

WA



# Rank & File Voice

## *TOUCH ONE - TOUCH ALL*

Newspaper of the Maritime Union of Australia, Western Australian Branch \* Number 32 \* AUGUST 2014



# FIGHTING FROM THE FRONT

## FOR AUSSIE JOBS



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## Staying up to date with your Branch

THE past quarter has seen some role changes within the MUA WA Branch administration staff.

Long-serving staff member Talie has moved into an accounts role and Sarah has joined Sandra, Lisa and Samantha as part of the membership team.

The team has been working tirelessly to ensure membership records and contact details on our database are up to date, which can be difficult due to the mobility of seafarers throughout the offshore industry.

Having up-to-date membership records is of critical importance to our Protected Action Ballot applications. It is crucial that members advise us immediately, via email or phone, when their employment situation changes.

**It would be of great assistance if you could please forward an email to [wamembership@mua.org.au](mailto:wamembership@mua.org.au) confirming your name, date of birth, current address, mobile number and email address, along with your employer details and your position.**

All End of Financial Year tax union due statements have been mailed to the current addresses that we have recorded. If you are not in receipt of yours, please contact the office to confirm your contact details.

In accordance with the union rules, your membership dues must be paid a minimum of one month in advance. Each month, we endeavour to contact our members who are un-financial, or paying in arrears, via phone, SMS and email. If you fall into this category and have not had any contact with us to date, it would be appreciated if you would please contact the Branch to set up a payment in arrears contract to start reducing your debt.

If you are having difficulties paying your dues, or experiencing financial hardship, the membership team are here to help you in any way that we can.

It is better to deal with payment issues as they arise, rather than allow your membership to fall significantly into arrears and to avoid cancellation.

Please pop into the Branch if we can be of assistance, to say hello and to put a face to a name.

*In unity  
WA membership team*

Grateful thanks to Pete Le Scelle, retired member from DP World, for generously providing assistance in the production of this and prior editions of the Rank and File Voice. Pete, thank you for your fabulous photographs, and much needed expertise in graphic design.



### This Working Life

@thisworkinglife  
Great win in the Senate by @MaritimeUnionAU and other maritime unions to protect Australian jobs in offshore drilling projects. #ausunions

### MUA

@MaritimeUnionAU  
70 to go - please sign to save maritime jobs SIGN HERE: <http://goo.gl/vvzeQf> #ausunions #auspol

### MUA

@MaritimeUnionAU  
#Labor will block weakening of protection in offshore industry [http://www.mua.org.au/labor\\_will\\_block\\_weakening\\_protection\\_for\\_workers...](http://www.mua.org.au/labor_will_block_weakening_protection_for_workers...) #ausunions #auspol @ITFglobalunion

### safeatwork

@safeatworkUNION  
Offshore Oil & Gas: ACTU, MUA, AWU, AMWU & AIMPE talking safety at ITF meeting in UK #itf2014 #ausunions @AWUnion @theamwu @MaritimeUnionAU



### MUA - WA Branch

"The MUA is seeking legal advice but it appears the Abbott government is treating this week's Senate decision with disdain by trying to ride roughshod over existing legislation." - MUA National Secretary Paddy Crumlin

### Andrew Field

The current immigration laws have allowed thousands of immigrants into our workforce. Every other application I get for a job is from an Irishman or an African. The law needs repealing.

### MUA - WA Branch

"For months, we have been trying to negotiate a new agreement in good faith with EPSL and they continue to be unreasonable." - MUA Organiser Jeff Cassar

### MUA - WA Branch

The closing of the Subsea 7 site for 10 days due to a series of safety incidents was "just the latest in a long line of management stuff-ups, which are damaging this project [Gorgon]". - MUA WA Assistant Secretary Will Tracey





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# AUSSIE PROJECTS AUSSIE JOBS AUSSIE LABOUR

## Vale Comrade Gerry Conlon

Farewell Gerry Conlon (third from the left)



YOU may have heard of the sad passing of freedom fighter, renowned international figure and great friend of the union, Gerry Conlon.

Gerry died earlier this month in his Belfast home following a long battle with cancer. He was 60.

Of course, Gerry and three others made up the so-called Guildford Four - a group of Irish nationals wrongfully convicted and sentenced to life for the 1974 bombing of a pub in Guildford.

His jailing is arguably the most egregious miscarriage of justice in modern British history. His father Giuseppe, convicted for an alleged lesser role in the bombing, died behind bars before the convictions were overturned in 1989. As MUA National Secretary, Paddy Crumlin paid his respects to a man he considered a friend and comrade.

"Gerry was a person of character and courage, who did not allow the great injustices against him to distort or poison his character and optimism," Crumlin said.

"He took time to come to Australia amongst many other countries, and addressed the MUA WA Rank and File Conference, and other branches and unions on the importance of why he strove for peace against violence, and justice against elitism.

"He was an inspiration to those amongst us that find those values central to the meaning and quality of life.

"Vale Comrade Conlon. Well found, greatly respected and loved and now sadly missed."

Gerry understandably faced significant struggles after his release, and suffered greatly with alcohol and drugs. It would

have been incredibly easy for him to take the path of a recluse.

And yet Gerry understood the power that his story had. He understood how his suffering could be harnessed for the greater good. He knew his experience had forced the world's eyes to be opened to injustice.

He was a true trade unionist - a living example to us all of the principles we believe in.

Gerry drew from his experiences to campaign on behalf of others with the Miscarriages of Justice Organisation.

And Gerry, of course, was a steadfast friend to our Union. He visited Australia on a number of occasions and was kind enough to offer his story, his insights, and his passion to our members.

Knowing Gerry's often deep and dark personal struggles, it should be of enormous satisfaction to us all that he was able to find solace in the global union movement, but particularly here in Australia, among us.

When he most recently addressed the MUA in 2011 in Melbourne, I know there wasn't a dry eye in the house.

"They dragged me out of a cave - out of a hole I had dug for myself," he told us.

"And to come here and to feel the warmth, the generosity, the inspiration, and the solidarity of the unions is absolutely fantastic."

Gerry taught us much and we should be proud of the role we played in his life as well.

The thoughts of all of us in the Union go to Gerry's family who have had to endure so much.

Brothers and Sisters, the fight continues to secure Australian jobs on those massive resource projects.

Since the Liberal Government came to power 10 months ago, we have seen well over 100,000 Australian jobs disappear, while at the same time the number of 457 visas granted has increased.

In offshore oil and gas, our areas of coverage is being attacked, and while we continue to hold our own in respect to Australian jobs, foreign labour continues to be a massive threat. There have been numerous occasions where the multi-national employers have tested their hand to use foreign labour.

However, we have managed to resist the push and we remain solid.

I have had many meetings with Saipem, McDermotts, and Hereema to negotiate an MOU for the Impex Project and in particular to get assurances that they will man up with Australian seafarers.

This was no easy task, but at the time of writing this they have all agreed.

**All members are asked to attend their STOP WORK MEETINGS to hear the full report.**

I am in the process of organising visits to Brisbane, Melbourne and Sydney to conduct meetings around this issue.

## 32 delegates at ALP State Conference

How good is this? You were represented by 32 MUA delegates at the ALP State Conference on the weekend of July 5.

It wasn't missed by anyone who attended. They wore their MUA shirts with pride and made sure they had something to say. They debated major issues around Port privatisation, foreign labour, safety on the waterfront and argued for more grassroots policies to grow the party.

Considering we had two delegates at the last conference, when we weren't taken seriously. The mood has changed dramatically and now the MUA is HERE TO STAY! Well done brothers & sisters. I was proud to be a part of the delegation.

Each of our members in WA needs to get on board; we need a political voice in Parliament.

Join the ALP and have your say for your jobs, your Union and your future.

## Vale Gerry Conlon

Such terrible news in respect of the passing of Gerry Conlon. A true freedom fighter, he was a man who gave his whole life to the struggle of injustices of the human kind.

Everywhere Gerry went around the world, he was fighting for justice of one kind or another!

I first met Gerry and Paddy, at Bob Crows RMT Conference in the Isle of Man. Every delegate at that conference was crying after they both had spoken!

We stayed true friends after that and Gerry and Paddy visited Australia on a number of occasions. Gerry has left a lesson for us all to digest.

I will leave that with you all to think about.

To Gerry's family, on behalf of us all on the West Coast of Australia, please accept our deepest condolences.

I am sure every Trade Unionist that had the pleasure to meet this man, would be in total shock!

Rest in peace Brother.

*Christy, Anna, Emma, and all the family of the MUA*

## Another wharfie dies on Melbourne Docks

Unfortunately, I have more sad news to report on.

Melbourne wharfie Anthony Attard was crushed to death on a Toll vessel four weeks ago.

We all on the West Coast send our deepest condolences to the family of Anthony.

We will continue to battle for legislation and regulation to improve safety in this area of high risk work.

*In unity*





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# DP WORLD



## Members overwhelmingly endorse taking protected action

The DP World agreement expired on June 30. It's the first of the stevedoring agreements to expire this round and will set the benchmark for the industry.

This point is not lost on our members at DPW who overwhelmingly endorsed taking protected action to progress our claims. There are six actions that we proposed in the ballot and the percentage of members who have supported each question ranged from 96.5 - 99.3 per cent. This is a great result and shows the discipline and commitment that MUA members have toward fighting for a decent outcome in this agreement.

Negotiations continue and we will not settle until we get a fair deal.

DPW has attacked the permanent workforce and attempted to divide the site, running hard-on propaganda with management holding stop work meetings to explain why members should accept the shit they have been dishing up.

Just six weeks ago, I had the acting GM, Glenn Wayne tell me that his intel (from a couple of stair runners) was that we wouldn't get past the 50 per cent required to get a ballot up. The fact is 99.3 per cent of the site endorsed protected action.

The MUA is here to stay and no amount of propaganda or attacks on workers will change that. Our members have been through plenty of battles and are well aware that it is unity that delivers outcomes. The boss has never turned up to negotiations offering a deal that was so good we just grabbed it.

The mere threat of protected industrial action finally drew out DPW's first offer in July.



The offer was very simple, CPI wage increase for four years and they withdrew all of their claims and offered a rollover of the agreement. The catch is that they will continue to attack the award that underpins it and attempt to strip penalty rates, eliminate closed port days, and increase the working week from 35hrs to 38hrs and more.

We will not agree to a rollover of such an agreement and we demand that any new agreement covers off the attacks on the award, fixes the rosters, improves the irregulars and prevents the company from bullying its workforce. **It's not about money, it's about work/life balance, it's about our members' right to go home safe, it's about job security and most importantly it's about respect in the workplace.**

DPW has over utilised its right to manage. It may have used it in an ideological way to attempt to break the unity of the membership at the expense of the business. That is the problem with giving irresponsible ideologues

the right to manage. They care less about the business than they do about winning a dispute with their own workforce.

Members have seen plenty of those people come and go. The problem with this strategy is it relies on management intelligence and leadership. Something that has been lacking at DPW for some time.

Any intelligent leader will bring people along with them; they will ensure any change is a win for both parties and then they will get support from the workforce.

If you alienate your workforce it all turns to shit. **I remind all the bosses that are reading this and especially DPW - your workforce is the MUA. As much as you try, you can not separate the two.**

In Fremantle, DPW lost a major contact through mismanagement. It accused the MUA and its workforce of illegal industrial action in a smokescreen to cover up that mismanagement. In a case that took over six months, Commissioner Watson threw out

DPW's case and found no such action was occurring or even threatened.

DPW then introduced a roster change that allows only four rostered days off in seven weeks and for that they cut the salary, all without agreement.

We are in the middle of court action to prove that what it has done is illegal. Regardless of the outcome in the courts, members have made it clear they will fight to get back what the company has stolen from them.

After Holland was dumped in March, Brisbane manager Glenn Wayne was appointed acting GM and came to Fremantle promising to fix the relationship. He delivered nothing but disputation.

Glenn the actor has done a "Dorothy" and tapped his heels together three times before scurrying back to Brisbane, which really disappointed me.

On a positive note, we have a number of cases in progress and we will get the opportunity to get Glenn in the witness box and ask him all the tough questions that I am sure he would rather avoid.

Due to Glenn's hasty departure, we now have yet another acting GM out of Brisbane until Ray Lee returns to Fremantle. When Ray was last in Fremantle, he was a hard man, but fair; he knows how to work with the MUA and bring workers with him.

We can only hope Ray is given free reign to do just that. DP members are determined to fight for a fair and just workplace. DP management need to focus on gaining business rather than fighting their own workforce. Until then it will be more of the same.





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# Abbott ruthless

## Government continues attack on all Australian workers by going after Australian seafarers in the offshore

THE past month continued the ruthless and sustained attack on Australian workers by the Abbott Government.

Just as we have seen Australian manufacturing and construction workers belted by an ideologically driven agenda we now see Australian seafarers under attack. And the attack has been like nothing we have ever seen before as the Abbott Government uses foreign labour to remove the jobs of Australian seafarers from the offshore oil and gas industry.

**And instead employers were then given the right to hire foreign workers on greatly reduced pay and conditions compared to their Australian counterparts.**

The Abbott Government brought in regulations to give offshore employers the right to remove Australian workers from the offshore industry through the use of Maritime Crew Visas. And they also regulated in such a manner that employers could then pay foreign workers who replace Australian workers any rate of pay they like - as little as \$1000 per month.

Removed was the obligation to employ Australian workers first or at least ensure there were no unemployed Australians available to fill offshore jobs as they came up. Removed was the obligation to even advertise offshore jobs to Australian workers or give Australian workers training opportunities. And instead employers were then given the right to hire foreign workers on greatly reduced pay and conditions compared to their Australian counterparts.

Of course we had to oppose these repressive laws and so the campaign began to convince the Australia Senate to disallow the regulations and vote against them.

All three maritime unions (MUA, AMOU and AIMPE) commenced a significant lobbying campaign in Canberra which was one of common purpose. We were able to get a motion moved by the Greens through South Australian Greens Senator Penny Wright and seconded by PUP Tasmanian Senator Jackie Lambie that sought to disallow the regulations attacking the jobs of Australia seafarers.

Once that motion had been proposed, the three maritime unions then staged significant lobbying efforts over the past three days before the vote in the Senate on Wednesday July 16. This was done by phone and in Canberra to get Senators to vote in favour of supporting Australian jobs. The MUA had five officials in Canberra over those three days, including National Secretary Paddy Crumlin.

Importantly though, we would not have been in a posi-



**The MUA and the AMOU will be involved in a joint application to the Federal Court to attempt to overturn the Legislative Instrument and reinstate the previous Government's support for the employment of Australian seafarers in the offshore oil and gas industry.**

tion to get the support of the Senators, nor would our issue have been front and centre, without the critical role of the petition put out by WA Branch Secretary Chris Cain.

It brought our members, their families and the broader public into the campaign. It prosecuted this issues' importance to Senators in everyday language and showed the widespread support our issue had. This was a significant effort from all those who signed and got their friends and families to sign the MUA petition.

It supported our lobbying efforts with close to 15,000 signatures in a week that were sent daily to the ALP, PUP and Greens Senators.

The signatures were sent with the various comments from those who signed giving genuine comments about the importance of this industry to ordinary Austral-

ians, their families and the communities in which they live. And the message came from seafarers of all three unions.

After the petition and the lobbying efforts of all three unions, the Senate voted 35 to 31 in favour of protecting the jobs of Australian seafarers in the offshore oil and gas industry. This was an historic win for every Australian seafarer. Never before have we had such a direct response from Australian Senators to our issues.

The motion to disallow the job destroying regulations of the Abbott government was short lived however.

Less than a day after the Australian Senate voted to support Australian jobs, the Abbott government continued its crusade against Australian seafarers and all others who work in this lucrative industry. The Abbott government appeared to have spent all of Thursday figuring out how to overturn the courageous decision by the Senate to protect Australian jobs.

The Abbott Government used what they term a "Legislative Instrument" to remove the need for the employment of Australian workers on any vessel in the offshore and again any foreign workers that come in can be paid as little as the employer decides they want to pay.

The Abbott government moved from attempting to bring in Maritime Crew Visas to get rid of Australian seafarers in the offshore to the complete removal of all visas and regulations so no Australian workers of any type have any job security on vessels in the offshore.

The MUA has recently engaged two separate Senior Counsel to assess exactly what the Government had done, what it means for Australian workers and whether there is any legal avenues to overturn this "Legislative Instrument".

It is critical we get the best possible advice on this complex administrative process the Government is using to remove all Australian workers from the offshore industry. As a result of the advice we received by the time this paper goes to print, the MUA and the AMOU will be involved in a joint application to the Federal Court to attempt to overturn the Legislative Instrument and reinstate the previous Government's support for the employment of Australian seafarers in the offshore oil and gas industry.

One thing you can be assured of - just as the Abbott government continues its assault on Australian workers and their jobs so too will the MUA fight to protect those very same jobs. This blue directly impacts our seafarers, divers and ROV membership.

If we lose here there is no doubt it will be expanded to other waterfront workers as a means to decimate Australia jobs. This is a fight we will throw everything at - losing is not an option. United we stand!

**This is a fight we will throw everything at - losing is not an option.**





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# OMS declare WAR on MUA

## Unskilled attack on seafarers

MEMBERS wouldn't have to go too far back in time to remember when Offshore Marine Services (OMS) had a good working relationship with the MUA and its members.

Its philosophical approach to industrial relations and human resources management was to positively engage with members and their industrial representatives and to try and resolve workplace grievances and allow our membership to get on with the job – a win for members, the company and the clients whom they used to service.

The purchase of OMS by multi-national body-hire outfit **Skilled Engineering** has seen a toxic anti-worker, anti-union culture permeate through its management ranks like an infectious disease.

OMS is a company that appears more intent on screwing over its workforce than resolving industrial disputes.

Dodgy medicals, demanning of vessels without consultation, permanents being forced into the red by over 200 days, written warnings being used to bludgeon members, pays that are regularly stuffed up, stores that are constantly red-lined and a propensity for management to say 'no' as a first response to resolving issues, is the hallmark of OMS in 2014.

### Dodgy medicals

The MUA and its members have no issue with companies ensuring that members are fit to work as integrated ratings, crane operators, cooks and stewards. We take umbrage however at the way OMS is seeking to determine whether members are fit to carry out their duties as seafarers.

In what can only be described as a sick and perverted approach to fitness to work, some of the OMS endorsed medical practitioners are coercing our members (both male and female) to strip down to their underwear while they peep at them jogging on the spot. These so-called "doctors" should be struck off.

OMS, however, has continued with this practice despite numerous complaints by the MUA.

In addition to the 'strip em down and make em run' medical assessment, OMS is coercing members to undertake medical assessments that include planking, push-ups and lifting milk crates with 20kg weights above eye level.

How this can be considered safe medical assessment is anyone's guess. How it relates to the duties of ratings, cooks and



ALL EARS: Doug Heath addressing meeting of Ro-Ro members at Mermaid Marine

stewards is equally perplexing.

It is more targeted to weeding out experienced, long-serving seafarers.

Anyone over the age of 50 is fair game to OMS. Its medical is clearly a discriminatory employment practice that targets women, the elderly and members of small physical stature. It is nothing short of disgraceful.

One of our members has complained about the OMS doctor forcing him to do three 45kg squats as part of his medical induction for the Gorgon Project. I would love to see some of the Chevron head honchos get through one of these medicals without dropping dead of a heart attack.

I had the unfortunate experience of recently sitting next to one of the senior Chevron bosses in a plane and this fat slob was huffing and puffing just to get to the toilet to take a piss.

One of our members with 40 years seafaring experience was chopped up and spat out by OMS after failing one of its boot camp medicals. Despite him clearly explaining that he was employed as a bosun and that the younger IRs did the heavy lifting required on the back deck, the response by OMS was contemptuous to say the least.

In what can only be described as patronising bullshit, the OMS boss responded to a complaint by the MUA with the following: "we're simply looking out for the best interests and health of your member and our employee as in every case like this.

