of anyone who would be interested in joining the Vets, please direct them to the union rooms.

All retired MUA members will automatically be eligible for membership of the WA MUA Veterans Association, which is affiliated nationally with the MUA Veterans.

Any current MUA members over 65 years of age are also eligible to join, whether he or she is employed or not, along with any member who is incapable of employment through accident or injury.

As a member of the Veterans, you will receive mailouts notifying you of all future events and the latest MUA news.

The yearly fee is \$20 and payable on application

– renewable on January 1st each year.

If we can increase our Veterans membership and keep the donations rolling in, we can keep the Veterans Association going.

*In unity
Jimmy Donnelly - Secretary/Treasurer
Fremantle Veterans Association*



Members are never alone

Greetings comrades, in early March this year I was involved in a motorbike accident. Myself and my friend, who was on the bike with me, sustained multiple injuries which resulted in me being airlifted to Townsville Intensive Care Unit.

I spent 12 days in the ICU, where I suffered a catastrophic heart failure and had to be revived three times. Safe to say, I was in for the fight of my life and somehow managed to pull through.

From there it was another 11 days in general before being discharged.

Since then, my life has revolved around the rehabilitation process,

to the point where I am now hitting the gym several times a week as well as boxing classes and am feeling stronger and fitter every day.

I am now hoping to re-join the workforce sometime around September and get back out on the water.

What I really want to do is give my thanks to my friends and family who have supported me through this most difficult of times and especially to the Rank and File of the MUA who sent me messages of support and also financial support to the point where I did not have to worry about not working and earning money and could focus solely

on my rehabilitation.

It is hard to find the words to express my gratitude to the MUA and its members for the support you have given me, but it is something I will never forget and I hope to be able to pay it forward going in to the future.

I thank you all once more and hope to be able to sail with you in the near future.

David Oxenham

SIDE BY SIDE IN TOUGHEST BATTLE

Dear comrades, I would like to thank Christy Cain and fellow members of the MUA WA Branch

for their donation in helping my wife and I as we fight this cancer battle.

During this time I have lost my nose to nasal cancer. I still have one tumour in my back and I have not worked since December 2017.

It has been a long hard battle, as people that have had cancer will know, but we both have been strong.

There is still a way to go yet and hopefully one day I will get back to work.

In unity

David (Froggy) Frodsham

FAREWELL TO A LIFE MEMBER

JEFF MARTIN
25/07/1930 – 06/07/2018

Jeff Martin was a proud unionist who became a life member of the then Waterside Workers' Union in 1991. He lived most of his life in and around Fremantle, where he worked on the wharves before retiring to Busselton with his wife, Monica, in 1994.

He relished taking his politics and views on the importance of workers' rights to this relatively conservative town.

Up until a few days before his death, he was still talking politics and reflecting on the injustices experienced by workers, Indigenous Australians, refugees, women and other marginalised groups.

His daughters, Michelle and Robyn, cared for him in the last few months of his life, after he was diagnosed with a terminal illness. He died at home, as he wished, surrounded by those that loved him.

The music at Jeff's funeral said everything there was to know about him – Paul Robeson; Geoffrey Gurrumul Yunupingu, Johnny Cash and Pete Seeger's Solidarity Forever.

Farewell comrade



LEADING THE WAY

MUA members led the May Day March this year in celebration of the 20th Anniversary of the Patrick Dispute.

Thanks for the support!

Hi Chris and Jack, just a quick email thanking you guys and the WA Branch for all the help over the past 10 years that I have been lucky enough to work in the offshore industry.

Jack, while we've had a couple of phone call *debates*, the support and

guidance you have provided me as an onboard delegate was always appreciated mate.

Christy, there is nothing I can say here that will do justice to the work that you do and commitment you continually show, for not only our union, but the wider community in

the fight for working class people in this country.

It's been an honour comrade!

I have decided to take the voluntary redundancy and eventually look to continue working in the industry locally in Port Kembla.

I'm hoping this will al-

low me to become more actively involved in the MUA at the branch level.

If I can ever be of assistance, please don't hesitate to get in touch.

Thanks again comrades.

