



# QUEENSLAND BRANCH NEWS

NEWSLETTER of the QLD Branch of the MARITIME UNION of AUSTRALIA

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*To be truly radical is to make hope possible, rather than despair convincing - Raymond Williams*

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## Enough is Enough! Unions Rally United – Good News for Queensland Towage Brisbane Ferries Update - International Solidarity Prevails - Turner Freeman

### Penalty Rates, Stand Up – Fight Back!

*By Paul Petersen Queensland Branch Organiser*

IF THE LNP government is successful in reducing penalty rates it will directly affect someone in your family or someone you know and care about!

The Fair Work Commission has announced penalty rates on public holidays and Sundays will be cut in the hospitality, retail and fast-food industries and the LNP/Turnbull government are eager to implement it.

The Fair Work Commission has not yet decided when the Sunday rate cuts should come into effect, but indicated it should be within a year.

Your penalty rates were established in 1947, when unions fought and successfully argued in the Arbitration Commission that people needed extra money for working outside normal hours.

All MUA members work outside of “normal working hours” and our wages have been set by this standard. At this stage these changes will adversely affect nearly half a million people, including some of the country's

lowest-paid workers who will be looking at loses up to \$6000 a year. How realistic is it to ask a worker to take a pay cut of \$6000 a year? Especially when many of these

workers are on the national minimum wage which is currently \$672.70 for a 38 hour week (before tax) or \$17.70 per hour.



There are reportedly around 1.86 million Australians who earn the minimum wage, nearly one in five workers. Minimum wage earners are more likely to be young, without post-school qualifications, and working part-time, casual jobs in the retail and hospitality industries.

If the Penalty rates cuts are implemented it will simply mean the people, already most disadvantaged, will have their pays cut and will have to work more hours, work longer shifts for less money.

Cutting the penalty rates of Australian's poorest workers will only push us closer towards the American

**Authorised by Bob Carnegie, Maritime Union of Australia (MUA) Queensland Branch Secretary**

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system where the shrinking middle class are fast joining the swelling ranks of the working poor.



Where parents can work 18 hours a day at two or three minimum wage jobs, but no matter how hard they work they will never earn enough money to cloth, educate, house or even feed their children adequately.

It's painfully ironic that the Fair Work Commission's decision was released just a day after the ABS confirmed the pace of Australian wages had already slowed to the worst in the history of their recorded data.

### **Who is fighting to save Penalty Rates?**

There is only one organisation fighting to save your Penalty Rates the same organisation that brought them to you.

### **YOU and your UNION**

On the 9th of March thousands of active Union members from all industries marched in every major city of Australia. Thousands of passionate members standing up for your rights at work.

There is widespread concern across Australia about our rights at work and your participation is critical to a positive outcome.

Get ACTIVE, Get INVOLVED - Its time - STAND UP, FIGHT BACK.



*Queensland Branch Secretary, Bob Carnegie Addressing the Rally*

This will be an ongoing campaign and YOUR SUPPORT is vital.

Union Proud, Union Strong

**Paul Petersen**

*Queensland Branch Organiser*

## **Good News for Queensland Towage**

*By Deputy Branch Secretary - Jason Miners*

COMRADES, YESTERDAY FINALLY saw some good news in towage with the members in Townsville, Cairns, Lucinda and Mourilyan working at Svitzer and Smit Lamnalco keeping their jobs for a further 5 years with a 2 year option.

After Hay Point went to the cancer of partnerships and saw the removal of some 20 members, we have been in a battle to ensure our traditional area of towage remains a productive, organised and political force. As quoted by Assistant National Secretary, Ian Bray:

*Congratulations to everyone involved in delivering this outcome. This week's announcement in the ports of Townsville and Cairns is very welcome news and delivers ongoing job security to the workers that have reliably ensured safe and timely shipping services to the respective ports. Further, it is welcomed that the North Queensland Ports have seen through the sham working arrangements that are delivered by way of Partnerships and rejected them in their ports.*

There has been a massive amount of work going into yesterday's outcome which involved numerous Ministers meetings at a Queensland State Government level with upwards of 5 separate meetings. We have been at ALP State Conferences, strongly supported by the ETU, debating the policy platform and pushing for action on partnerships which will continue until partnerships are no more in Queensland.

I have been doing several rounds of all our towage ports from Weipa to Brisbane assuring members that we are doing everything we can to protect their industries. Just last month we were meeting the CEOs of the ports advocating the fantastic job our members have been delivering for the ports in towage for almost 40 years and the bi-partisan approach to improvement when it's not driven by greed and recklessness.

During this massive body of work, we have had prominent rank and file involvement and we need to make a special mention to the Cairns tug crew as they have led much of the latest outcomes on the Ports North Tender through being active politically and responsible industrially.

I will be recalling the Queensland Tug Delegates Committee in the coming months to review where we are at with our commitments at our initial meeting as we mobilise for the next phase in the national towage campaign strategy. Please ensure you stay in touch with your workplace delegate.

## **Brisbane Ferries Update**

*By Deputy Branch Secretary - Jason miners*

BACK PAY FOR the claims being championed by the MUA for the affected workers on the Brisbane River at Transdev continues, and the progress has been glacial to say the least. The union has set down a time to meet with delegates next Thursday about a host of new claims which potentially date back to pre 2014.

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The union is also planning to look at the previous Award which allegedly covered workers which was the Passenger Transport Award to see if the Ports Harbours and Enclosed Vessels Award was the correct Award to cover the workers from that period.

Some members have suggested that workers should always have been on the Enclosed Water Vessels Award, and not the Passenger Transport Award as was previously the case. The union will be investigating this issue for members.