**Valid concerns have been raised that have the potential to endanger lives here; this is not something that we take lightly. Hopefully one day you will be able to**

**comprehend this**". This is typical of the sneering and condescending approach adopted by OMS.

### Industrial bastardry

In another act of industrial bastardry by OMS, it has sent threatening letters to members demanding immediate repayment of wages after its pay office completely stuffed up the payment of its Gorgon Allowances.

OMS Pay Roll get the pays wrong due to its incompetence, fail to properly itemise the alleged pay discrepancy and then threatened members with penalties unless the alleged overpayments were immediately paid back.

Some of our members, who have received these threatening letters, are on the beach. Others are TIRs. None of this seems to matter to the OMS head honchos.

We have also had instances of OMS office staff demanding MUA cooks bake them scones and cakes and other assorted appetisers when one of the OMS manned vessels is docked in Henderson.

When this rort was exposed by one of our members, he was yelled at, chastised and threatened. I wonder if Chevron knows that some of its Gorgon Project expenditure was going to filling the bellies of the OMS staff?

I am sure the institutional investors in the Gorgon Project wouldn't be too pleased. When I complained to OMS management about the stores rort, it emailed me the following response: "If you have an issue with one of your members doing something nice

for the girls in the office such as bringing them leftover cake, then I suggest you take that up with them."

Leftover cake? Nothing left over about the food being demanded by some of the OMS office staff.

### Employment contracts

At the time of writing, the MUA is currently locked in dispute with OMS over its employment contracts. The MUA is advising members not to sign any contract that hasn't been checked and ticked off by the union.

The proposed OMS employment contracts demand that members read and understand **all client policies and procedures** prior to joining. It demands that members repay all red days (even if they have been run into the red due to incompetent management employment practices), want members to perform other (non-specified) duties as directed and agree to participate in performance appraisals. There is no way that the MUA is going to cop this rubbish being mandated in individual employment contracts.

While some of the employment practices described in this article aren't isolated to OMS, they are proving themselves to be the worst bastards of the vessel operators in the offshore oil and gas industry.

The MUA will confront this outfit head on when the time is right to properly address this bullshit and is confident that our membership will be 100 per cent behind us. We'll see how smart and smug the OMS bosses are when things get serious.



# FLNG sell out of Australian workers

A number of right-wing ALP identities, such as former Woodside Boss Gary Gray and Australia's biggest working class traitor (and current oil and gas boss) Martin Ferguson (pictured right), have spent the best part of two years whinging about high labour costs in Australia.

The absurd comments by a pair of ALP misfits that MUA cooks on offshore oil and gas vessels earn \$240,000/year shows how out of touch they are. It's more akin to the toxic vitriol of Tory Liberal Party politicians than something that should come out of spokesmen for the 'worker's party'.

At the recent APPEA Conference, multinational oil and gas CEOs and Liberal Party politicians further added to the myth about the wages of Australian seafarers by claiming that the MUA cooks were being paid \$350,000 per annum. There is clearly no point in letting the truth get in the way of a good story. And what a story it is.

## Profits before people

In their desperation to de-unionise the oil and gas industry, right-wing politicians and bosses have embraced FLNG technology as the solution to the 'high cost' of greenfield on-shore oil and gas projects.

This is all part of their narrative of blaming Australian workers for their obvious incompetence in getting LNG projects off the ground.

Lazy journalists from the Murdoch gutter press repeat the labour cost myth without checking the 'facts'. Most of these journalists have never set foot on a Western Australian construction site let alone a Supply, AHTS or pipelayer vessel or step onto a wharf discharging oil and gas project cargo. It's far easier to write half-truths and denigrate workers from the comfort of an office than find out whether Australian seafarers and wharfies are as productive and professional as the MUA say they are.

## A prelude to an attack on Australian workers

In late 2013, Woodside CEO Peter Coleman announced to the global media that Australian workers were paid too much and that the company would abandon the construction of the James Price Point LNG facility and utilise FLNG technology.

It claimed that it would be 20 per cent cheaper to use untested, experimental FLNG technology than to construct an onshore LNG plant. This announcement brought a new round of attacks on Australian workers by Liberal Party stooges, AMMA, APPPEA and the multi-national oil and gas companies.

Martin Ferguson went so far as to call the MUA a rogue union and call for the de-registration of the WA Branch.

FLNG Processing Platforms such as Woodside's 'Prelude' that is currently under construction in South Korea avoids the need for a pipeline or port facilities.



The Prelude will be the world's largest floating structure built, weighing 600,000 tonnes (which is double the largest sailing supertankers) and almost 500m long.

## The myth of FLNG being cheaper than on-shore construction

In a parliamentary inquiry in Perth that was investigating the economic impact of floating LNG, evidence was led that at best, FLNG would provide a return on capital of just one per cent more than processing LNG at James Price Point. This is a best case scenario for FLNG – assuming that the technology works.

The use of FLNG by Woodside will cost thousands of Australian jobs and cost Western Australians hundreds of millions of dollars of lost revenues. Woodside and Shell (the junior partner in the Browse development) are taking a huge punt by aiming for the Prelude project to be the first field exploited using FLNG technology.

This is a gamble of epic proportions.

It is quiet ironic that Colin Barnett (correctly) is sticking up for Western Australians in his opposition to Prelude while Gary Gray (so-called ALP politician) is sucking up to Woodside (his former company).

## Mozambique and East Timor stand up to the oil and gas multi-nationals

Developing countries such as Mozambique and East Timor are prepared to stick it to the multinationals in their insistence upon on-shore gas processing.

Meanwhile, in Australia we have the sickening sight of politicians such as Julie Bishop, Michaela Cash, Tony Abbot and Gary Gray fawning to Woodside and Shell in an obsequious acceptance of the Prelude project. Their conduct is nothing short of an act of treason to Australian workers.

It is worth noting that a number of oil and gas majors are starting to have second thoughts about FLNG technology. There is a strong belief among many companies that the Prelude will be a disaster for Woodside and Shell.

FLNG technology is still in the experimental stage. In June 2014, Santos and French Oil and Gas multi-national GDF

Suez abandoned Bonaparte FLNG development in the Timor Sea.

This is great news for Australian workers as they will now proceed with piping gas from their offshore fields to Darwin and will need to undertake brownfield development (expansion of the Conoco Phillips LNG Plant or Inpex Plant) instead.

Santos Boss John Anderson described FLNG development in the following context, "The rate of return was assessed on this project to be insufficient given the fact it was still a mega-project with a level of risk in capital exposure and complexity". Woodside, Shell and Gary Gray should take notice of his comments.

A recent analysis of FLNG by Reuters analyst Clyde Russell exposes the bullshit

being perpetrated about FLNG being a low cost solution to the cost of building onshore LNG facilities (May 09, 2014, Reuters USA). Russel believes that it will be more expensive to process gas through Prelude than it will cost to process gas through the Santos, Petronas or Conoco Phillips' LNG plants.

The high cost of the Chevron LNG gas plants at Barrow Island and Wheatstone can be attributed to the incompetence of Chevron management and hardly a proper comparison for other companies engaged in gas extraction.

Australian workers should not be fooled by the motivation of some of the advocates of FLNG technology. Their actions in talking up the 'high cost of on-shore LNG production' are the type of conduct displayed by Joe Hockey when he taunted Holden to piss off out of Australia. Any politician – including Gary Gray – who supports FLNG instead of on shore gas production should be turfed out of office.

All of these anti-worker politicians stand condemned for putting the interests of multinational oil and gas companies instead of Australian workers. They could learn something from the leaders of East Timor and Mozambique.

*Doug Heath*



**For advice and representation on a wide range of legal matters including:**

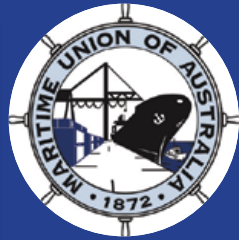
- Industrial and Employment Law
- Seafarers Compensation
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ESPERANCE PORT AUTHORITY: Which puppet do we negotiate with?

## WAR DECLARED IN ESPERANCE

LIKE a shot out of a trebuchet firing the first missile (and no it's not who you all are thinking) the negotiating team for Esperance Port Authority Management have failed to negotiate, or even hold any meetings while the window of opportunity was winding down while our protected action ballot process was being dealt with in the Fair Work Commission.

Throughout the whole process, the MUA and the nominated bargaining reps and delegates have conducted themselves in a manner that has been more than accommodating to the Port and their reps in trying to reach an agreement. And credit must be given to the delegates and nominated bargaining reps for being able to sit in the same room as these peanuts and genuinely try to reach an agreement - when it's clearly not a priority for the Port or its reps as they continually stall the process.

The Port has taken our genuine approach to trying to reach an agreement as a sign of weakness and treated delegates and bargaining reps with contempt throughout the whole process while personally attacking them and digging up their personal files and going through their annual earnings and making mention of them in meetings - AN ABSOLUTE DISGRACE.



UNITED: Port workers who voted 100% to go on strike

To make matters worse, the Port's negotiating team have been touting that they have been hamstrung by government's wage policy, which is 2.5% CPI for the last quarter. We all know how strict they are on that after we just saw the politicians themselves receive a generous pay increase of 3.8% per annum. This is even worse considering the claims tabled by the workforce have been offset by the employees themselves and the Port is still not willing to match them on the offsets.

The workforce had voted to file for a PAB (Protected Action Ballot) when negotiations had broke down and during that period hold talks with the Port and try to get to a point where the use of

industrial action could be avoided. However, the Port failed to see this as a last-ditch attempt to reach an agreement and put its final position to the workforce and once it was rejected and have not been heard from since.

The sad excuse of a negotiating team that was used by the Port came out right before the ballot was being sent to employees for a vote and released an EBA update and reiterated that their final offer was, in the current economic environment, generous and in fact the employees will not gain any strength in negotiations by taking industrial action....

The Port's HR and her puppet masters, need to realise that this is incorrect. History will show that this type of action

does in fact lead to settlement of outstanding issues quicker than sitting at the negotiating table with these muppets going 'round in circles.

And you don't have to be a genius to work out why the Port thinks that its offer is 'extremely generous' considering it is withholding an additional 1.83% which we have offset, which in real money terms is on average \$1830 per person they are going to make if their final offer was accepted.

That's the equivalent of going in to work every Monday and giving your peanut of a boss \$35 - it just wouldn't happen!

Well time has finally run out for the Esperance Port and we have received notification from its employees that they have voted in favour of taking protected industrial action to further the negotiations and to get the Esperance Port back to the negotiating table... to work through some of the claims and finally land an agreement.

I'm pretty sure that we will be hearing a lot more about this in the media if they continue down the same path as they have been ... and stonewalling negotiations.

### Swire Offshore EBA

What a great result returned for the Swire offshore EBA protected action ballot - 98% the figure returned.

It goes to show that the members of Swire are sick and tired of the way things are going, especially the way management are treating the crews.

I would like to thank all of the delegates, volunteers, MUA officials and Branch staff who assisted in the ring-around, chasing up the members to make sure that they received their ballot forms.

In the end, some members got a bit fed up with the follow-up phone calls and emails, but a result like this is clearly the result of a great effort by all.



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COMRADES, the North-West has been very active over the past quarter, with members facing bastard tactics from employers on a daily basis.

On 30 June, we were able to hold a Stop Work Meeting at the union house - something I have wanted to get started and run each month since arriving in the Pilbara. The first meeting, although reasonably small, involved members from diverse sections of the maritime industry, which provided those who attended with an insight into industry-wide issues.

The meeting included many good discussions, with the over-riding issue being safety.

Members reported that employers continually create friction in the workplace when safety issues are raised. They often find themselves ignored, or in most cases victimised, for being the people that speak up. This has created a bad safety culture in many work places.

However, we are fighting back! The membership leads the way in implementing change for the better, with or without the support of management.

I have witnessed workplaces collectively make this change and we are moving in the right direction - educating on the importance of reporting all incidents; being proactive in STOPPING THE JOB for safety reasons; and continuously looking out for the safety of workmates.

## Qube

The waterfront has always been a dangerous place to work, never more evident by the spate of accidents and incidents across the Australian ports in the past 12 months.

The members at Qube have recognised that it is the workers united in the struggle that will improve the safety standards on their site, not the boss who hides on his comfy leather chair in his air-conditioned office.

Over the past few months the members have identified the need to be more collectively proactive in order to make change. In recent times Qube has chosen to ignore its workforce and not act on issues raised in the work place. This is something that we will not accept.

Workers are entitled to a safe work place, and above all, to go home safely.

## Regional meetings

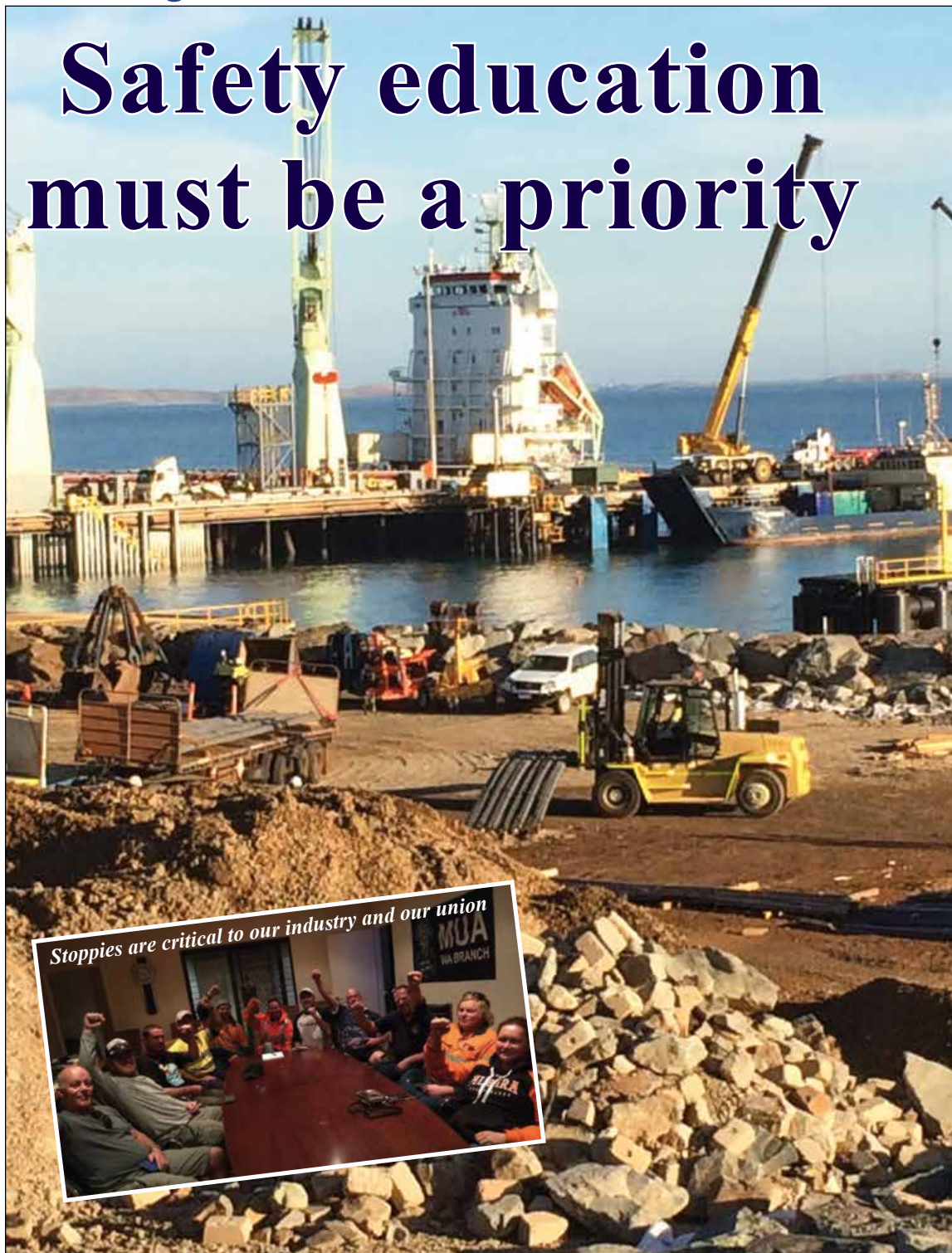
In late May we were able to hold two successful regional meetings in the North-West with a number of WA officials and organisers attending.

We had a great turn out from the membership on May 27 at the Cooke Point Recreation Club in Port Hedland. The meeting updated members on what had been taking place around the West Coast over the past 12 months, and MUA concerns regarding the high number of injuries/fatalities across the maritime industry.

This was an important meeting for the members in Hedland who are so isolated. They had the opportunity to listen to Chris Cain, Doug Heath and WA organisers. Also in attendance were representatives from Maritime Super, Fresh Start and the MMPCU Credit Union. Each gave a well-received talk on benefits MUA members are entitled to, and members took the opportunity to ask questions.

The next day, all officials and organisers piled into cars and hit the road to Karratha for the meeting at the

# Safety education must be a priority



Karratha Recreation Club. There was a good turn out again with a great mix from all parts of the industry.

There were some good discussion, a common theme was the lack of education for new members to the industry. This is something I have noticed and is a concerning issue for me since starting as an organiser.

Education is of the utmost importance to new and existing members. Understanding the history of the union movement, having insight into the struggle to achieve the conditions we now enjoy, knowing the political landscape in which we now operate, and being aware that we need to be ever vigilant to maintain and improve our safety in the workplace, our job security, our conditions, and provide fair remuneration is vital.

We need to ensure each and every company we deal with abides by the respective Enterprise Agreement.

## ALP

The ALP Karratha branch is now up and running. This is a newly formed branch and we have involvement from MUA members throughout Karratha. I urge all members to get involved in the Labor movement.

Meetings are being held on the second Monday of the

month at the union house. Although this Branch is small, it has some great members and is setting the standard in the North-West in regards to union political values.

## Fatigue

An ongoing issue faced - I am sure not just in the North-West but throughout the industry - is a total disregard for fatigue management by companies.

The North-West is riddled with worksites all the way up the coast, where members are getting worked until breaking point.

Unfortunately, it is a common occurrence and it is deeply concerning. Not only are duties in the maritime industry dangerous, adding employees fatigue to the mix is a recipe for disaster. If you are suffering fatigue, you are not just putting yourself at risk but you are potentially endangering your fellow work mates.

I urge all members to report cases where they are being forced to work outside their normal hours of work. We need to be leading the way on stopping employers from bullying us into a dangerous position and the buck stops with YOU!



## The power of FMG

## CEO avoids OHS issues in illinformed rant about MUA tug operators

AFTER weeks of publishing misleading and ill-informed opinions by people of the ilk of FMG boss Neville Power, it is good to see the journalists finally get it right with what is actually occurring on the tugs in Port Hedland.

For the best part of six months we have had absolute drivel from right wing political commentators who have lapped up the absurd comments from Power that a stoppage in Port Hedland will result in 10,000 mine workers being stood down.

In-case Nev Power hadn't realised, we have had cyclones in the Pilbara for millions of years, including the past 50 years of iron ore exports.

Not one FMG or BHP worker has ever been stood down following a cyclone or for any period where exports have been temporarily halted.

We also had Nev Power have a crack at the wages paid to Teekay Workers in Port Hedland, saying that they are paid nearly three times as much as a nurse straight out of nursing school working in Perth.

While a comparison between a nursing



Neville Power

graduate in Perth and a tug worker in Port Hedland is probably a meaningless exercise, Uncle Neville would have been better served comparing his pay packet with the workers he has been quick to criticise.

Neville Power earns \$1.8 million per year and is paid a further \$2.7 million in bonuses. All up, Neville Power is paid \$4.5 million per annum.

This is 32 times the wages of a highly experienced tug worker in Port Hedland (often working up to 18 hours in a 24 hour period). Neville Power earns nearly 100 times the wages of a nurse and yet he wants to flap his gums about what our members earn.

All of those lazy right wing journalists who wrote ill-informed bullshit about the wages and working conditions of our members in Port Hedland should hang their heads in shame. They should read the following story as published in the Australian Financial Review and reflect upon their inadequacies as journalists. A number of these so-called journalists know nothing about the maritime industry and are simply puppets and mouth pieces of the big end of town.