IU always
John Cross
#9022711

Tunnel vision has to stop

Mick Buchan
State Secretary
CFMEU



There's no doubt that the McGowan Labor Government inherited the leftovers from a lot of poor decision making from the Barnett Liberal Government.

In construction, they first had to see through the debacle of the Perth Children's Hospital and now we are seeing them contend with the decision to appoint Salini-Impregilo to build the Forrestfield Airport Link.

Having that the time is fast approaching when this WA Labor Government will have to stand by their own decisions, they need to learn the lessons from the mistakes made by their predecessors.

You could smell a rat at the time Salini was appointed under the Liberal Government's procurement process.

The Forrestfield Airport Tunnel Link was budgeted at \$1.96 billion, yet the tender was awarded to Salini-Impregilo by the Barnett Government for just \$1.3 billion, a massive reduction based on the initial budget.

It was a massive shortfall and converting that shortfall into profit has meant workers have been screwed on their wages and conditions.

What's worse is that local jobs are not a priority, with cheap labour coming in from overseas to work on the project.

With the assistance of the WA Chamber of Commerce and Industry, Salini 'gamed the system' by registering an enterprise agreement with the Fair Work Commission that was voted up by only three workers.

None of these workers were actually even working on the project at the time of the vote.

Since the project started, safety has been atrocious. There have been numerous incidents - from a crane operator being electrocuted, to the most recent incident that saw a young worker nearly killed after being hit in the face by an exploding pipe.

It is believed that since that accident, up to 15 workers have quit the project because it was deemed by them to be the last straw when it came to safety on the job.

West Australian's deserve a quality built project and expect that workers receive good wages and conditions.

There have been too many circumstances in recent times where this hasn't been the case.

The WA Government should lead by example and appoint good builders who employ sub-contractors that do the right thing by the workforce.

If the Government doesn't lead the way, how can they expect the private sector to follow suit?

There are suspicions that Salini entered a bottom-feeder price with an eye to the future and the MetroNet Rail project, a key part of Labor's election-winning platform.

A lot of working-class people voted for that project with the expectation that it would come with local jobs, good wages, conditions, treatment and safety. In other words.... A fair go for WA!

The past tunnel vision of awarding projects to the lowest bidder at the expense of quality, and workers' wages, conditions and safety has to stop.





Alcoa walk out

The Australian Workers' Union has confirmed that Alcoa workers in WA walked out on the 10th of August over an enterprise agreement dispute with the company.

The strike began after Alcoa applied to Australia's workplace regulator to terminate the current agreement.

This will impact around 1600 workers at its three alumina refineries, and two bauxite mines.



QUBE Fremantle members support the AWU Pickett

THE ANZAC SPIRIT



© Kai Photography 2018

In the last edition we ran the untold story on the sacrifice made by merchant seafarers during times of war. These pictures onboard the **Posh Arcadia** tell a thousand words and the thoughts of member Troy Simmons are just as powerful.

I had the pleasure of paying my respects to the fallen soldiers and merchant seafarers while onboard the POSH Arcadia.

Standing among fellow crew members and work colleagues, I was proud of the respect shown by so many people on board.

This was the best dawn service I have ever attended.



As an Australian, I have been to many dawn ceremonies.

This morning's really hit home about the NZ the appears in the word ANZAC. I was greatly moved by the number

of New Zealanders also paying their respects alongside their Australian brothers and sisters.

Lest we forget.

By Troy Simmons

OUTER HARBOUR FORUM

GET THE FACTS ON THIS FLAWED PROPOSAL

WHEN: WEDNESDAY AUGUST 29TH 6:00-8:00PM

WHERE: FREMANTLE TOWN HALL - 8 WILLIAM STREET, FREMANTLE

ALL WHARFIES, WORKING OR NOT TO ATTEND!

WE DON'T NEED AN OUTER HARBOUR WHEN FREMANTLE PORT HAS CAPACITY FOR 25+ YEARS.

YOUR FUTURE IS ON THE LINE, SEE YOU THERE!

Chris Cain

RALLY AT THE BEACH!

SUNDAY SEPTEMBER 16TH

10:00AM

CHALLENGER BEACH

KWINANA OUTER HARBOUR

IT COSTS TOO MUCH - ENVIRONMENTALLY IT'S A DISASTER

IT'S JUST NOT NEEDED!