As for the people who did not receive back pay, the union is diligently chasing Transdev but they are dragging their feet.

Transdev needs to be held accountable for this delay, and the union will outline to the employer that the updated claims and names need to be dealt with promptly to avoid an application from the union as a collective application on behalf of its members to the Federal Court.

Whilst we understand the frustration of members on the speed in which this is being addressed by the employer, it must be said that any criticism by those who aim to divide us at the MUA needs to be debated in one of the many meetings and site visits orchestrated as we stand by our record and have not put as many resources into any other site in Queensland in comparison with Transdev.

A special mention needs to be made of Damien McGarry who has assisted me greatly during my many departures around the state addressing our other fights both nationally and in the regions.

We have seen a number of member driven initiatives come to light to keep everyone informed and united, such as the catch ups at Bulimba and the ferry newsletter which we commend our members for wanting to assist.

We hope that the members will see through the nay sayers and splitters as we continue our campaign to rebuild the Brissy ferry site into a better job for everyone through collective and united struggle.

***United we stand divided we beg!***

### **International Solidarity is Decisive**

THE 35 BANGLADESHI unionists and garment workers arrested since December last year have all been released, following an international campaign led by IndustriALL Global Union and UNI Global Union. Over 10,742 of you signed the online campaign on LabourStart, making it one of our largest campaigns this year.

IndustriALL Global Union General Secretary Valter Sanches welcomed the decision to release the jailed activists:

*"We have seen an incredible show of global solidarity and this is an important victory for garment workers in Bangladesh, sending a strong message to the country's industry to enter into a constructive dialogue with the trade unions. The issue that sparked the crackdown on unions at the end of last year still remains. We will continue to support the fight for higher wages and will*

*closely monitor the situation until all charges are dropped."*

LabourStart is very pleased to have played a role in this great victory for the garment workers of Bangladesh.

### **Superannuation and Fees**



Nothing in life is free, and superannuation is by no means different.

What are the common super fees you can expect to find on your yearly statement?

Understanding what your fund is charging you will put you in a better position to

compare and figure out if the grass really is any greener on the other side.

#### **Main types of superannuation fees**

The Australian Securities and Investment Commission has provided a useful run down of the most common super fees in their online MoneySmart resource. If you're a member of a super fund you can expect to pay some or all of the following:

**Member fees** – General administration fees that cover the cost of keeping an account.

- **Management or investment management fees (also known as MER)** – These are the fees that are associated with managing your investments.
- **Contribution fees** – These fees are generally associated with the expenses that are associated with receiving and investing your contributions.
- **Adviser service fees** – Fees that are associated with any personal advice you get. Keep in mind, your adviser may receive commission for investments recommended.
- **Insurance premiums** – This involves the general cost of insurance provided through your superannuation fund, and you can generally choose to raise or lower your cover.

#### **Additional fees you might also be charged**

If you're signed up to a super fund you might also notice these additional fees.

- Establishment fees for setting up your account in the fund.
- Withdrawal or termination fees for when you take money out of your super account.
- Investment switching fees for changing investment options.
- Contribution splitting fees when you split contributions to a spouse's account.
- Performance fees payable if your investments perform better than market benchmarks.
- Issuer fees charged by the investment issuer for overseeing the fund.

The good news is using a non-profit industry fund such as Maritime Super means most of the above fees can be avoided. For example, a conservative member with a balance of \$50,000 pays \$443 per year in fees, (\$78 pa

admin fee and 0.73%pa investment management fee). Large balances incur a discount and there are no contribution fees or contribution fees. Optional Advice plans are one off by nature, and no ongoing commissions incurred.

### Meet Turner Freeman's Adam Tayler



ADAM WAS ADMITTED as a solicitor of the Supreme Court of Queensland in 1998 and is also a solicitor of the High Court of Australia and a legal practitioner of the Supreme Court of the

Australian Capital Territory. He did law the hard way, working full time as a trainee solicitor in Townsville and then Brisbane while studying part time. This experience has meant that Adam has a disciplined work ethic and focuses on practical solutions and what works best for his clients.

He is employed as a Special Counsel in Turner Freeman's Brisbane office. Adam has a broad range of experience in all manner of personal injury claims with a particular expertise in Queensland workers compensation, Comcare and Seacare matters. Adam also manages a specialised team of staff at Turner Freeman working on TPD, income protection and disability insurance claims. Adam has extensive experience in employment law and industrial relations having previously been the principal and owner of an exclusive workers only firm specialising in work place law prior to joining the Turner Freeman team.

Over his long career Adam has always acted for workers and the injured and ill to give them a voice when they need it. His broad experience is used to ensure that all aspects of a client's situation can be explored to ensure their interests are protected and their full entitlements are recovered.

Adam is the author of various papers presented to the Queensland Law Society, Legalwise and the Australian Lawyers Alliance continuing legal education programs over the years on matters involving workplace law and insurance.

Adam is a committee member of the Queensland Branch of the Australian Lawyers Alliance and a member of the Queensland Law Society, the Australian Lawyers Alliance and the American Association for Justice. Adam is also an officer in the Royal Australian Air Force Reserve working as an operations officer based at Amberley in Queensland. He is married with two young children.

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### Annual Leave

BRANCH SECRETARY, Bob Carnegie is currently on annual leave with his wife, Melissa in Sri Lanka. Bob will return to work on Friday 24 March 2017.

### Funeral Details for Peter Martin

The Branch extends deepest sympathy to the family and friends of member, Peter Martin. The details are: Friday 17 March at 1.30pm at Melaleuca Station Memorial Gardens, 9394 Tweed Valley Way, Chinderah.

### Cartoon Corner

Have a look at all the toys, a ship, a car, a train. None of which are built in Australia anymore.



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