The comments by Will Tracey in the following media report are the truth of what is really happening on the tugs in Hedland.

Doug Heath

# Port Hedland tug workers did 18-hour shifts, according to leaked documents

Peter Ker

(Australian Financial Review - June 5, 2014)

Tug workers at Port Hedland have worked shifts of more than 18 hours within the past month, according to time sheets and incident reports filed to shipping company Teekay.

Tug workers at Port Hedland have worked shifts of more than 18 hours within the past month, according to time sheets and incident reports filed to shipping company Teekay.

Details of the leaked documents comes as Teekay and the Maritime Union of Australia prepare to meet for continued negotiations in the Fair Work Commission in Sydney today.

Three different types of workers on the tug boats - engineers, deckhands and masters - are each separately seeking a better workplace deal from Teekay, with only the deckhands represented by the MUA in today's meeting.

Fairfax Media has seen hazard reports filed by Teekay workers in recent weeks that cite "no regular sleep patterns" and "fatigue" problems after working shifts of more than 20 hours.

A separate time sheet shows one crew beginning a shift at 1.37am and finishing at 9.56 pm.

All three types of tug workers are exposed to such hours, and MUA assistant branch secretary Will Tracey said such days are not uncommon these days.

"What you have seen is not unusual up there," he said.

"The reality of the port is that these guys regularly work more than 12 hours per day."

While the shifts are long, the iron ore miners say the workers do not work every minute of a shift.

BHP Billiton iron ore chief Jimmy Wilson said recently that tug workers typically wait in accommodation around Port Hedland for ships to come in.

They are called to work when a ship approaches the port, they work several hours to bring the ship into port, before returning to their accommodation to await another call.

"On average, of a 12 hour shift, they work 7.6 hours," said Mr Wilson on May 21.

The deckhands' claim is the most advanced of the three types of tug workers, but the MUA has agreed to not go on strike until June 22 at the earliest, if at all.

Deckhands currently earn about \$140,000 per year, and work 28 days on, then 28 days off without any further annual leave or over time payments.

They are seeking improved pay and four weeks annual leave entitlements, while the engineers and masters both have different claims.



The strike threats have prompted outrage from some parts of the mining industry, who have accused the tug workers of wanting to work just 22 weeks per year, and holding the lucrative iron ore export industry to ransom.

Mr Tracey said the fine details of the situation, including the fact that no overtime is paid for long shifts, and that the extra hours have a negative impact when accumulated over 28 day stints, had been lost amid hysterical claims from some parts of the industry.

Mr Tracey said Teekay understood those fine details, and was actually sympathetic to some aspects of the deckhand's claim.

"Teekay are approaching this in a sensible manner and we are hopeful of resolution," Mr Tracey said, ahead of the Fair Work Commission hearing today.

BHP was also conciliatory when contacted over the past 24 hours.

"We remain hopeful that these negotiations will be successful and result in new and fair EBA's. We are extremely concerned about the impact industrial action would have not only on Pilbara iron ore suppliers, but on the Australian economy and the industry's international standing," said the company through a spokeswoman.

The Engineers on the tugs are being represented by the Australian Institute of Marine and Power Engineers, and are seeking an extra two weeks of annual leave each year

in return for additional maintenance hours worked on weekends.

The engineers have held a ballot to determine whether they want the option to strike in the future, and the results of that ballot should be known on June 10.

The masters are being represented by the Australian Maritime Officers Union, and are seeking improvements to pay and conditions of about 25 per cent over four years.

The masters are the most senior workers on the tugs, and are believed to already earn about \$300,000 per year.

The stance of one group of workers who interact with the tugs remains unknown; the Port Hedland Pilots.

The pilots stand on the bridge of incoming ships, and must interact with the tugs to ensure a safe arrival into the port.

When asked if the pilots, who are a private company contracted to Port Hedland Port Authority, were concerned about the fatigue levels of tug workers and the impact that could have on their own safety, the group declined to comment.

The ongoing debate at Port Hedland comes as workers as Rio Tinto's Pilbara port, Cape Lambert, threaten to strike over a request to work fewer days each year, but also take a pay cut.

The workers are linked to the Australian Manufacturing Workers Union.



# Our challenge

## A tribute to Anthony 'Hollywood' Attard

IT is our challenge to educate, recruit, encourage, include, stimulate, demand and sometimes enforce a **safe working state of mind and safe working culture** firstly within our own workplaces and workforce, but also nationally across all workplaces.

It is the others that we all need to work on; be they the government, company, management, committees, workmates, contractors, visitors and especially the colleague you are sitting next to at lunch, or the other colleague you just saw walk past this article in the mess room, sitting on the table or notice board.

That is our challenge and we all need to pull our fingers out and reduce that disgusting and unacceptable figure of 14 per cent.

If you are a wife, husband, partner, family member, friend, teammate, associate or next door neighbour to an Australian maritime worker, it is your support we desperately need - not only to raise awareness about the shocking but true facts regarding the statistics and number of fatalities within our industry.

We also call on you to remind your loved ones and friends to remain vigilant about safety on the job and to leave home in a **safety state of mind**.

Make no mistake, I am not writing to scream and shout anti-company slogans and rhetoric (although very relevant). It would be too obvious and easy for me to do that. After what we have experienced in the past couple of months, I would like to raise an issue that **Hollywood** and I had many a discussion about - our safety culture within.

Yes, we all understand the basic need for ships to come and go, cargos to be received, unloaded, delivered and stowed, but when the companies push for productivity becomes a detrimental effect on our safety culture, we must react.

We need to ensure that every one of our workmates is on the same page when it comes to our rights and working safe. That is our challenge.

It is the bonuses, incentives, productivity payments, overtime, rewards or accolades for working undermanned and the chance of an early nick, or next in line for an upgrade that we all seem to be chasing, but at what cost?

Do you need to experience what we have before you change your perception and dedication to safety on the job? I hope not.

Do you need to see one of your workmates in their last moments of life before you are willing to support your committees and union? I hope not.

Will it take the cries of your workmates, children, partners and families at their funeral to change your approach to your own safety? I hope not.



What we have seen, heard and felt over the past few weeks, I wish for no one! I am pleading with you to discipline yourself about working safe. Consider your workmates family, their partners and children every time you consider an operation to be run of the mill, something you do every day, a thousand times over.

This is when we let our guard down and we are most vulnerable. We need to remind each other that you have a right to question bad practice. If you think something is an immediate or imminent hazard, **speak up!** Don't accept bad practice as normal practice just because we've done this for 20 years.

Protect yourself and workmates by speaking up and more importantly having your concerns documented through incident reporting or PIN notices.

Comrades, stay vigilant about safety; report and document all concerns.

I would like to take this opportunity to offer our heartfelt condolences to the Attard family. I would also like to pledge our support to Hollywood's beautiful wife and kids. I know as an industry workforce we can support like no other, and that is what I am asking you to do now. One of the first of many things we can do to support Hollywood's family is to relieve any financial stress through donation and fundraising. I would like everyone to consider what it means to be united, why we form unions and what you would want for your family in their time of need?

Support, that's what it means! So let's do that.

*Be alert, stay safe and support.*  
Warren Nugent

**14%** Current statistics show that Australian wharfies are 14% more likely to be killed doing your job than any other Australian worker!

That figure should be enough to trigger a response inside you that immediately changes your perception of and dedication to working SAFE!

But, the unfortunate truth is that it won't affect some as much as others - and that is our challenge!

Contact the  
MUA WA Branch  
for details of the  
Attard Family Trust

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In 1914 Billy Clare set out to establish a meeting place where Fremantle's workers, the lumpers and woolies, the tradesmen and general workforce of the city could socialise and relax. Clare was publisher of a number of newspapers including the Fremantle Advocate and he vigorously used his media influence to fight for the rights of the working man and the underprivileged.

The Fremantle Workers Social and Leisure Club opened in humble premises in Henry Street in February 1914, a time when the world was facing the greatest war in history that took a toll on the young men, the workforce and the club membership.

The founding premises were elaborately refurbished and later sold as the club saw a long term future in providing excellent facilities to attract new members.

It prospered in a modern local club facility from 1956 as a significant local community and cultural institution in Fremantle

The club hosted bands, orchestras, put on countless events and fundraisers usually to support the less well off in their time of need. Numerous sporting teams carried the club's name and in the 1950s membership was around 3,300. To many the Club was a home.

Now in its centenary year the Club is on the up again. The port no longer supports the thousands of workers it once needed. The values and ideals of Billy Clare remain the same 74 years after his passing - a place where anyone and everyone is welcome to socialise and relax.

The Club has a rich history and now an exciting FUTURE DIRECTIONS program is under consideration. Throughout 2014 the Club has a lively centenary celebration program so please visit the Club's website to stay up to date with current vents.



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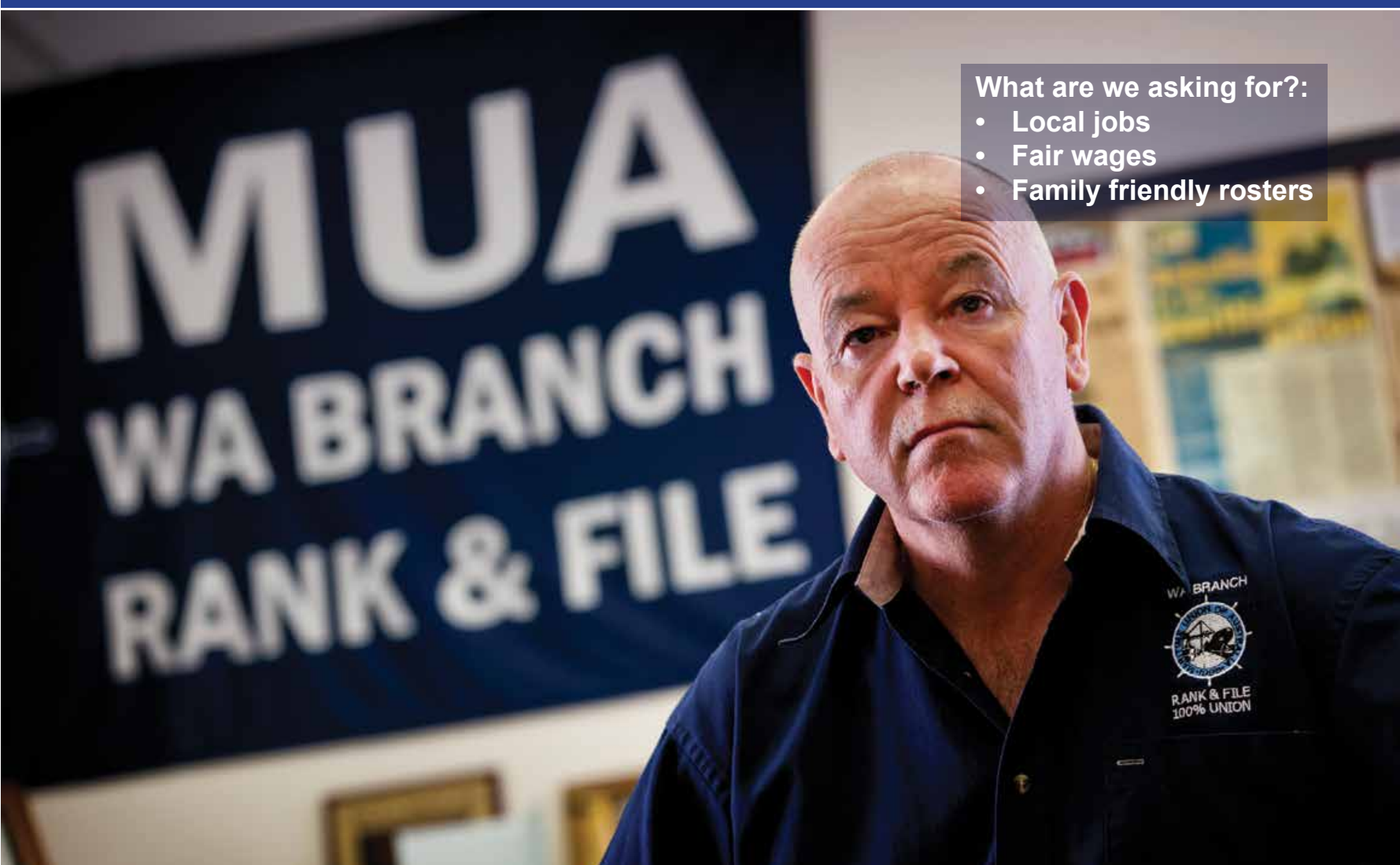
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- Fair wages
- Family friendly rosters



## OUR JOBS! AUSSIE JOBS ON AUSSIE PROJECTS

MEMBERS, brothers and sisters, while it was a fantastic win in the senate, the fight must continue.

It's never going to be over with these ideologues; there are lessons in all of this campaign that we need to embrace.

People must believe that unions need a political voice, that unions need an industrial strategy, and lastly that

unions need to have a legal plan in place when going into major campaigns like this.

All three go together. If you are an MUA member, please do what we are doing in this state! Join the ALP.

Let's fight from within and have our say, to bring our party to what it should be - a party of working class men and women, with true working class values.

Let's get rid of the pretenders and hangers-on merchants. I know there are many other views and I know they let us down on some occasions, but when the union movement works together, no employer, nor any anti-worker government can beat us. Well done to the many who were part of the Senate result. I am very proud of you all.

*Christy Cain*

**Posts and emails received after the win in the Senate**

**Victory in the Senate – Protecting Australian seafarers' jobs:**

You funken Ripper. Well done to everyone concerned about Australian jobs. Great result for us all in the Parliament. Great Campaign makes you very proud to be an Australian Trade Unionist today

Giddy Christy, Mate congratulations on securing Australian seafarers jobs and thanks for fighting hard for all of us! With leadership like the WA Branch the MUA will never be defeated! In Unity, Marc (Darky) Virgona

Great job, Well Done! Vinnie Molina

Hats off comrades!!! Michael McKenzie

Fucking ripper alright, good stuff mate, Matt Jackaman

Great stuff, To all who made this happen, good work Peter James Smith

Good News! Thank you to everyone who worked so hard to get this done! Vicki Buontempo

**Just shows what can be achieved. Congrats to all those involved and to each and every person who signed the petition, Allan Smith**

**Great news, united we bargain, divided we beg, Terry Hayes**

**MUA HERE TO STAY John Gauci**

**Give them heaps Christy Cain, Tracey Tomlinson**

**United! Jez Kibble**

**Awesome news!! Well done Comrades Anthony Rowell**

**I'm celebrating already Christy Cain, Michelle Tomlinson**

**Well done to all who signed, Avan Fiorenza**

**I feel like Thatcher's died again. Great work getting the petition happening Christy and everything else, and well done all Officials involved and all who signed the petition. Fantastic response. Nice one Comrades, Peter Douras**

**Well done, you are our security guys. Absolutely stoked, go have yourselves a beer, Matt Bowra**

**Fan-bloody-tas-tic! Im gunna crack a beer to celebrate!! Great job and thanks to for all your hard work in getting this voted down, Tam Stubbs**

**Great work Christy Cain, Wendel Mololney**

**Great result for all of us. Well done to all involved in defeating the 988 visas. Lyle Payne**

**Fighting from the front as usual, great stuff Christy Cain, officials and rank & file members for your quick and precise action, John Bailey**

**Fight for your rights!!! Ed van den Hoek**

**Well done Christy and all the trade unionists who made it happen! Angel Carroll-Behan**

**Absolutely brilliant result... very proud to be an Aussie today and MUA member, thank you to everyone who signed and gave a fuck about our and our children's working future in this great country we call "our own", Paul Brown**

**Absolutely brilliant mate. The struggle never stops but great to still hold some faith in our political system. Great work Christy**

**Don't stop the fight. These bastards will keep finding loopholes until we vote them out of existence. Well done everyone. Ashleigh Pollock**

**Well done guys, great win, Wayne Hendy**

**Fuck year, well done! Thanks for giving a fuck about the future for us, but more importantly for our kids. MUA here to stay, Frank Murray**

**Makes all the hard work done by all worthwhile. Well done to everyone. If you organise and organise again you can achieve anything. Now for the next step eh Christy, John Mears**

**Fucking legends. If you don't fight you lose, Aaron Smith**

**Fantastic news, well done to all IU Tom O'Brien**

**Well organised and a big win for the Aussie worker. John Kent**



# Senator Sterle backs MUA and its Teekay members

ANYONE who questions the value of having decent working class politicians in parliament should take the opportunity of reading a recent summary of a speech by WA ALP Senator Glenn Sterle. This was in response to yet another attack on the MUA and our Teekay members in Port Hedland by ill-informed Tory (Liberal Party) Politicians in Canberra. Senator Sterle should be commended for his ongoing support for Australian workers.

*“Senator Back (Liberal Party) had a whack at 50 employees who work in the port for Teekay Shipping. In Port Hedland every day there are about 30 or 40 ships waiting offshore to get in and load predominantly iron ore out of Port Hedland and get it to the Asian Market. We have about 50 of these guys, who followed John Howard’s dream of actually having to have secret ballots for whether they wanted to take industrial action. They followed John Howard’s dream, they had the vote (approved by) the Fair Work Commission and they voted to take industrial action on a secret ballot basis. But it does not suit those on that side (Liberal Party) that there was a secret ballot and workers actually made up their minds that they wanted to take industrial action.*

*“What do they want to take industrial action about? According to the Libs it is all about going out there to try to destroy the iron ore industry. They put their case forward: how dare these seamen go out there and take action because of safety issues that may cost—and I am using Senator Back’s figures here, but I think I did read them in one of the journals to The Australian, which is not to say I like reading The Australian, but obviously I had nothing better to do for that three minutes—the industry about \$100 million a day, and the action that was supported could last for seven days. So we have an industry that could lose \$100 million a day. You think to yourself: ‘A hundred million dollars a day? Crikey, that’s a lot of money.’ But then you think to yourself, ‘Why the hell do these workers want to take industrial action?’*

*“I will tell you what I did. I rang Christy Cain and spoke to Christy. What it is is that, in the trucking industry, aviation, the mines and everywhere, we have fatigue management policies. It is enshrined in legislation, and workers are protected through*



*occupational health and safety laws to be able to have certain hours of rest and certain hours of work. It is done for a very good reason: to protect not only workers on the site but other workers, particularly in the transport industry. We want our drivers safe. The miners want their miners safe. We want other workers safe. And the seamen, waterside workers and maritime workers want to be safe too.*

*“Christy told me about the BHP shipping operations out of Port Hedland. I was told very clearly—and I know this for a fact anyway—that BHP has fatigue management systems. They have safety procedures everywhere you go. Any of us who have visited a BHP site knows the rules and knows that occupational health and safety is foremost in their mind, and so it should be. And the mining industry does too. It is great, because it is a dangerous industry. But these rules that govern miners and truck drivers are not enforced for the maritime operation. Through Teekay Shipping, who contract to BHP in Port Hedland, whose maritime workers’ job every day is to get these ships in nice and quick, get them*

*loaded and push them out, I am told very clearly that these guys are working 12-to-14-hour shifts per day. You think that is a long stretch, but that is just the tip of the iceberg. These guys and girls are actually working these 12-to-14-hour days, 28 days in a row. With the greatest of respect, it is all very well for BHP—and if I am off the Christmas list for BHP, stiff—to have rules that govern workers on mines. It is all right for BHP to have rules that govern truck drivers’ hours when they are on their sites or come into their sites, which we support. But it does not have to affect workers or cover workers on the ocean. I say to the MUA and their 50 members: good on you, boys. Stick it up them. You want to get home safely.*

*“I do not want to sound alarmist, but what would happen if one of those ships ended up on the beach or, worse still, some other terrible accident happened in the port of Port Hedland because these guys are fatigued? I am backing them. Good on you, fellas. These ships can weigh up to 250,000 tonnes. It alarms me that senators from that side—and I am talking about the Libs and the Nats—cannot get their thoughts past the poor company that may have some financial penalties imposed upon them because workers want to be safe. You guys have got to get real, seriously. You have to save your whips and your ministers. I am too embarrassed to make stupid contributions like that; but, unfortunately, some of them have.*

*“I do support the maritime union’s members—I support Christy Cain—and I wish them all the very best in their pursuit of safe working practices.*

*“BHP are welcome to ring me and tell me that this is not the case. How can you have safety procedures, how can you espouse to be the king of all safety in looking after your workers if they are on a mine or in a trucking operation coming to your mine, and how can you absolutely keep a straight face and say that that does not affect you with the maritime workers and with the shipping because they are employed by a contractor? Do not be fooled by the crocodile tears coming from BHP. Christy, all the best brother, and to your members, the brothers and sisters out there on the Port Hedland port, I wish you well in your procedures for a safe working environment.”*

**Senator Sterle – ALP WA Senator**

**Well done Christy, keep it going. Well done to you MUA workers, Terry Dooley**

**Brilliant business!!! The power of the working man will never die if we show a united front and fight on the front foot till these pompous pricks fade into political obscurity!!! Sean Healy**

**Thanks officials and RF and all who signed and shared. Live to fight another day. Scott McCann**

**Christy... congratulations for leading the charge on this issue securing the future for the R&F IU, Frank Falcone**

**Brilliant victory Christy for not only you and your troops but for workers all over Australia in every walk of life**

**we’ve seen it under Thatcher to accept is defeat. Thanks brothers & sisters of the MUA, Gordon Cameron**

**Good result and a just result for Australian workers. Let’s not become complacent.. We need to keep the bastards honest. MUA HERE TO STAY, Mark P Shannon**

**Another proud moment for the MUA and to all unionists who have to struggle with this grubby right-wing outfit. Strength in numbers. Robert Sharkey**

**Fantastic result comrades!!! Chris Wilson**

**Workers united will never be defeated!! This is a perfect example of solidarity, Craig Bevan**

**That is unionism. Results by being collective. Proud comes to mind, Jimmy O’Connor**

**Well done Christy and all the team-members there. A good result tonight and a petition that got to the 13,000 votes very quickly. Let’s hope soon we can get our position in the industry more secured with the relevant clause in the EBA. You are fighting so hard to achieve. IU comrades, Paul Bailey**

**G,day Chris..will keep it simple - thank you and your team for everything you guys have done for us. The best team won, John Jones, delo and all the boys on the Lady Sanda..**

**Shan Huia McNicole - Here here ditto!!**

**Big congrats to Paddy Crumlin and our National Office Team! The new maritime visa was just disallowed through the Senate!! Which means that it no longer exists. Aust jobs for Aust. Sarah Maguire**

**Congrats all round to our officials and any of our comrades who question the principle of trade unionism – Get your arses into gear, Sean Breen**

**A big thank you to all officials and members of this great union and everyone involved in securing this victory, from myself and family Glynn Hathaway**



# Stevedoring employers get aggressive ...as Asciano pushes cost cutting campaign

Will Tracey

AS we go through the important early stages of our next Enterprise Agreement (EA) campaign, it is critical we understand the environment we are negotiating in.

This is because it will have a huge bearing on how we develop and campaign for our claims and decide what is most important to us. What is becoming clear though is that the statements and cost-cutting agenda by Patrick's (specifically) and the conduct of the stevedores (more broadly) will mean we are in for one hell of a fight this time around just to keep what we have.

To understand the context of the environment in which we are negotiating is to understand how we win. To ignore that is to set ourselves up for failure. To pretend it isn't happening is quite frankly just plain dumb.

## Stevedores commit to undermining of key award conditions as first attack

Patrick's led a consortium of water front companies that recommended the following changes to the Stevedoring Award, which underpins the key conditions for waterfront workers in Australia:

- Change the 35-hour week to a 38-hour week
- Reduce or remove penalty rates
- Remove day in lieu and/or penalty rates for Closed Port Days
- Remove the cashing out of personal leave

When the big manufacturing, mining and construction companies started to dismantle the collective approach to the great wages and conditions in these industries, it was the Award they attacked first.

This has been fundamentally responsible for the reduction in wages, conditions and rosters and most importantly job security as we now see occurring during aggressive cost cutting campaigns across the economy.



## DP World flag the industrial agenda for stevedoring companies as they table their claims

As we have said many times, the DP World negotiations will set the agenda for waterfront employers in the next round of negotiations and this is why it is important we understand and are up to date about what is happening there.

Anyone who wants to ignore what is happening during the DP World negotiations has their head in the sand. And the reason is this - the Stevedore employers have worked together to put in joint submissions to try and smash the key Award conditions as outlined above.

The Stevedore employers have worked together to provide joint submissions opposing the key safety campaign on the waterfront around the push for a National Safety Code of Practice. They have been using the same law firm and so it would be foolish to then think that they would then go their own way on the most significant of cost cutting measures which is your current wages and conditions inside the current EA - especially when the last agreement delivered so many common and outstanding wins across all the stevedoring companies.

### The key DP World claims it has tabled are:

1. MUA claims must be a zero cost impact to the business (meaning no wage increase unless we pay for it ourselves).
2. Any wage outcome based on productivity.
3. All policies out of the Enterprise Agreement (so they can change their policies at their will and without negotiation).
  - a. Absence Management
  - b. Selection Criteria
  - c. Graduated retirement
  - d. Drug and Alcohol
4. Remove FSE replacement clause (8.11).
5. Remove Vacant positions clause (8.15 – selection criteria) meaning they can pick whoever they like for promotion.
6. Freezing of allowances.
7. Amend upgrade clause from 2 hours to 4 hours before an upgrade is payable.
8. Extensions must be guaranteed.
9. PGE's must make themselves available for all Public Holidays and if they are not available they won't be paid.
10. Closed Port day to be paid as a normal public holiday.

11. Remove picnic day (Melbourne cup day).
12. Cashing out of Personal leave (16.9) to be amended to mean that regardless of how your employment is terminated (resignation/retirement/redundancy and death) you have to have 10 year of service before it is cashed out.
13. Dispute resolution – remove the ability for the Fair Work Commission to arbitrate disputes relating to policy, so that the company can do whatever they like without any ability to dispute that change.
14. Introduction of 7 day allocation.
15. Ability for Company to vary evening & night shifts in that allocation may be varied or cancelled, or have start times advanced or retarded by 8am on the day of the shift.
16. Essentially remove the 3 and 1 Roster for a 7 and 1.
17. PGE cut off for scratching 48hrs prior to allocation.
18. Sick leave notification 1 hour prior to shift or receive an FTR.
19. Flexible start times –
  - a. Day shift start between 5am and 10am
  - b. Eve shift start between 11am and 4pm
  - c. Night shift start between 7pm and 11pm
20. Increase ability to compel employees to work public holidays and closed port days.
21. Remove additional breaks when temperature reaches 35 degrees.
22. Annual leave days to remain at 25 but be taken at 7 days in a week, thereby reducing 5 weeks leave to less than 4.

Having seen the above, and knowing that the stevedoring companies have been working together on every campaign so far while receiving the same legal advice, it is clear that we need to prepare for a campaign that will guarantee your job security and lock in your hard-won terms and conditions of employment as they currently stand.

The brave new world is one where employers are rewarded handsomely by the market for cutting jobs and the wages and conditions of blue collar workers while rewarding themselves for the privilege of doing so. We're seeing it in every industry in this country at the moment while the Abbott Liberal government sits on the sidelines as the cheer squad.

The only way ensure we maintain our jobs and our current wages and conditions of employment is if we do something about it ourselves. And it is being considered, strategic and disciplined in how we campaign and working to a well thought through strategy.

United we stand, divided we beg!

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**“We have no intention of blaming organised labour for cost overruns or delays at Gorgon.”**

Chevron CEO John Watson, Midland Texas, 28 May 2014

## CHEVRON CAMPAIGN GOES GLOBAL

**The Maritime Union of Australia (MUA) is working closely with the International Transport Workers' Federation (ITF) as part of a global campaign to build awareness explaining delays and cost over-runs on the Gorgon project in north-western Australia - which was originally costed at US\$37 billion, but has now blown out to US\$54 billion.**

The Chevron campaign - to explain why the Gorgon project is over-budget and delayed - hit the road in late May: first through an investor briefing with United States Stock Exchange analysts in New York; and then at the energy giant's shareholder meeting in Midland, Texas.

A delegation including MUA National Secretary and ITF President Paddy Crumlin, Western Australian Branch Assistant Secretary Will Tracey and ITF Australia Campaigns Director Shannon O'Keeffe set the record straight on the reasons behind the massive project going off the rails.

Local company management and business lobby groups have unfairly blamed the MUA for problems on the Gorgon project, as the

union seeks to negotiate a new Enterprise Bargaining Agreement for maritime workers working in the offshore oil and gas sector.

“Gorgon is an important project for Chevron and the Australian national interest in the development of our nationally-owned resources,” MUA National Secretary and ITF President Paddy Crumlin said.

“The MUA, the ITF and myself have consistently supported a functional and long-term commitment to productivity within the reach of labour relations, since the initial Financial Investment Decision years ago.

“Each approach has been firmly rebuffed by the company. Chevron should sit down with the unions to develop a sustainable and functional relationship with its workforce.

“Gorgon is one of the largest LNG projects in the world – and we need to remember that these are Australian resources, which belong to the Australian people.

“It's imperative that Chevron develops a good industrial relationship with those working on the project and keeps the local community onside. So far, it has dismally failed in this regard.

“The company needs to get a grip, cop its stuff-ups on the chin and return to a mature and balanced industrial relations model, more suited to Australian values underpinning economic and commercial success.”

At the shareholder meeting in Texas on May 28, Crumlin drew a response from

*continues next page*



## Chevron rewards survivors of fracking explosion with pizza coupon

WHAT does Chevron owe the people of a small Pennsylvania town after two of the oil giant's fracking wells exploded and burned for five days? A free pizza and a two-litre bottle of soda, that's what. At least that's better than being immediately killed in the explosion.

Philly.com reports that Chevron sent out some “free pizza” vouchers (actually just handwritten gift certificates) to the Bobtown residents who live near the disaster site. The pizza vouchers were delivered with a letter from Chevron dated February 16: “We are sorry to have missed you,” the unsigned form letter from Chevron says.

Then there's a carefully worded non-apology and, crucially, the voucher for a “special combo only” of a large pizza and a jug of soda from Bobtown Pizza.

Because life is especially uncertain when your neighborhood can explode and burn for days at any moment, thanks to the deadly fracking wells everywhere, the pizza voucher expires on May 1.

A man who was working at the site of the explosion is “presumed dead,” because no trace of him has been found.

Both wells continue leaking natural gas into the air, and Chevron was given special permission to take a million

gallons from nearby Dunkard Creek to pour over the noxious wells and sink back into the groundwater supply. Drinking water poisoned by the fracking industry is responsible for a wave of illness and disease in Southwest Pennsylvania, although the area's boom in natural gas fracking is just six years old—longer term exposure to many of the poisons produced by the wells, such as benzene, are known causes of cancer and birth defects.

Like many parts of Pennsylvania, the rural community of Bobtown is covered with fracking wells. The government of Pennsylvania is completely owned and

operated by the natural gas industry, to the point where it's illegal for doctors in the state to let patients know that fracking is killing people.

*Ken Layne writes Gawker's American Journal. Image of fracking in South Monroese, Pennsylvania, via Getty Images.*





Chevron CEO John Watson.

According to a Reuters report of the shareholder meeting, Watson said the cost over-runs were due to weather, the rise in the value of the Australian dollar and increasing material prices. He did not comment on labour costs, but said Chevron is committed to raising organised labour in Australia.

"We have no intention of blaming organised labour for cost overruns or delays at Gorgon," Watson said.

The delegation released new research from the University Of Sydney Business School, which offered a thorough analysis of the project's issues to date.

The report, undertaken by Bradon Ellen, Professor of Employment Relations at the University Of Sydney Business School, found the Gorgon delays and cost blow-outs are due to a range of logistical factors and poor management decisions, with unions and IR playing a negligible role overall.

The report, titled 'What's Happening on Chevron's Gorgon Project?', found that not only are wages a small part of the costs, most of the figures used in public debate have been misleading.

The report said blaming labour and unions for the cost blowouts "lacks any credibility", and that "fundamental, inherent problems on the project" were responsible.

"The argument about wages-driven cost blow-outs is misconceived for two reasons: first, many of the claims made about wage levels are greatly exaggerated; second, maritime wage costs make up only 1 per cent of the estimated project cost," the report noted.

"This means that even if the most inflated claims about wage figures were correct, they still would not go close to explaining a cost blow-out of 46 per cent of the original estimate; they cannot account for anything like the US\$17 billion (A\$18.36 billion) increase."

The report supports the findings of a 2013 MUA-commissioned BIS Shrapnel paper, which found wage claims about the project were highly exaggerated, and that wages for support ship workers were just 0.25 per cent of the cost of Gorgon.

The author of the report, Sydney University professor of employment relations Bradon Ellen, said the previous paper by BIS Shrapnel had shown conclusively that wages were an insignificant part of the project cost.

"There have been a lot of quite misleading statements made about just how high those wages are, and about wages growth overall in the sector," he said.

Professor Ellen added cost blowouts could be attributed to both small and big ticket items.

## Chevron CEO says unions aren't to blame for delays and blowouts on Gorgon

THE Maritime Union of Australia (MUA) has welcomed news that Chevron CEO John Watson has distanced himself from claims by the Australian Mines and Metals Association (AMMA) that the MUA is to blame for delays and blowouts on the Gorgon project.

Responding to a question from representatives of the MUA and International

Transport Workers Federation at a shareholders meeting in Texas, Mr Watson said he had, "no intention of blaming organised labour for cost overruns or delays at Gorgon."

(Chevron CEO John Watson, Midland Texas, 28th May 2014)

MUA WA State Secretary Christy Cain said Mr Watson's comments had blown

a hole in the side of AMMA's campaign to blame workers for problems on the project.

"Over the last 18 months, we have seen a deliberate and coordinated campaign from AMMA to attribute all of the problems on the Gorgon project on maritime workers and the MUA," Mr Cain said.

"Their tactics have been to inflate

public perceptions of the wages and conditions of our members and create a perception that we are damaging the viability of the sector.

"Their long-term objective is to win public support for a return to WorkChoices-style industrial relations laws, where industry has all the power and workers have none.





Bigger costs included the impact of roll-on, roll-off vessel Combi-Dock III for three months by the Federal Government after it hit a submarine and the \$10 million paid out in compensation; delays to international vessels at Barrow Island due to a lack of space, costing up to \$500,000-per-day-per-vessel; and major delays at sea, resulting in vessels remaining stationary with full crews on board.

"This sometimes comes down to a lack of coordination around the specific phases of the project, and often between the contractors" Professor Ellem said.

Smaller, more routine items included: costs due to strict quarantine requirements for all materials brought onto Barrow Island; and forcing skilled construction workers to fill in paperwork just to get the correct sized bolts.

"These small incidents over a number of months and years, mount up - and do amount to time delays and do amount to cost delays," he said.

"The issue of cost is one that needs to be examined much more closely and carefully than it has been in any research that I'm aware of previously"

**AN 'UNTAPPED WEALTH OF EXPERIENCE' AT GORGON**

Professor Ellem said Gorgon was an immensely complex project, with a construction site based on a Class A nature reserve and with materials shipped more than 1 000km from Fremantle.

He said most projects of a similar size and scope around the world ran over cost and over time, and noted that the cost of Gorgon may have been underestimated and timelines have been too optimistic from the outset.

Contrary to the picture painted by business lobby groups, Professor Ellem said those working on Gorgon were often devoted to their jobs and wanted the project to succeed.

"Part of the solution to this is actually to have much greater dialogue between workers, their union representatives when they are unionised, the project managers, the contractors and the subcontractors," he said

"There's an untapped wealth of experience and ideas about how to deliver the project on time and on budget."

The report said Chevron needed to rethink the issues and stop blaming workers.

"Meantime, neither Chevron nor the partners and contractors appear to see



*continues next page*

"We now have BIS Shrapnel and University of Sydney research that concludes that maritime wages make up less than one per cent of the cost of building projects like Gorgon, and that better management practices offer the biggest opportunities for improved productivity.

"With the CEO of Chevron now

saying that unions are not to blame for the problems on Gorgon, we demand AMMA cease its misleading and politically motivated campaign against maritime workers."

The University of Sydney report can be downloaded from [http://national-interest.com.au/files/ITF\\_Gorgon\\_final\\_draft.pdf](http://national-interest.com.au/files/ITF_Gorgon_final_draft.pdf)

**Chevron sues MUA & 15 members**

CHEVRON is still seeking to sue the MUA and 15 members in the Federal Court for a safety dispute at the AMC, Henderson. Chevron is claiming that the MUA orchestrated a safety dispute to prevent a foreign crewed vessel, the Roll Dock Sun, being loaded by our wharf membership in Henderson.

These claims are simply not true and are being strongly contested by the MUA. The Union has spent hundreds of thousands of dollars in legal fees opposing the Chevron court action.

Have no doubts, Chevron is trying to break the back of the MUA – we will back our membership 100 per cent on this issue.





(Top) MUA WA Branch Secretary Christy Cain talks to media outside the APPEA conference in Perth  
 (Bottom) As part of the campaign launch, a model depicting managers with their 'heads in the sand' was unveiled.

themselves as in any way accountable for the failings on their project," the report said.

"In short, both the evidence presented here and the pattern of blame shifting raise questions about management practice and management accountability."

MUA WA Branch Secretary Christy Cain said the report is "a wake-up call" to sections of the Australian media, who have been using the project as a vehicle for their own ideological goals.

"Despite the negligible impact of maritime wages on the total construction cost of Gorgon, the MUA and our members are portrayed by the industry and their henchmen as being responsible for all of the problems facing the Gorgon project and the LNG sector as a whole," Cain said.

"This campaign will expose the real reasons for cost blowouts and delays on the Gorgon project to Chevron management and investors worldwide."

Western Australian Branch Assistant Secretary Will Tracey said the report has presented numerous examples of how time and money could have been saved through closer engagement with the workforce.

"If you read much of the commentary surrounding Gorgon's problems, you would have to conclude that its issues revolved primarily around labour law, labour unions, labour costs or labour effort. Yet when you actually conduct some in-depth research on the topic, the findings bear little resemblance to these reports."

"The unsurprising reality is that workers on the Gorgon project want it to succeed every bit as much as management. When you start interviewing them, you find out that they are just as frustrated with many of the delays - delays they believe could have been avoided had management consulted with them in a cooperative manner, instead of using them as scapegoats."

"There is a lesson in this not just for Chevron, but also media commentators pushing for IR deregulation as some sort of economic panacea. The real key to unlocking Australian workplace productivity is through engagement and consultation between management and workers - not screwing down wages and conditions in an adversarial environment."

Download the report from <http://www.nationalinterest.com.au>.

Watch a video about Chevron mismanagement of the Gorgon project at <http://youtu.be/OIKVjxiYuA>. ■

**GORGON FACTS:**

- The Gorgon project is the single largest foreign resource project in Australia.
- For Chevron it is one of the largest LNG projects ever.
- At present it is the company's single largest upstream project and could add somewhere between US\$40-60 billion a year in revenue.
- Chevron is releasing information that first gas will be on target for the middle of 2015.
- In each of the past two Decembers, Chevron has released new information about Gorgon increasing the projected cost of the project and delaying the timing of first gas delivery.
- Originally costed at US\$37 billion, the budget is now running at US\$54 billion.
- Originally scheduled to have 'first gas' in 2014, there are growing concerns about delay, with 2015 the most optimistic start-up date.
- Shell, one of the project's joint venture partners, believes the date could be at least 2016 and as late as 2018.





## US community of Richmond stand up to Chevron

THE following article is an extract from a story by Steve Early (the Nation) about the local community of Richmond in the US standing up to the corporate might of Chevron. It delves into the murky world of Chevron's influence in local politics.

Chevron has long dominated local politics. But it claimed center stage in this year's election after a big explosion and fire ripped through the Richmond refinery in August 2012. A dozen workers were nearly killed and more than 15,000 East Bay residents sought medical attention.

Cal/OSHA imposed a \$1 million fine because of the company's negligent pipe maintenance practices. Chevron pleaded no contest to six charges filed by state and local prosecutors, agreeing to pay



\$2 million in fines and restitution. Thousands of individual claimants and local hospitals were reimbursed to the tune of \$10 million, according to the company.

Since then, questions about refinery and related railroad hazards, industrial pollution, and Chevron's role in the community have been much debated.

On the first anniversary of the accident last summer, Mayor

McLaughlin and the city council spurned a \$10 million settlement offer from Chevron; instead, they filed suit seeking greater compensation for the additional damage suffered locally (such as Richmond's \$1.8 billion post-fire drop in assessed property values). A day later, McLaughlin welcomed 2,500 people to a rally in front of the refinery, where speakers like Bill McKibben of 350.org linked local struggles with Chevron to the national campaign against global warming.

For more information about the community of Richmond standing up to Chevron, members can log on to <http://richmondprogressivealliance.net/>





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*I had the privilege to be involved in the ITF/IUF workshop conducted in FJI recently.*

*This report predominately relates to the inspection of fishing vessels and the focus of case studies and practical challenges facing the Fishing Industry.*

THE delegation and representatives spoke about their own experiences and many issues that they'd dealt with. There were many reports of seafarers and fishers being exploited and abandoned.

The expectations of the workshop probably extended to fact that some outcomes could be achieved and delivered, however other expectations would be a work in progress with the relevant unions input and follow up. The potential for most unions was identified as organising within the fishing industry and getting the ILO C188 ratified in their country. The objective of the workshop was that each delegation would develop an Action Plan and strategies for the future.

PNG was a prime example where the membership in the PNGTWU has risen in the fishing industry (2012) from 0 to 5000 members.. and growing. This involved the ITF/IUF organising model and where the PNGTWU engaged the workers and membership.

The unions wanted to have a better understanding of the roll of ITF inspectors and how they could use the knowledge and experience of inspecting fishing vessels. They also wanted to know more about the MLC 2006 and C188. The participants discussed the **ITF /IUF inspection Checklist** which was developed two years ago.

#### **Summary of fishing boat inspections in Fiji**

Everyone inspected the fishing vessels using the agreed ITF fishers inspection model list. Most fishing vessels were registered and had foreign ownership and manned



**HOME SWEET HOME:**  
Crew accommodation on a fishing vessel

# Other countries need union help too

ITF/IUF Asia Pacific Regional Workshop – Suva (FIJI) 3/5 April 2014.

with foreign crews. One vessel was Fijian owned and manned.

Most masters wouldn't speak English and were reluctant to supply information (eg: crew lists, crew contracts, wage records, working hours etc). Of seven inspections we received two crew lists and one (unsigned) crew contract. Some crews were too afraid to speak and others had been instructed not to talk.

Agents and translators responded to most questions.

#### **Report back**

Although the summary was inclusive, the items were discussed at length. It was raised that the culture of the fishing industry was different in each country. Most agreed the fishing industry is an area of potential and where exploitation is taking place throughout the world including the South Pacific.

The delegation concluded by endorsing two resolutions for consideration at the next ITF Conference.

The Pacific Unions called on more assistance of the ITF/IUF where possible. Union membership is an area identified as growth. The fishing industry is an area where governments and owners need to be more responsible in employing local fishers and monitoring these areas.

Sadly, it a race to the bottom where exploiting workers and raping the fishing stocks occurs with little or no regulation is taking place.

As identified in New Zealand, the fishing industry has seen the plight of FOC fishing vessels, where the unions and communities concerns have pushed the government to intervene and force legislation. Fishing vessels would have to be registered under the NZ flag and monitored under NZ regulations. It's a long way off, but heading in the right direction.

The future and challenges that lay ahead won't be easy. The commitment of each union Action Plan is of high importance as a collective going forward. The process and organisation is up and running and I'm confident the relevant unions can move towards their goals.

I would like to acknowledge our hosts, Fiji Maritime Workers Association - especially Luse Madigibuli and her team of volunteers.

#### **AMSA Port welfare council meetings**

Due to the success of the recent Sydney meeting, two presentations were made in WA, Port Hedland (24/06/2014) and Fremantle (26/06/2014).

Both venues attracted large numbers from all Maritime sectors including AMSA, ITF, Australian ship owners Association, Port Authorities, offshore companies, agents, shipping representatives, training organisations, welfare committees and union reps.

The purpose of the meetings was to openly discuss the Maritime Labour Convention 2006 and the purpose of welfare committees. AMSA also presented the changes in Marine Orders and the Navigation Act.

The changes to the Marine orders are significant and important for seafarer's qualifications. Marine Orders 3 and 70 series will have an impact on the future of the industry.

These changes took effect on April 1, 2014.

**Listed below are the issues and problems identified by the inspections while on board the fishing vessels in Fiji:**

Most FOC crewed vessels had mixed nationalities. Chinese/Indonesian/Vietnamese/Kiribati/Fijian/Taiwanese.

Most had very little to no "English" language skills.

Agents on board stated they had copies of crew contracts kept ashore for customs/immigration inspections and the owners were not responsible for employing the fishers.

The manning agents were responsible for employing crew.

No copies of crew contracts (signed) on board.

No evidence of any CBA's.

Very little documents or were hidden from our eyes. No safe manning certificates provided.

It was reported most crew do 1/2/3 year contracts and little wages varying between \$250 USD to \$500 USD per month with bonuses.

Wages paid either monthly or every 2 months.

Some had bonuses for working alongside in ports where they are paid \$50 USD per month.

Shore leave granted where applicable.

Other "catch" bonuses were distributed by the Master on the bases of what seem determined on case by case basis.

Vessels had "Fishing Licences" issued by countries of responsibility of fishing zones.

Tuna – main catch and exported to Taiwan/Japan/Philippines/Taiwan and sold locally in Fiji.

Most discharged catch's as per requirements of licence agreements.

Some fishers also reported if they breached their contracts they would have to pay repatriation themselves.

Agents keeping part or half of monthly wages, if these circumstances arose. Food and provisions were limited.

Crew had options of allotments and P.O.B.

Concerns over the regulations of these vessels.

Accommodation and facilities in most cases were well below ILO 188.

Living conditions - Very poor cabins and sleeping arrangements. Shared bunks.

Air conditioning working in most vessels.

Water supplied by "bottled water" or storage.

Little or no linen, little cooking utensils and bedding.

Crew mess rooms and galleys very poor size and standards.

No recreation facilities.

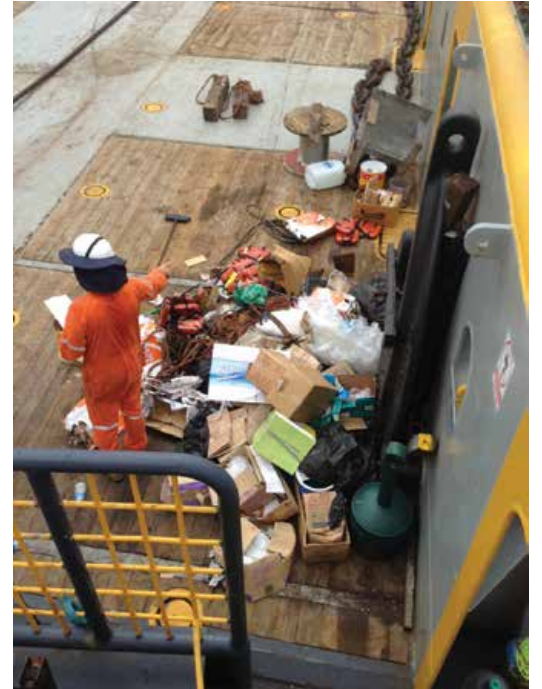
Fijian registered vessel inspected reported to be in very good condition and National agreement for crew.

Fijian crew had contracts and monthly wages.

Limited PPE equipment.

Crew responsible for ALL transport to and from vessel. (In some contracts).

It was reported: owners have mixed nationalities on board, because it can stop them from going on "strike".



# Tidewater hits rock bottom with the Marty Quist

IT is an agreed practice in the Offshore Oil and Gas Industry for the MUA to inspect vessels prior to coming onto the Australian coast to ensure they are up to standard. This is for the benefit of members and assists companies in ensuring problems are fixed prior to arriving in Australia.

Tidewater's smart-arsed efforts of giving inadequate notice to the Union of an inspection of the Marty Quist meant this vessel arriving onto the Inpex Project in an absolutely disgraceful state. It's fair to say that Tidewater's client, Saipem, was less than impressed by Tidewater's efforts and our member even less so.

The following report was prepared by the onboard HSR – it demonstrates yet again why it is important that vessels are properly inspected and problems addressed prior to them coming onto the Australian coast.

It is worth noting that the following complaints by members only touched on some of the issues members had to deal with on the run down to Australia.

Tidewater should stand condemned for exposing members to the health risk resulting from faeces being dumped overboard in buckets, dried offal and animal by-products being splattered throughout the vessel, inadequate medical supplies, dodgy galley and mess facilities, evidence of vermin on board, rotting and contaminated food, unsafe tow equipment and lifeboats and a lack of cleaning equipment.

Wouldn't it be great if we could have stuck the likes of Martin Ferguson, Gary Gray, AMMA and 99 per cent of the Federal Liberal Party on board for a few days to see the sort of shit our members are exposed to. And this is the oil and gas industry that we keep getting told by the multi-nationals is sitting at the top of the dung heap!

Summary of Marty Quest Vessel Inspection Report - prepared by MUA Tidewater on-board HSR:

- Upon joining, members had no linen of habitable quality - all linen was ragged and badly stained. There was no spare linen and the majority of mattresses needed replacing;
- Members were left on the vessel for two days without adequate stores (until they arrived at 2000);
- Numerous crew have started experiencing nose, throat and respiratory issues. The Master was advised of pneumatic type illnesses on board and found that the Hospital was not adequately stocked with suitable medical supplies. It is suspected that the respiratory symptoms were a result of the unsanitary state of the

vessels accommodation, cabins, toilet and shower facilities. Further this, there were issues with on-deck hygiene and a general lack of cleanliness, housekeeping and maintenance;

- Members have all experienced the overwhelming stench of urine and faeces - having been reliably informed by off going crew members that until recently only a number of toilets on board were serviceable. The previous foreign crew were forced by Tidewater to urinate and defecating into buckets and over the side;
- The state of the galley was of serious concern: blood guts and fish, animal offal was found festering in fridges and freezers. Food scraps, oil and grease was throughout cupboards dry store and the mess room. The dishwasher was not serviceable. There was no Bain Marie for keeping food at a safe and hygienic temperature;
- An earlier Vessel Inspection Report carried out in April identified a vermin issue that requires ongoing monitoring. There was no communication left for members regarding what follow up is required or action to be taken in respect to vermin eradication;
- Food provisions left on board have had to be discarded. This included rotting fruit and vegetables. All food products were infested with cockroaches, weevils and flying bugs. All of the dry stores were expired and out of date and of dubious source;
- There was inadequate time and equipment for members to sterilize and decontaminate accommodation and work areas. There was no bleach, disinfectants, scrubbing brushes, mops, buckets. There was a complete lack of cleaning equipment;
- Members are doing their best in trying circumstances to ready the vessel for on hire survey and long term charter but are very disappointed that their health and safety has been compromised in doing so;
- The tow wire has no emergency release. This is unacceptable given the upcoming 20 day long tow at sea;
- The rescue boat davit has a malfunctioning hydraulic issue and unable to launch;
- After two days of garbage discharge there is squalor all sound the ship;
- No rubbish skips on board. Food and waste is now fermenting in tropical heat (on the run down);

- Only three shitters were working on arrival from India;
  - No chance to wash down due to the urgent OHS matters being addressed.
- Members are doing their best in trying circumstances to ready the vessel for on hire survey and long term charter but are very disappointed that their health and safety has been compromised by Tidewater. (The photos above are just some of the OHS hazards faced by members).

**Note: Tidewater is the same outfit that was sprung by the MUA conspiring with Chevron to bring vessels with foreign crew onto the Australian coast – and planning to pay them just \$50 per day. We have not forgotten their bastardry and from this vessel inspection report, it is clear that Tidewater has not forgotten how to be bastards!**

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# FATIGUE

## a silent but deadly killer

HOW often do we hear this saying 'we all have the right to go home safe from work'?

I don't believe that is enough.

What about the state of health we go home in?

Why is it ok for the job to just get us home alive? What about the physical and mental state the bosses send us home in? ... broken, tired, stressed and running on empty.

Shouldn't we have the right to expect more than this when we go home?

Our work fatigued state of physical and mental health impacts on everything in our home life - our marriages, our children and leisure time.

What happened to work-life balance?

The big buzz in safety is fitness for work. It's the idea that the employers have a right to expect workers to show up for work - day in, day out - like SAS commandos in a state of mental health equivalent to the Dalai Lama, on a good day. This is ridiculous and impossible.

So to weed out the humans among us and before sending us to work on 12 plus hours a day for weeks on end, they send us to dodgy pre-employment medicals which achieve only two things. 1) injuring workers who are not covered by workers' compensation; 2) creating in-the-pocket doctors who care more about the next model BMW than people.

We are fatigued before we start the job.

Fatigue has been used by military services all over the world as a form of torture. Bosses, such as Teekay, Qube and Tidewater, are getting away with torturing its workers every single day.

We are working longer and longer hours. We're all doing more with less, travelling further and placing greater demands on our bodies and minds, with 12-plus hour shifts for weeks on end. Travelling 3000km to get to and from work is not uncommon in this industry either.

Bosses want it faster, cheaper and they want it NOW.

Duration type injuries are common place in Australia - noise induced hearing loss, stress, fatigue. Fatigue of long haul truck drivers contributes to making it the most dangerous job in Australia.

Industrial deafness injuries aren't coming from the older workforce, they're coming from younger and younger



**Fatigue is the biggest safety concern facing workplace safety today**

workers. Longer hours at work increases exposure time to hazards. In WA, stress-based workers' compensation claims are the most common and they are growing.

We know that in WA's maritime industry, injury rates are going up every year, not down. We know that in our industry we are 14 times more likely to be injured than anywhere else. This means we are being injured at a greater rate than our soldiers in Afghanistan.

The past three months has been among the worst for our workers. Deaths, suicides and serious injuries have occurred at an increasing rate. Yet it feels like we are fighting at every single turn for employers to just simply meet the minimum standard - the bottom line.

What happened to best practice and best industry standards?

Worker fatigue is no doubt a major contributor to our fatality and injury rates. Fatigue not only adversely impacts personal health and safety, but also production and safety of the job. Fatigue and decreased alertness resulting from insufficient or poor-quality sleep can have several safety-related consequences, such as slowed reaction time, reduced vigilance, reduced decision-making ability, poor judgment, distraction during complex tasks and loss of awareness in critical situations.

The myth that you can fix chronic sleep loss or that recovery requires only a single extended sleep episode, is just not true.

Workplace fatigue must be addressed at work through a comprehensive risk assessment with full and active consultation with the workforce.

Fatigue management at every worksite should have:

- A fatigue management policy;
- Fatigue risk management, including collecting data on fatigue as a hazard, analysing its risk, and looking at controls to manage it;
- Fatigue reporting system for employees;
- Fatigue incident investigation;
- Fatigue management training and education for employees, management (and families);
- Sleep disorder management, (like sleep apnoea)

**Our work fatigued state of physical and mental health impacts on everything in our home life - our marriages, our children and leisure time**

- A process for ongoing monitoring and improvement.

According to research, one of the most important (but frequently overlooked) root causes of employee fatigue is an imbalance between workload and staffing levels.

Employer attention is always paid to scheduling of shifts such as 12-hour v eight-hour shifts, fixed v rotating shifts etc. Yet none of these measures recognise the underlying impact of staffing levels.

Changes in workload (increased demand, merging of facilities, etc) can worsen problems with shift work.

Research shows that staffing levels, not shift schedules, play the largest role in determining the following:

- Average amount of overtime per employee;
- Average time off between shifts;
- Average time off between consecutive blocks of shifts;
- Average length of shifts;
- Average work hours per week;
- Average number of consecutive days worked;
- Discrepancy between the published shift schedule and the actual shift schedule worked.

This is because, in most 24/7 operations, the number of positions to fill on each shift is fixed. If the staffing level is lower than optimal, hours often are added by holding employees over for additional hours at the end of their shifts; bringing in employees early for additional hours at the beginning of their shifts; bringing employees into work on their days off for additional shifts; having employees work double or even triple shifts; and short notice call-in to cover positions.

We are getting older and are being told to work for longer with the retirement age being pushed out further.

Employers and employer groups like AMMA, don't support the national code of practice in safety.

Current State and Federal governments keep trying to lower the bottom line by dumbing down safety legislation in order to remove expensive burdens and red tape for employers. The only red tape I see on the job is hazard tape cordoning off an area after a death or serious accident.

Fatigue is the biggest safety concern facing workplace safety today.

**The past three months has been among the worst for our workers. Deaths, suicides and serious injuries have occurred at an increasing rate.**





# Fatigue at TK Hedland Tugs

WORKING a 12-hour day is considered a normal workday in mine sites and ports Australia wide.

Workers are generally employed on a FIFO basis or are permanent residents in the location of the site worked.

The difference between these workers and employees of Teekay Shipping's tugboat crews in Port Hedland, is that while other worksites do a 12-hour day, they are also assured that they get an uninterrupted 12-hour rest period. This is not the case with Teekay – despite the fact that such practices are in breach of both the BHP and Fortescue Metals (FMG) fatigue management policies and procedures.

## Split shifts, 18-hour shifts and deaf ears

Teekay seafarers generally work well over 12 hours and sometimes up to 18 hours per days and are then required to resume their normal 12-hour shift the following day. This often results in tug crews having less than a six hours break in each 24 hour period – a recipe for fatality or serious injury.

Despite numerous requests from Teekay seafarers to Teekay, BHP and FMG for them to address this dangerous practice, it seems to be falling on deaf ears.

All of the seafarers working on these tugs – whether they be deckhands, engineers or skippers, insist that the only way to solve this fatigue problem is to have two crews per tug on fixed 12-hour shifts. This will fix the fatigue and safety problems. Moving to a 12-hour roster will result in a safer, non-fatigued work force.

It will also ensure that much-needed maintenance can be attended to. Too often tugs are not getting fixed when mechanical problems arise. A rushed band-aid fix is often applied to get the vessel back in service.

Critical spare parts are often not held in Teekay stores ashore and tugs can be waiting days for the simplest parts that are sometimes coming from overseas. Mean-

while, BHP and FMG keep the unsafe Teekay tugs working. Iron Ore exports before safety every time.

## Increased exports and decreased safety

BHP and FMG have ramped up their output considerably over the past four years. Iron Ore exports have far outgrown the 14 tugs. The vessels are continually running (without much needed maintenance) and more tugs and more crews are needed. Crews are working around the clock, moving from tug to tug just to make the next sailing.

While some crews are supposedly working a 12-hour shift, they usually work upwards of 14 hours due to chaotic rostering and the juggling of crews.

The other Teekay crews are engaged around the clock – literally. They may do a morning shift, but due to shipping demands are often on the water for many hours. They get a brief opportunity to go home for a catnap for a couple of hours and are then requested to go back to work. Catnaps are far from being an adequate sleep.

Try working like this; work a full day on towage, go back to your quarters to prepare a meal, do your laundry, shower and even take a bit of time doing food shopping and then get called into work with an hours' notice.

You have to do it time and time again for four weeks straight. After 28 days of catnaps, you go home physically and mentally shattered. It takes days at home to get back to normal sleeping patterns.

## The bloody minded attitudes of BHP and FMG

Why are BHP, FMG and TEEKAY so bloody minded?

Why is there so little regard for our wellbeing and safety? Some employees start their days with Red Bull energy drinks and later No Doze tablets.

Frustratingly, multitudes of incident reports have

been lodged with Teekay, reporting outrageous hours of work and the breach of fatigue management protocols.

While all of these reports are supposedly passed onto to BHP, not one Teekay HSR has been approached by a BHP HSE Manager to investigate the horrific OHS breaches.

Over the past 12 months, Teekay has had a revolving door of HSE managers. This is a story in itself and highlights the diabolical mismanagement of safety by Teekay, BHP and FMG.

While BHP is vigilant in ensuring that its own workforce don't work split shifts and 18 hour days, it would appear that employees of marine contractors are cannon fodder for their relentless drive for improved profits and export volumes.

## Ill informed bullshit from the \$5million man

It is sickening to read the misinformed views of FMG boss Neville Power regarding the MUA, AMOU and AIMPE Enterprise Bargaining claims.

If he pulled his head out of his arse for just one minute, he might realise that the claims are more about safety and fatigue management than a wage increase.

Then again, any CEO on \$5million per year is so out of touch with ordinary workers that he will probably never understand our concerns and issues.

It's time for Teekay, BHP, FMG and the Port Hedland Port Authority to take action before one of our members is killed in the desperation of the iron ore majors to increase volumes and reduce costs. It's time the meaningless slogan of Safety before Profits becomes a reality.

*Written by Teekay MUA rank and filer*

*Note: Name and address of member has been withheld following threats by BHP to sack any worker who makes public comments about OHS on the Teekay Tugs in Port Hedland.*





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# Doctors more concerned with LTIs than their patients

THE doctors up on the Wheatstone Project have little care and regard for their patients.

There have now been multiple reports of injured seafarers who have been told by the doctor on site "you don't want to be the first LTI on the Project, do you?"

Comments such as these are nothing more than a disgrace and the doctor responsible will be held accountable. If someone's hurt on the job, they don't need to hear this kind of nonsense.

Where does this crap end? Does someone have to get seriously injured on the job before the doctor would allow an LTI on the project?

Their stats don't bother us, but it's beside the point! People do not need to be made to be guilty because they want their paper work to look good!

It leaves me thinking that after each visit that the doctor is receiving a kick-back for each patient not being sent home on the next flight out. Are the companies involved running a detention centre up there?

As this would be an act of draconian laws - Alcatraz is a thing of the past. This matter will not be swept under the carpet and I will not go away until it has been resolved.

## MAERSK management just don't care

There was a serious incident on board the MAERSK logger about a month ago. One of our members was almost killed on the job!

This was purely an act of God from what I have been advised and the seafarer involved is very lucky to be alive. The Incident involved a line parting and almost taking the head off of an experienced seafarer who had done the job by the book.

The member involved ticked the right boxes, was in a



safety zone and still he was severely hurt with receiving lacerations to the neck, a smashed jaw, missing teeth and a fractured skull.

This is a clear example that accidents can happen!

MAERSK has done nothing to assist the MUA in advising what went wrong. In fact MAERSK has done nothing more than try to avoid the union through this incident, not even allowing Kyle McGinn (our North West organiser) on board due to Right Of Entry Restrictions.

After a bit of a tit for tat and Kyle's perseverance (he waited on the wharf for about four hours), we finally got Kyle on board to ensure that our members were dealing with the incident ok.

The seafarer is recovering remarkably and could be back 100 per cent fit to return to work in a month or so. On behalf the Branch we are wishing you a speedy recovery Comrade. Since I have taken on MAERSK very few issues have been dealt with, because again management just don't seem to care. After having an executive committee meeting a few weeks ago, close to nothing has been addressed. Its management appears to believe that its vessels are the best of the best, but yet there are issues that do not get addressed.

Manning on Logger is out of whack and a vessel that

size needs a permanent steward on board. The best that MAERSK can do is take the advice of the master who suggests that when numbers go up then the steward can stay for an extra few days to catch up on cleaning.

The Nomad is in need for additional training, and MEARSK is doing its very best to get out of any form of training that it can. It's an absolute disgrace that MAERSK look upon safety with so little regard.

MAERSK management were asked for an update on vessel contracts only to have a response of "it's none of your business". These kinds of responses are pathetic and a clear indication that MAERSK does not want to work with the MUA.

It appears that MAERSK needs some good old fashioned treatment, and perhaps an attitude adjustment.

On behalf of Kyle McGinn, otherwise known as "two-minute McGinn", there is an apology in order for his mis-print in the last paper.

His article was meant to say that he is proud to join the ranks alongside as the second cook ('AS' being the key word here). He also mentioned that he was a former caterer, I'm sure he meant a cook, but from what I have heard his "two minute noodles" just don't cut it either.

Good luck up there brotha.

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## Seafarer loses leg in mooring operations in Port Hedland

Keith McCorriston - ITF

INDIAN Seaman Mr Hahesh Kumar Mohankumar lost his leg while berthing of the FOC M/V Julia N in Port Hedland.

It is alleged he got his leg tangled in the tug's messenger line. AMSA and Teekay are investigating the incident.

International seafarers are generally contracted to do 9 to 10 months on ships. Fortunately for this seaman he is covered by an ITF approved CBA where he will be entitled to medical expenses, repatriation costs, wages and compensation.

The ITF has spoken to the ship owners, operators and the National Seaman's Union of India (NUSI) where all parties have committed to their obligations.

Mr Haesh Mohankumar is in good spirits and relieved to know his welfare is being addressed.

We have reminded the port users of the "high" importance of making sure ships have ITF approved agreements.

We know a number of unscrupulous ship owners continue to hide behind lies and deceit.

The Flag of Convenience campaign is still well alive and working well.







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# Training and qualifications update

We of the *Triton Crew* would like to express our gratitude for the fantastic show of support and assistance afforded by the WA Branch officials Rob Simms and Daniel Falcone.

Both Rob and Daniel have been instrumental in making up some lost ground in relation to conditions on board our vessel ACV Triton as well as successfully negotiating for an additional five IRs to be employed on a casual basis to help our boys out for a lay-up period here in Freo.

Having tied up at F shed on Tuesday, May 6, for what was to be a two week lay-up, we were confronted with the news the director had already left the company and the operations manager was leaving just days after we had berthed. They had lost the circus director and his chief clown and the company was a rudderless tug in a cyclone! It was complete and utter chaos!

There was no lay-up plan, no additional deck equipment (shore compressor, power tools ect.), only two days' worth of paint and primer delivered, no additional labour for what was a mountain of work to be done. These resignations had also left us with no DPA. which, of course, was a major violation in itself.

So we watched for a day and a half as the company turned into a large ball of shit with quite a bad smell about it and then, all of a sudden things got worse when one of our comrades was badly injured on the wharf while returning to the ship cutting a mean gash in his arm and requiring fourteen stitches.

This incident was the initial impetus to engage the local officials as the captain would not repatriate him even though he had doctors certificate stating he was unfit for work. You don't have to be a brain surgeon to know you can't be anywhere near a work place when you are holding a valid doctor's certificate as you are no longer insured.

Having initially engaged Daniel to assist with this particular issue he also invited us to discuss any further points of contention we might have with the company so they could be cleared up while we were here in Fremantle. Dan then brought in Rob Simms for extra firepower and the two went to work successfully negotiating an agreement with the newly appointed director and his human resources coordinator for all issues to be addressed before the sail date.

To put the work load into context the ship has just spent the last seven months patrolling around Christmas Island with no Australian mainland port call. This wet season had been particularly "active" throwing up two cyclones and plenty of heavy stormy weather either side of them. This in addition to very little deck stores being supplied over that period due to the incompetence of management, had made it impossible for the deck crew to keep on top of deck maintenance.

To conclude, we would like to thank the WA Branch for their excellent support and assistance. To the extra deck crew for their great comradery and effort in getting the ship back into finer form. We have all been made to feel very welcome here in Freo and it's been much appreciated!

*The crew of ACV Triton*

## Training

IT has been a busy couple of months since I have started at the union. In this time, we have been making large inroads in regards to getting a training school for all members off the ground.

We have found a site that is suitable for our needs and are currently beginning negotiations with the vendor. The property is located within the AMC precinct; it is a large block on 10,000sq/m. It has a 1350sq/m shed that houses a 20t and 12.5t overhead gantry cranes.

This site is ideal given its location adjacent to the wharf precinct. We will also be working together with METL to find a suitable RTO that will give us the ability to initially provide training in the high risk licences. Some examples of these if those of you who are not aware are as follows:

- Basic rigging
- Intermediate rigging
- Advanced rigging
- Forklift
- Dogging
- Tower crane
- Offshore crane endorsement

If we are successful in relation to our purchase of this property, a realistic time frame of between 9-12 months is seen as achievable in our ability to be conducting training for our members. While this is an approximation, it is my opinion that this is to be our goal in working towards delivering a world class training facility.

I am also continuing to have discussions with companies in regards to the purchase of equipment. Some of these are Norsafe (Lifeboat, FRC) Kongsberg Global Sim (crane simulator) and MDS (classrooms).

The training we will conduct through this organisation, in our opinion, will continue to enhance employability outcomes for our members as we move forward. The importance of this should not be discounted. Imagine that everyone who finds themselves on the EAS list at any time in the future, we will all hold qualifications.

If employers want to continue to argue about their staffs' training and competency or lack thereof, it will be a non-argument as all of our members will be able to be considered for employment as we will all hold the same qualifications.

This, in the past, has been exploited by employer groups as justification of not being engaged of the database as your qualifications are not suitable. The idea an employer can pick and choose on a whim who meets that requirement...?

**WE WILL ALL MEET THAT REQUIREMENT.**

## Qualifications

While training requirements are being explored, I am also part of the qualifications working commit-

tee that is meeting almost monthly in relation to new skill sets, which we would like to see, introduced in the Maritime Training Package. These skill sets will be inclusive of the Offshore/FPSO/Towage/Dredging as separate skills required for each of the related disciplines.

There will be a FPSO/Offshore working group meeting on or around August 4 in WA, which will then be closely followed by a Towage/Dredging working group to meet in Sydney to commence - at this stage - on August 5.

We will be requiring three delegates from each of these areas to attend these working groups. By the time this goes to print we would expect to have filled these positions.

The working groups will be focusing on the input from members and the skills that they see as lacking in these specialist areas. After these working groups have concluded we will be endeavouring to have these skill sets listed with the Training Logistics and skills council (TLISC) and then included in the Deck Rating qualification and then have this align with the upgrade to the IR qualification.

I will be updating the membership as we go forward in regards to the outcomes from these meetings in due course.

## Revalidation

For those of you have heard rumours surrounding Continued Competency requirements for all seafarers prior to December 31, 2016 (an AMSA and IMO requirement) then every five years after that - this is a reality going forward in our industry, which must be embraced, in order for us to be eligible for employment after this date.

Contrary to some company positions on this (SWIRES) and the like, the MUA understands that there is still only four providers in Australia eligible to provide this training - Challenger Institute/IFAP/AMC Tas/ HunterTafe. Challenger utilise IFAP for the practical component so in reality there are only three eligible providers in Australia.

We are worried about the capacity to provide this training to all seafarers is unachievable given the timeframe constraints. The date set out by AMSA is set in stone and it will not be extended past that date.

Those who leave this to the last minute will find that the RTOs will have difficulties in facilitating this training for you. We work in unison with stakeholders in training to and facilitate some alternatives to the three providers already listed.

Comrades it is important as a union we embrace this change as we go forward! As we do not want to give the employer any ammunition in regards to the supply of labour.

If you are ineligible to work after 31/12/16 because you have not revalidated, you will be required to wait until you can attend an approved Continued Competency course. If you have any questions or queries directly related to training and revalidation/ continued competency please don't hesitate to contact me.





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# Safety versus productivity

IT'S high time we get fair dinkum when it comes to creating a safe working culture on the waterfront. The bosses don't want it. Oh, they'll tell you till they're blue in the face that its priority number one.

They'll get you to fill out fancy little bits of paper so that they can pull them out of the drawer under the sink when there's a serious incident to cover their miserable arses when the inspector comes knocking.

They'll write it all over your work uniform so they won't need to lose any sleep when they see your kids crying at your funeral. But they're not vaguely interested in a genuine safe working culture amongst the troops.

They promote the grub who kisses their arses and delivers maximum productivity by cutting corners. They look the other way when the sucks ignore the safe work procedures to boost numbers. Some of the evil fuckers even throw money at you in the form of bonuses as a reward for putting productivity ahead of your safety.

They think they can buy you like some cheap whore. Sad thing is; they often can.

We all know about the employers doing everything possible to block the National Stevedoring Code of Practice. And most of us realise too, that the ones with the worst records are the same ones making the most noise about why it shouldn't be implemented.

It's absolutely fucking amazing how companies with safety slogans plastered all over the joint don't want a code of practice!

On one hand they're spruiking about no damage and then they're jumping up and down over regulating waterfront safety; because it just might actually make things safe! Can't have that!

The worst safety concern the bosses' families have to consider is the possibility they might contract some STD from screwing the dippy secretary or the dodgy delivery

boy; but our people are faced with a higher risk of a workplace death than if they were serving in the army!

But the awful, ugly other truth is that the boss can only buy us if we're for sale. If we are dumb enough to think it's worth gambling our lives for a fistful of dollar notes, then it shouldn't come as a surprise when the arse-hole boss takes advantage.

But go to the funeral of someone lost to a workplace fatality. See if the kids look like they appreciate the extra bits and pieces you were able to afford by hocking your arse to the boss, when it starts to dawn on them they've lost their mum or dad. Do you really think they're going to give a flying fuck that they had some fancy PlayStation or other bullshit when it costs them a parent?

You won't be completely safe in this industry even if you do start putting productivity down the list, but surely you owe it to your family to do everything you can to make safety the number one priority while you're doing your job?

You might not make foreman but you'll definitely increase the odds of making retirement. Would you want your kids to risk their lives for money? Well that's what you're teaching them by setting that example.

## Port Authority amalgamations

The landscape appears to be changing at our port authorities with the centralisation of control, and so far it doesn't look like any of the change will be for the better.

Negotiating an Enterprise Agreement with the Port Authority in Esperance has been about as much fun as shagging a cheese grater. The goal posts haven't stayed still long enough for us to know where they actually are.

I've been kept off-site during meetings with our members, stuck in a room with a sentry posted at the door,



been lied to more times than I've had hot dinners and then the liar told everyone that I am a liar!

Our members are supposed to swallow the story that the bargaining agent paid by the Port Authority has the best interests of the workforce at heart. Us MUA officials are supposedly misrepresenting the facts, misleading the very people that pay our wages and running some kind of lunatic campaign to sabotage the Port!

And they seem genuinely surprised that our members aren't buying their porky pies!

If this is what we've got to look forward to at all of our port authority EA negotiations under the new regime then everyone better get ready for war coz the members that make up this union won't be bullied and intimidated by third-rate hacks who's only strategy is to attempt to discredit the integrity of union officials who have proven track records for delivering the best possible outcomes.

If this mob had focused as much energy on reaching a mutually beneficial outcome as they have put into their unprofessional, (and ineffective) sledge-fest, we'd be six months into a new agreement now!

**... our people are faced with a higher risk of a workplace death than if they were serving in the army!**

## Andrew Forrest asked to put back into town

Published in the North West Telegraph  
Wednesday, May 28, 2014

Hi Andrew,

With all the billions your company is telling the world it's earning, isn't it about time that you started to put back into the Port Hedland community?

Your community office is never open, it always has an "out for five minutes" sign on the front so that is no use to get any information.

I have been a resident of Port Hedland for around nine years and in that time everything in town is always sponsored by BHP and even the iron ore juniors like Atlas.

Your company is sending a really disgraceful message to the community by bragging on TV about your record earnings and your philanthropy to UWA, but you will not sponsor any event in town to make Hedland a better place to live.

The latest concert coming to town has gold sponsorship by Atlas, a tiny operation, but not one cent from FMG.

Your company has the worst name in town for not caring about it and just milking it for all it's worth.

I thought you said that FMG would not support a fly-in, fly-out workforce but the indications I get are that anyone residential is actively encouraged to go FIFO.

I would hope that this is simply an oversight that will be rectified, and not a cost-saving measure.

Ron Johnson, South Hedland

## Having a dig at the budget

Published in the North West Telegraph  
Wednesday, May 28, 2014

Two big news items this week.

The potential strike closing the port in Hedland, and of course the Federal Budget.

An interesting contrast was illustrated by these two stories.

BHP Billiton claims it would lose \$100 million a day if the port ceased to operate.

So, BHP's turnover just through Hedland is in the order of \$100 million a day – BHP is doing all right. This is in contrast to its \$9 million community spend in the Pilbara.

In the 2014 Federal Budget, many changes have surprised Australians, including no more GP bulk billing, the deregulation of uni fees, an increase in fuel excise and a bunch of other things.

Mining companies, in addition to cutting the resource rent tax (mining tax), will receive billions as fuel excise rebate, because according to Joe Hockey, "mining companies don't use roads".

So why should miners pay for roads?

Young people have been hit hardest by this Budget.

This Budget pain isn't a shared load. It's not leveraging off what we have.

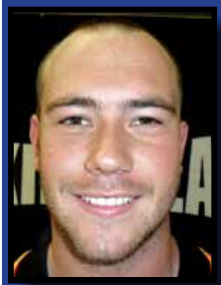
It's hitting those without a lobby group and entourage of lawyers to court politicians.

If you were losing money in your household budget emergency, why charge the dude in the backyard digging up your iron ore, less rent?

Would you instead cut your doctor and education access, so you can make sure the dude is happy while digging?

Penny Taylor, Perth





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See pages 28 and 29 for more commentary on the Liberal Party's offerings to the Australian people

# What have we done?

After the election of the Liberal Government last year, most of us were aware that for the next political term the working class were going to be under attack.

With the delivery of May's budget speech and the exposure of one of the most harsh, cruel budgets in Australian history, even Liberal voters are feeling disgusted and now left wondering what negative implications THEIR vote is going to have on Australia's future.

At the end of the day, despite months of campaigning, Australia fell for it.

**Carbon Tax  
Mining Tax  
Boat People**

These are the three things that got working class Australians voting for the Liberal Party. Their values went out the window and they were sucked in by the corporate end of town, heavily backed by the media - a right-wing driven media who on a daily basis fed us the above three issues over and over and over.

Australia fell for it... and look what we have now. The world is laughing at us, it's an absolute embarrassment.

<https://www.youtube.com/watch?v=c3laKVmkXuk>

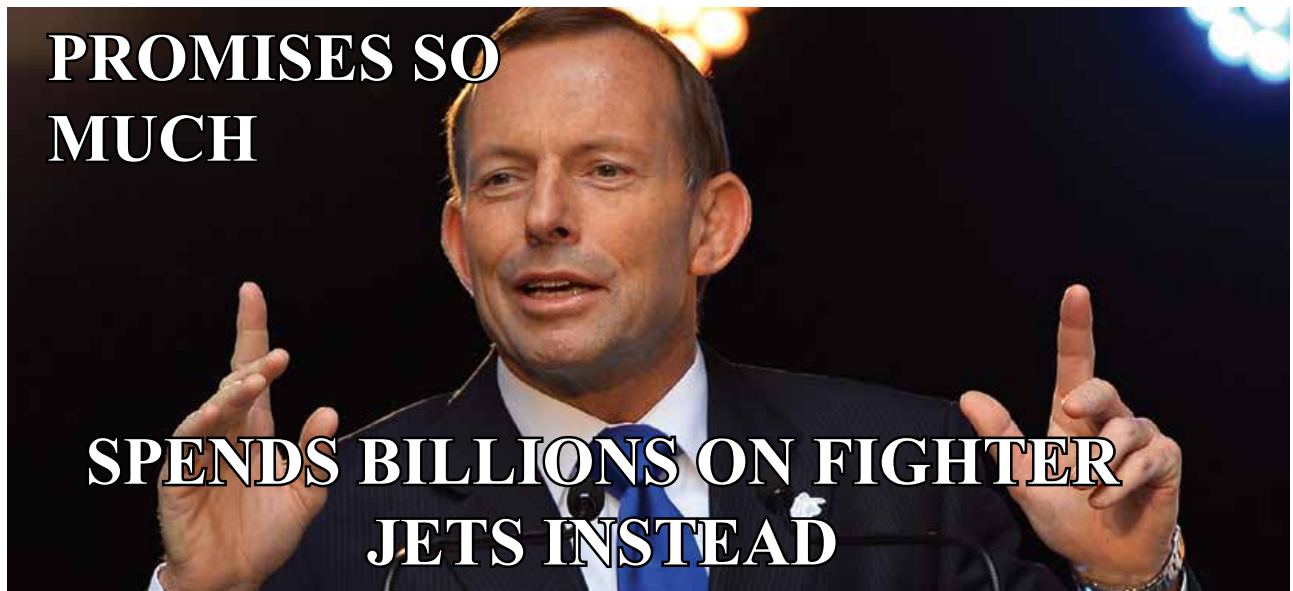
Australia's best minds and even other leaders of the world have commented on this budget and stated that it will set our nation back 50 years.

Even Nobel Prize-winning economist Joseph Stiglitz has labelled this budget a crime and is calling us backwards.

The government's plan to deregulate universities is "a crime" and the move for co-payments for medical services is absurd.

Asked by Fairfax Media to nominate the two biggest mistakes the government could make that would take it down the American path of widening inequality and economic stagnation, Professor Stiglitz chose the budget changes to university fees and Medicare. Each would make Australia more like the US.

"Countries that imitate the American model are kidding themselves," he said. "It



seems that some people here would like to emulate the American model. I don't fully understand the logic."

Professor Stiglitz said Australia had "a system that is really a model for the rest of the world", and deregulating fees would move the entire system in the wrong direction

If you're rich, your parents can pay the fees, but if you are poor you are going to worry about how much debt you're undertaking.

"It is a way of closing off opportunity and that's why the US doesn't have educational opportunity," he said.

**Australia's best minds and even other leaders of the world have commented on this budget and stated that it will set our nation back 50 years.**

"While we in the US are trying to regulate universities, you are talking about deregulating them. It really is a crime."

These kinds of comments are not coming from your average punter, they are coming from world-leading economists, scientists, the best minds in the world!

We should be paying particular attention to those like Professor Stiglitz in the United States making these comments as they are doing their best to turn their country into Australia!

Not to worry, as long as there isn't a Carbon or Mining tax, we'll be sweet.

## Maritime Union of Australia - WA Branch

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# Corruption, slush funds and sleaze

If the Liberal Party was a trade union, the likes of Tony Abbott, Nick Minchin, Michaela Cash and the other elements of the right wing rabble that is supposedly running this country – also known as the Liberal Party – would be calling for its immediate de-registration. Except for the fact that they are hardly likely to de-register themselves.

Over the past six months, the Independent Commission for Corruption in NSW has heard account after account of Liberal Party slush funds, the Liberal Party’s dirty deals with property developers and undeclared gifts being handed out to senior Liberal Party politicians. Some of the Liberal Party politicians have shown Eddie Obeid and his right wing ALP cronies to be mere amateurs when it comes to money laundering, sleaze and corruption. With ICAC due to resume its hearing into political corruption, there is undoubtedly a whole heap more Liberal Party sleaze still to unravel.

## Liberal Premier’s \$3000 bottle of wine

The biggest scalp of the ICAC investigation has without doubt been that of the NSW Liberal Party Premier Barry O’Farrell. Just after being elected to office, O’Farrell was slipped a \$3,000 bottle of Grange Hermitage by Nick Di Girolamo. It appears that between fund raising events for his beloved Liberal Party, Di Girolamo was also head of Australian Water Holdings (AWH) who was trying to win a \$1.2 billion Liberal Government Contract with Sydney Water.

Despite the \$3,000 bottle of wine being a 1959 special (the year of O’Farrell’s birth), the Liberal Premier was busted lying about receiving the gift. When ICAC exposed his lies, O’Farrell stepped down.

## Six Liberals fall on their sword

And there is more to follow. Six other prominent Liberal Party politicians have announced their resignation from parliament amongst the allegations of sleaze and corruption coming out of the ICAC inquiry.

Among the allegations being aired in ICAC was that AWH were paying money into a Liberal Party slush fund called ‘Eighty Five’ to ensure special access to certain politicians. When fronted about the slush fund donations and questioned about 120 text messages between sent to Liberal Party powerbroker Chris Hartcher over an 18 month period, the boss of AWH said many of the texts were not about business matters but Liberal Party matters.

Legal Counsel assisting ICAC questioned the boss of AWH whether the donations to the Liberal Party were “a sham”, giving the company “bang for its corrupt buck”.

This, of course was denied by Girolamo and some of the Liberal stooges.

## Dragged into Corruption Inquiry

One of the more prominent Federal Liberals dragged kicking and screaming into the corruption inquiry is former Assistant Federal Treasurer Arthur Sinodinos. He is the same bloke who used to sit at Joe Hockey’s elbow in Cabinet and is the ex flatmate of John Howard. On top of the massive politician salary of \$368,000 per annum, it appears that Sinodinos was also on the payroll of Australia Water Holdings.

The Liberal Party is packed full of right-wing politicians who rant, froth and spit about “greedy seafarers” and “overpaid wharfies.” While such opinions are misin-

formed and quite delusional it appears that their views about the need for wage austerity amongst Australian workers don’t extend to themselves.

As a sideline to his job of assisting Joe Hockey balance the budget (by screwing the poor and the vulnerable), Sinodinos was making a small fortune chairing a company that also included dubious characters of the ilk of Eddie O’Beid Jnr and Nick Girolamo. For his efforts, Sinodinos was paid \$200,000 per year. As Chairman, his responsibilities amounted to about 20-45 hours’ work per year. This is somewhere between \$4400 and \$10,000 per hour. Not a bad earn in anyone’s book.

On top of the \$368,000 parliamentary salary and \$200,000 earn from AWH, Sinodinos was also alleged to be lining up for a \$20 million pay day if AWH were successful in getting a \$1.2 billion contract with the NSW Liberal Government. And this is the bloke in charge of this country’s finances!

Just in case Sinodinos has some weasel word lawyer crawling over the MUA Paper, there is no suggestion that Sinodinos was corrupt, but there is no doubt that he had a decent drink while he was the boss of AWH!

Anyone who thinks that corruption stops at a State border has to be kidding themselves. There should be a Royal Commission into the activities of all political parties and the private activities of all politicians and senior public servants. The Corruption investigations in NSW have already spilled over to QLD and dragged in Federal identities. We have our share of clowns running the Western Australian Government – it would be interesting what muck got dredged up into the activities of politicians in this state.

*Doug Heath*

## Arthur Sinodinos at a glance

- Liberal Party stalwart;
- Former Assistant Federal Treasurer (Joe Hockey’s right hand man);
- Former NSW Treasurer of the Liberal Party;
- Earns \$368,000 per year as the Assistant Federal Treasurer;
- Paid \$200,000 for between 20 and 45 hours’ work per year as the Chairman of AWH;
- Was going to get a \$20 million pay day if AWH won a contract with the NSW Liberal Government (Sydney Water contract)
- Rented a luxury Rose Bay apartment with panoramic Sydney Harbour views for \$100,00 per year;
- Leased luxury European cars;
- AWH had Eddie Obeid jnr and Liberal Party fundraiser Nick Girolamo on its board;
- Eddie Obeid (corrupt ALP politician) was a ‘secret shareholder’ of AWH;
- Claims he was unaware of a secret \$75,000 ‘donation’ being paid to the Liberal Party by AWH despite him being the Chairman of the company;
- Claims he was unaware of AWH billing taxpayers for luxury accommodation, limousine hire and massive executive expenses whilst he was Chairman of the company.

### And what did Sinodinos’ Liberal Party cronies have to say about him?

Tony Abbott: “Senator Sinodinos has done the right and decent thing ... as you’d expect from someone who has given our country such long and faithful service. I look forward to his restoration to the ministry”.

Tony Abbott (again) “I think Arthur did the absolute right thing. He is a good man; he is a brave man.....”

John Howard: “Senator Sinodinos was appointed to the Ministry because he is a man of great distinction ... and high competence”

John Howard (again): “Arthur Sinodinos is a man of great integrity and ability”

George Brandis (Liberal Party Attorney-General): Labor (is guilty) of a “disgraceful smear” against “one of the greatest Australians who’s participated in the life of this country over the last two decades”.



# A mounting death toll on the waterfront

MUA members are mourning yet another tragedy, with the death last month of father of three Anthony Attard, killed doing his job on board the Toll RORO vessel Tasmanian Achiever. Anthony's brother and best mate were with him when he died.

This is the 18th fatality on the docks around Australia in just 24 years. This is nothing short of disgraceful in an industry that is a relatively small employer of workers. Stevedoring remains Australia's most dangerous industry. Safe Work Australia figures show that Australian waterside workers are 14 times more likely to be killed than the average worker. Wharfies are more likely to be killed at work than serving in the armed forces.

In what can only be described as contemptable and despicable action by Toll, they welded the very same Mafi trailer which killed Anthony onto the deck of the vessel where members have to see it every day. It was only after a protest at the Toll Offices in Sydney by MUA HSR's, activists and Officials that Toll management reflected upon the callousness of their action and got rid of the Mafi out of the workplace.

The stevedoring association of which Toll are a part of is no better. On the day of Anthony's funeral, the "Australian Logistics Council" of which Toll are a member came out publicly on the day of Anthony Attard's funeral to call for the Stevedoring (Safety) Code of Practice to be scrapped.

Our next round of Enterprise Bargaining negotiations on the wharfs is going to be about occupational health and safety, job security and the protection of workers. It is time to end the industrial manslaughter of wharfies.

#### Chronology of fatalities on the Australian waterfront since 1990

1. Barry Gifford, Darling Harbour, Sydney, June 1990
2. Brian Greaves, White Bay, September, 1991
3. James Cairns, Trans Ocean Terminals, Melbourne, March, 1991
4. Rex Lowday, Geelong, August, 1992
5. Roy Audet, Boyne Smelter Wharf, Gladstone, October, 1992
6. Bryan Paterson, East Swanson Dock, September, 1997

#### Since Howard/Reith waterfront reform process and introduction of anti worker IR laws

7. Mick Carabott, East Swanson Dock, Melbourne June 1998
8. Bryan Paterson, Melbourne, May 1999
9. Billy Dixon, Tasmania, July 1999
10. Jeff Grey, Appleton Dock, Melbourne, June 2003
11. Dean Robinson, Port Adelaide, June 2006
12. Peter Ross, Appleton Dock, January 2007
13. Bob Cumberlidge, Westport, March 2007

#### Since election of Rudd/Gillard Government

14. Brad Gray, Brisbane, February 2010
15. Nick Fanos, Port Botany Sydney, March 2010
16. Steve Piper, Appleton Dock Melbourne, July 2010
17. Greg Fitzgibbon, Newcastle, September 2012

#### Since election of Abbott Government

18. Anthony Attard, Toll Shipping, Melbourne, May 2014



See page 11 for Warren Nugent's tribute to Anthony Attard and his challenge for those working in dangerous situations

### Growing gap between rich and poor

**\$56.2b**

Wealth of Australia's seven richest people.

**\$54b**

Approximate wealth of the poorest 20% of households.

1. Gina Rinehart: **\$22b**
2. Frank Lowy: **\$6.87b**
3. James Packer: **\$6b**
4. Anthony Pratt and family: **\$5.95b**
5. Ivan Glasenberg: **\$5.61b**
6. Harry Triguboff: **\$4.95b**
7. Hui Wing Mau: **\$4.82b**

Source: BRW, ABS

## Australia - A growing gap between rich and poor

The wealth of the seven richest people in Australia is greater than the nation's bottom 1.73 million households combined, and policies in the federal government's budget will only make that gap grow larger, the Australia Institute has warned.

Australian Bureau of Statistics data shows the bottom 20 per cent of households own roughly \$54 billion in wealth. The most recent BRW Rich List shows the seven richest people in the country own more than \$56 billion in accumulated wealth.

The Australia Institute's paper, Income and Wealth Inequality in Australia shows how policy decisions in Australia - such as the reduction in the top marginal income tax rate over time - have contributed to an increase in wealth of Australia's richest individuals, and widened the disparity between wealth and incomes in Australia.

It says the gap between the richest and the poorest households will grow if government payments to low-income families are reduced further in this budget.

Danny Cain



### It's tough being the kid of a Liberal Party politician

At a time when pensioners, students, the sick, youth and unemployed are being kicked half to death by the Federal Liberal Government, stories have unravelled about the good fortune bestowed on one of Tony Abbott's kids.

It appears that Francis Abbott was given a \$60,000 scholarship by one of the Liberal Party donors at a time when other students weren't even aware that the scholarship existed.

Frances Abbott was awarded a "Chairman's Scholarship" to pay for her degree at the Whitehouse Institute of Design. The chairman who recommended her? Les Taylor, who has donated over \$20,000 to the Liberal Party.

Thanks to the remarkable co-incidence of a key Liberal Party donor choosing Tony Abbott's daughter for a \$60,000 scholarship, Frances Abbott only has to pay \$6500 in university fees. This is fantastic news for young Frances as she has miraculously avoided being slugged a crippling hike in fees being levied on all other students by daddy Tony Abbott, blustering Joe Hockey and the smirking Christopher Pine.



## Taking the fight to the next level

THERE were 32 delegates at this year's ALP state conference (pictured above) up from just three a couple of years ago.

Politics is a numbers game and our numbers continue to grow within the party. It was great to see our rank and file taking the stage and debating the issues.

We worked with likeminded unions and delegates throughout the Conference to achieve some much needed changes to the party. Moving to ensure rank and file members have a real say in their candidates, moving to ensure Labor politicians are accountable to Labor values, moving to ensure the administrative processes that keep members away from the party are fixed in order that the party continues to grow and changing the party structure to a more dynamic, organising, activist model.

In addition to these key changes and several resolutions on harmonising safety, campaigning against the royal commission on workers, demanding local content on projects and demanding mental health support in industrial law, there were two key motions that we got full endorsement from the party, Local jobs and port privatisation. The local jobs motion is so important it is included in full below.

### MOTION:

**Conference commends the Gallop Labor Government** for the strong negotiation of the Gorgon Gas Processing and Infrastructure Project State Agreement ("the Agreement") in 2003, in particular the Section 15 requirements for the project to:

- use Australian labour;



- give preference to local suppliers, manufacturers and contractors;
  - require third party contractors to use Australian labour and give preference to local suppliers;
  - provide regular reports to the Minister on the implementation of the above; and
  - consult with the Minister about any works, materials, plant, equipment and other supplies that it may be proposing to obtain from outside of Australia.
1. Undertake a review of the performance of Chevron and its contractors in complying with Section 15 of the Agreement since the commencement of the project; and
  2. Enforce the requirements of the Agreement, in particular the Section 15 requirements for Chevron and its subcontractors to use Australian labour and local suppliers.
- Moved:** Christy Cain (above)  
**Seconded:** Mick Buchan

**Conference condemns the Barnett Government** for failing to enforce the requirements for Australian labour and local suppliers with Chevron (the Gorgon project operator) and its subcontractors, as outlined in the Agreement.

**Conference calls on Mark McGowan and the State Parliamentary Labor Party** to apply Parliamentary and public pressure on the Barnett Government to:

Get on board; you can't afford not to. We ask you to commit to joining the ALP as it is essential to achieve our objectives of job security, improved working conditions, safer work places and decent remuneration. This is critical now that we have a hostile liberal government in power with an anti-union, conservative ideology. MUA members involvement in the Labor Party has given us a real say in the

political direction of this country.

There are so many likeminded people within the Party that want to have a greater say. The MUA is run by the rank and file with strong leadership that is not frightened of empowering its members. We aim to take that philosophy to the ALP.

We refuse to be shut down, we engage in debate, we listen and we are in touch with the pulse of the party which is the rank and file members. Politics in the community is no different to politics in the workplace, its just on a grander scale. We need to unite people in the common goal of sharing the wealth our country generates.

There is no greater example than the Liberals attacks on offshore workers, where they plan to eliminate Australian jobs in the offshore, our members jobs, and give them to cheap foreign labour. Our resources wealth is already going overseas and under Tony Abbott our jobs are going with it. This is not due to labour shortages, it is simply because overseas workers are paid as little as \$10 a day.

We are not ashamed to say that we used our political contacts to lobby Labor, the Greens and PUP who all banded together in the recent senate move to disallow that change to regulation.

It was a great victory for all Australian workers. Yet the very next day the LNP used a legislative instrument to circumvent the Senate.

There is a lot more to play out on this yet. Be very clear that being in the ALP, as much as some of us don't like everything they do, will secure your jobs and the future of your UNION.

*Adrian Evans*

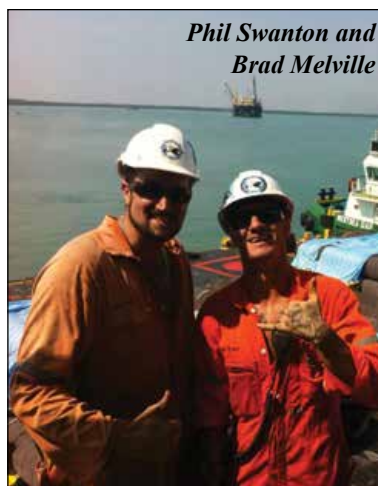


# Youth stepping up for the cause

IN Recent months the WA Branch youth committee has started to take a more active role within the branch organising events like May Day and participating in other public and non MUA rallies.

The initiatives and actions we as a core group within the union are taking are important for the young MUA workers to participate in. We are pleased that the youth movement in WA is growing at a steady pace and we are getting some good turnouts at our meetings. However there is still room for improvement and with over 1300 members in WA alone under the age of 35, we would like to see YOU show your support and get active.

We have some exciting campaigns coming up in the near future that we need big numbers to make the desired impact.



*Phil Swanton and Brad Melville*

Through speaking with some of our younger members I understand that the rooms seem intimidating but this is the furthest thing from the truth. Don't let

expectation and mixed perceptions of what you believe the union to be, hold you back from coming to meetings.

At the meetings, we share questions, opinions and ideas as a group all in a judgement free environment. Don't be scared, shy or "too busy" to get down and make a difference. Come down, have a laugh meet some friends and participate.

It's a great feeling to be proud that you're an active member of this great union working towards the future of the industry and for our jobs.

We will be organising another social event which is a great way to show your face and meet like minded people working in the same industry. Aim up, be involved we all have a role to play.

*Phil Swanton - WA Youth Representative*

## WA Youth meeting Timetable 2014

Fremantle union rooms

**30 July - 10am**

**27 August - 1pm**

**24 September - 3pm**

**29 October - 10am**

**26 November - 1pm**

Keep up to date with what is happening on Facebook:

### MUA YOUTH MOVEMENT

Any inquiries contact:

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**Phil Swanton:**

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**Kyle McGinn**

(Pilbara Region):

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## Strong crop of union leaders coming through

### Barcaldine 2014

AS part of an initiative of head office, I volunteered to travel to Queensland on behalf of the WA MUA youth to participate in a six day trip with other youth currently involved in the union around the country.

On the itinerary for the trip was to visit a town called Barcaldine which is the birth place of the Australian Labour Party and march in its annual celebrations, also to visit the Australian Workers Heritage Centre and discuss possible additions to the room set aside in the heritage centre for the MUA.

The second major stop was to Gladstone to take part in the May Day march and to celebrate the solidarity between trade unions in their struggles and triumphs both in the state and nationally.

I landed in Queensland where I was met by Sarah Maguire (a youth committee member) and Nicole (an IR from Sydney) and went to the hotel where I eventually met the rest of the youth members including Travis and Majid (wharfies from SA), Ciaran and Federico (seafarers from VIC) also Glenn and Brad (wharfies from NT). We discussed each other's jobs, problems faced in their workplaces and the benefits of the union both in their work places and as a whole.

The next day we met up with an ETU organiser and three apprentices also Trevor and Dennis who were driving the bus for the trip. We then embarked on a 15 hour bus trip from Brisbane to Barcaldine which allowed us to further learn about each other and the electrical apprentices. After arriving in Barcaldine that night we met up with a number of MUA organisers.

In the morning, the youth, along with organisers and other unions, marched through the town of Barcaldine. Different from that of a May Day march the parade was considered a big community event where all walks of life and different groups of the community took part in the march. The march ended at the race track where awards were handed out and competitions began.

Our very own Brad took out the 100m sprint in such ease he left the three ETU apprentices in the dust. But rivalries were put aside when ETU and



MUA banded together in tug of war against some local rugby players. In the first game the MUA showed the locals that they know their way around a rope winning the first game out of three. Apparently after the union win, the wording of "unions vs locals" changed to "unions vs the entire town of Barcaldine". So after the 30th member of the public had joined on to the opposing team the victory quickly fell to the locals.

The next day the youth toured the Australian Workers Heritage Centre, gaining knowledge of the shearer's strike of 1891 and the formation of the labour party from that movement. The centre also had exhibits of more recent endeavours including the work choices campaign run by the unions during 2005-2006.

The MUA has been given a room in the heritage centre in which they can display pictures and objects that best describes the union.

After discussions I believe most of the group thought that SUA and WWF flags would be a great addition to this room as a tribute to our past.

After the tour the group attended a breakfast cooked by the local members of the Labor Party who thanked us for coming to Barcaldine, we also thanked them for their hospitality. We then packed up and headed on the bus eight hours to Gladstone.

On the Monday the unions assembled in Gladstone

for their May Day march with strong turn out from all unions.

The march went through Gladstone down to the port at which it terminated and speeches from the heads of many unions took place.

It was here that I learned of the many struggles the Queensland unions and public are facing with the potential sale of public assets.

We also helped film small videos of support and solidarity for members facing tough battles ahead of them on the wharves and ships.

The following day the bus departed Gladstone for the last leg seven hours back to Brisbane. Once arriving in Brisbane I boarded my flight back to Perth after thanking the Queensland officials and saying goodbye to some newly made friends.

I found the experience to be amazingly rewarding and a certain highlight of my time being a union member.

It was eye opening to go and meet different people in the same occupation as me and to really broaden your mind on a national level by hearing about the struggle of the rank and file in other states.

Meeting such an interesting group of youth members made for a great time and a strong need in my mind to support the youth members in there endeavours across other states.

*Daniel Piccoli*



# A WHARFIE'S LONG CAREER

A veteran Waterside Worker speaking to younger members of the Waterside Worker's Federation on the day he retires. By Dick Hackett (WWE Retired Members Association, Sydney Branch)

TODAY I AM SIXTY-FIVE

Hey! Come listen all you young blokes,  
A story I'll relate.  
About the Sydney waterfront,  
Way back in thirty-eight.

I've worked for the Sydney waterfront,  
For forty years or more.  
Come and listen to a story,  
That I never told before.

I tramped along the 'ungry mile,  
And waited at the gate,  
And when I finally got a job  
It was bloody twenty-four hours straight.

I worked me way all around Walsh Bay,  
Glebe Island and Woolloomooloo,  
I yakkered 'ard at Pyrmont.  
And Darlin' 'Arbour too.

I worked lamp 'black and tallow and fat,  
And Patrick's stinkin' hides,  
I worked me share of sulphur,  
And soda ash besides.

I used to be a big bloke,  
You know, tall and strong a fit,  
But lumpin' heavy bags of flour,  
Sorta pushed me down a bit.

I've been lumpin' wheat and frozen meat,  
Worked pig iron by the tons,  
I lifted them double wool bales,  
And forty-four gallon drums.

I was workin' and on wool one night,  
And I nearly got the sack,  
Just because I stopped awhile,  
T' push the haemorrhoids back

A hundred and twenty an hour,  
Or ya sacked, he started to shout,  
"ow in the 'ell can I top up wool,  
Wif me arse-ole hangin' out.

He said "Ard work'll never kill ya"  
Ain't that a fallacy  
"Ard work'll never kill ya,  
Just take one good look at me.

I've got varicose veins and rheumatic pains,  
And me hernia give me 'ell,  
Me 'ands are crippled with dupuytren,  
And I've got a bloody crook back as well.

I was strained and sprained and racked with pain,  
Light duties seem a go,  
So up I goes to Goldstein,  
The bosses' medico.

I told him about me hernia,  
And me back played up a bit,  
Gawd stone a bloody crow, ya wouldn't want to know,  
He examined me and classified me fit.

Ah! T'day on the Sydney Waterfront,  
No cargo can been seen,  
It comes in great big boxes,  
And unloaded by machine.

They've them portainer cranes,  
And machines wif brains they feed wif silicone chips,  
T'day ya push green buttons,  
T' load up all them ships.

But there's one thing to remember,  
And you young blokes can't forget,  
We've won some good conditions,  
But the fight's now over yet.

Take this advice for what it's worth,  
From a worn our wingin' ol' coot,  
Don't get caught wif ya pants down,  
'Cause he'll put in the boot.

Hey! There's a big blue comin' up,  
An' whether you like it or not,  
You're the blokes that's gotta fight,  
T' 'ang on to what you've got.

I'd like t' stay and 'elp ya,  
But age has got me beat,  
I'm even startin' to dribble,  
I've got them bloody urine burns all over my feet.

Me back's all bent and me youth's all spent,  
But at least I did survive,  
T'morra's up to you blokes,  
T'day I'm sixty-five.





# Inpex Project ... on time and on budget

## ... and AMMA is nowhere to be seen

IN contrast to Chevron's \$20 billion cost blow-out on the Gorgon Project, Inpex have announced that its \$36 billion LNG Project in Darwin is on time and under budget.

The Project is currently half built and should be 70 per cent complete by the end of the year.

According to Chevron's Australian management, AMMA, APPEA, the Australian newspaper, Tony Abbott, Colin Barnett and every right-wing red-necked goose in the country, the MUA is the key reason why Chevron's Gorgon Project is on the ropes with cost blow out after cost blow out.

This is despite there not being one strike on the Gorgon Project by any union since it commenced construction.

Further to this, nearly all of the Enterprise Agreements at Barrow Island are non-union Enterprise Agreements put together by bosses without union or worker involvement (using Johnny Howard's Work Choice laws).

The MUA Enterprise Agreements for the Gorgon



Project were negotiated without one stoppage or lost time.

Instead of blaming the MUA, Chevron should have a look at the collection of fools it employs to manage its project. Convuluted policies and procedures,

incompetent and bureaucratic management and a lack of knowledge of local conditions are key reason why the Gorgon Project is way over budget.

The right-wing political commentators must think that the Inpex Project is being constructed without MUA involvement. How stupid or naïve they must be or how stupid do they think the Australian public is?

The MUA is fully involved in dredging, inshore, and offshore construction and wharf activities on Inpex.

Again, there have been no strikes or 'illegal' stoppages by the MUA on the Inpex Project.

The fact that Inpex in on time and on budget has nothing to do with industrial relations and everything to do with their management being more competent than the mob constructing the Gorgon Project.

It's a pity that the neo-conservatives from AMMA and APPEA can't face the truth about the construction of mega projects in this country and the Gorgon Project in particular.

Doug Heath

## Delivering a Mega Project?

**Chevron Gorgon Project - Delayed, Significantly Over-budget and now Shut Down because it was Unsafe**

Serious safety problems at Gorgon's major load out facility that led to a 10 day shut-down and a critical shortage of accommodation for construction workers at Barrow Island reinforce University of Sydney Professor Bradon Ellem's findings about the mismanagement of the project and raise further doubts about Chevron's ability to deliver the project by mid-2015 and within the adjusted budget.

### Major Safety Incidents at Gorgon Load Out Facility, Subsea7, Perth

May 13	250 tonne crane rollover
May 15	25 tonne crane rollover
May 18	350 tonne crane almost rolled over
May 21	Contractor fell overboard between wharf and a barge Subsea7 shutdown by Chevron for 10 days after complaints raised with Chevron Australia CEO by MUA

### Gorgon load-out site shut down for 10 days

Two crane rollovers, a separate incident during a heavy lift and a man overboard led to work stopping for 10 days in May 2014 at Subsea 7, Chevron's major load out facility for the Gorgon Project at the Australian Marine Complex in Western Australia. The incidents raise serious concerns about shortcomings in the management of OHS on the project by Chevron on the Gorgon project.

On 13th May, a 250-tonne crane rolled over onsite during a slewing maneuver. Two days later, a Tutt Bryant 25-tonne Franna crane also tipped over while moving 10t counterweights. On 18th May there was almost a third crane toppling incident when a Sarens 350-tonne was lifting mooring equipment in and around a barge with its boom extended when it bounced on its outriggers.

A week later at the same site, a contractor fell into the water between a barge and the wharf at about 8.50pm. The worker wasn't "buddied up", so nobody saw him go into the water. Workmates pulled him out of the water using a crane because there was no point of exit and entry to the water from the wharf.

Maritime Union members had been requesting physical barriers around the perimeter of the wharf since the project commenced which Subsea 7 and other Chevron contractors had ignored. Subsea 7 was shut down by Chevron only after the MUA contacted Chevron Australia CEO Roy Krzywosinski with serious concerns about worker safety at the site.



*"Chevron publicly blames the union and its workforce for cost overruns and delays on the Gorgon project but the closure of the Subsea 7 site for 10 days due to a series of safety incidents is just the latest in a long line of management stuff-ups, which are damaging the project".*

Maritime Union of Australia WA State Secretary Chris Cain

## WOMENS' UPDATE

### Walk A Mile in Her Shoes event

MUA WA Branch Assistant Secretary Will Tracey led from the front at the 'Walk a Mile in Her Shoes' event in Perth, which is raising money for White Ribbon Australia.

The event organiser's website says: "Walk a Mile in Her Shoes is an international men's march to stop rape, sexual assault and gender violence against women.

"Based on the old saying, 'You can't understand another person's experience until you've walked a mile in their shoes', this event sees men literally slip into high heels and walk for one mile to raise awareness and funds for sexualised violence education, prevention and remediation.

'Walk A Mile In Her Shoes' is designed to be a fun event to raise awareness and money for a very serious problem. The event aims to highlight and bring to the forefront the problem of gender violence against women worldwide."



[www.walkamileinher shoes.org](http://www.walkamileinher shoes.org)



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# MUA, members not to blame for Gorgon cost blow outs

Originally costing at USD37 billion, the budget is now running at USD54 billion. Originally scheduled to have 'first gas' in 2014, there are growing concerns about delay, with 2015 as the most optimistic start-up date.

*Bradon Ellem*

THIS week, global energy giant Chevron produces its second quarter interim update. Held at the company's HQ in San Remo, California, it could scarcely be further away from Australia; yet much of what goes on there could scarcely be more important to us.

Chevron is the senior partner in the biggest ever private sector project Australia, the Gorgon liquefied natural gas (LNG) project off Western Australia's Pilbara coast. This is an extraordinarily complex undertaking.

Gas trains – where the product is condensed so it can be shipped – are being built on Barrow Island. Huge pipe-laying vessels work far offshore to connect the gas-fields to the island.

Dozens of contractors work with and for the joint-venture partners. The island is a nature reserve with strict quarantine processes. Parts are shipped from international ports and from Henderson, outside Perth.

Many would be unaware of the project which started up in 2009 were it not for news stories about cost blow-outs and time delays. Originally costing at USD37 billion, the budget is now running at USD54 billion. Originally scheduled to have 'first gas' in 2014, there are growing concerns about delay, with 2015 as the most optimistic start-up date. Shell, one of the project's joint venture partners, believes the date could be at least 2016.

These kinds of problems are the norm on 'megaprojects'. The most comprehensive research comes from Professor Bent Flyvbjerg of the Said Business School at Oxford University.

He points to 'optimism bias' and what is called, perhaps politely, 'strategic misrepresentation'. Costs are routinely underestimated; revenues are routinely overestimated.

In discussion of LNG development in Australia, the general, worldwide evidence about megaprojects and the particular complexities of the Gorgon project are ignored. Instead it becomes another ideologically-framed story

about industrial relations.

Local Chevron managers, business lobby groups and many politicians simply blame labour – be it labour law, workers themselves or their unions, chiefly the state branch of the Maritime Union of Australia, the MUA. This kind of explanation is completely inadequate.

Even a quick reading of the agreements covering the workforce will throw doubt on a common assertion: that maritime cooks earn \$350,000 a year. They do not.

More generally, the argument about wages-driven cost blow-outs is wholly misconceived. First, many of the claims made about wage levels are simply exaggerated. Second, wage increases were known upfront – they were part of the original agreements. Third, BIS-Shrapnel showed that maritime wage costs make up only one per cent of the estimated project cost.

Basic arithmetic should make us sceptical: even if the most inflated claims about wage figures were correct, they still would not go close to explaining a cost blow-out of USD17 billion. That would be a lot of well-paid cooks.

To be serious, cost increases will be driven by the other problem – the time delays. But how do we account for delays more broadly?

Much public comment from resource industry lobbyists and media commentators paints the workforce as so industrially destructive that they are threatening the viability of the LNG sector itself.

Interviews and focus groups with Gorgon workers tell a very different story. Workers express high levels of commitment to the job. They say that the success of this project is critical to them. They explicitly argue doing a good job on Gorgon enhances their own, and the sector's, future prospects.

Workers tell anyone who will listen about fundamental problems and of scores of smaller incidents:

- A project vessel being impounded for two months by the Australian Government after hitting a submarine. Cost: about \$10 million in compensation.

- International vessels delayed at Barrow Island, unable to discharge cargo because of lack of space in the lay-down areas. Cost: hundreds of thousands of dollars a day.
- Major delays at sea, in one case a whole swing of 35 days, with no development work being done at all.
- Dozens of stories of loads being re-lashed, often because of competing instructions from different contractors.
- A five-month period where skilled assembly workers had to fill in paperwork simply to get the right size of bolts.

In just one week on the wharves, workers' logged problems such as: 'not quarantine compliant'; 'incorrect manning levels because wrong plan'; 'change in vessel allocation – no plan'; 'cargo re-allocated: insufficient equipment – steps tagged out'; 'wind delays as per manufacturer's specs'; 'excessive barge movement could not install ramps'; 'no truck movements – no traffic control'.

If the standard explanations for the project's problems are flawed, then there are significant implications. Somehow 'fixing' industrial relations will not solve the problems; neither will blaming the unions. It might play well in certain political quarters but it is largely irrelevant to any serious analysis of the project.

Any serious attempt at explaining Gorgon's problems would be built around very different questions – questions about how the project is managed.

All of this rests on one assumption: that the resource companies care about delays and costs. Is that naive? With generous tax concessions and depreciation off-sets, cost-plus contracting, and guaranteed earnings once the gas flows, perhaps all is well. However, for small investors, small contractors and voters, it would be useful to hear less blame-shifting and more genuine analysis about how megaprojects work.



## From the members

The Mad Monk has learnt nothing from the Patricks' dispute. History will repeat itself. The global unity of wharves and seafarers will turn around the import-export vessels from Australia, as happened in '98. The likes of Harvey Norman, with millions of dollars' worth of white goods (they have already sold), will end up floating around the world with nowhere to go.

The car importers and others should be knocking on the idiot's (Tony Abbott's) door and tell him to pull his head in. Why put thousands of Australian taxpayers on the dole and bring in cheap labour? Their (pitiful) wage heads straight overseas. It's got me stuffed.

I hope he understands that it's not only putting us on the scrap heap, but there is a bigger picture; marriage break-downs and mortgage closures will be inevitable. I feel for the blokes that are in there mid 30's and have made this their career.

What the hell are they going to do? They left school and went to sea. The ironic part of this is that while the plethora of toxic HR Managers out there are currently making a killing conning the CEO's and the company shareholders, the companies won't need a head of HR when they are choc a bloc full of 457 visa workers. All the Mad Monk is going to do is send the working class into the streets to protest.

The SUA and MUA have had battles before and won. If it's war he wants so be it.

**Rosco McQueen**  
MUA Delegate  
Mermaid Marine (vessels)

In your thankless positions, I would like to make a point to make sure you realise that your efforts for members are appreciated and for that I thank you.

Your time away from family and friends is hard, the endless flights, hotel rooms, merciless press, endless meetings and court appearances must take their toll and don't go unnoticed.

Thanks to your previous efforts, we do receive solid remuneration. As a result we pay a lot of tax to the Government who seem to fail

to realise and the money we are left with we spend in Australia. This, as you know, goes on to employ other Australians. This does not happen when 457 Visa people take our jobs and take the money overseas.

Chris, your description of your week's movement at a stoppie left me feeling exhausted as I am sure you are. You must be running on adrenaline and Will your week has probably been worse being overseas.

Thanks, again guys it doesn't seem enough.

**Shane O'Sullivan**

### Re: Abbott Government announces policy to remove all Australian workers from offshore oil and gas jobs as AMMA cheers on from sidelines

Every warning that was given pre Federal election re the dangers of voting Liberal are now being realised.

To the blue collar workers, like us, and the Liberal voters in general, who helped get this mongrel mob into power, you are part of this conspiracy by these maggots - to smash the union movement and working class.

You should hang your head in shame, but many won't, as you're too stupid to actually realise what you helped to create. I hope at the very least that these voters wake up and realise they themselves are going to be victims too.

Weirdly though, many of the fools won't. Are we now, us working class, prepared to voice our opposition, physically and vocally, to fight these nazism tactics, that this Liberal Government is

I am writing as a token of my appreciation concerning a job very well done by Jeff Cassar, MUA organiser for Freo Ports, over an ongoing back-pay dispute with Patrick Bulk and General.

I had pretty much given up any hope of resolving this matter when Jeff took on the challenge for me. He never gave up despite a totally uncooperative employer and as a result of his sheer determination, persistence and excellent negotiation skills, he resolved the matter for me.

**Mike Ledgerton**

While Tony Abbott 'n his bedfellows - the Murdoch Press - tell us all their "stopping the boats", the real danger and damage comes from their deliberate drive in ensuring the gap between the Haves and Have-nots explodes as big business and their leaders rake it all in. Watch the for enormous social decline commencing.

There's no place for an extremist of any description, let alone an extreme right-wing lunatic - be it in a social environment, a stable country/world, and a fair and just society.

History repeatedly shows these fanatic types (Hitler's etc), to target the vulnerable minority groups such as our pensioners, the disabled and the working class.

We are sure that this is not the government that most Australian's want, or would vote for.

I hope all Australians pull their heads out of the sand before it's too late.

**Al Wattam**

Fantastic news - to Christy and all the crowd at the Union rooms, what a fantastic hard working job you all have done, The outcome could not have been achieved without all your teamwork. I am proud to be a MUA member today and always.

**Mick Delaney & Family**

Through the determination, foresight and tireless efforts of Will Tracey,

continuing to throw at us. This is just the start.

They will just run their merry slash and burn way if they are not smashed back in return.

Come on Labor Party, you helped put us into this position with your factional, egotistically internal bickering etc. Lets get back the true traditional values - back to the stage where the party was a great and respected organisation.

We need a better class of politician, a working class politician, and not a former lawyer or the likes of them.

Look at what Martin Ferguson, Gary Gray and many others did in parliament - nothing. Then they turned dog on us.

Let's fight for our right to work. Aussie jobs for Aussie workers - the backbone of this country.

**Phil Lawson**

MUA are looking after one of their own in time of crisis and need".

Guys, if you are lucky enough to have a partner or spouse while you are at sea, I know through my own experience of 7.5 years offshore, that they are the ones who can get you through the really tough swings.

When everything has turned to shit, I believe we go to sea to make our lives better and easier and to provide for our family's future.

Sue is 42 and has her STCW 95.

She did her basic Sea Safety Training at the AMC five years' ago. She did her training with a friend of mine who went on to become an IR. She was diagnosed with Lupus just after she got her certificate and a job offer.

Sadly she never went to sea.

Comrades, Sue has two incurable auto immune diseases which are killing her. She is on 23 different medications just to keep her alive.

# Systemic Lupus is a disease that attacks your whole body's immune system, skin, joints, bones and organs. It has attacked Sue's brain. It has given her kidney disease and it also has attacked her spinal cord.

In August last year Sue was diagnosed with a 10cm x 21cm growth on her spinal cord after a routine MRI scan for a pain in the back.

The surgeon called us and said "I have booked you in for emergency surgery for three hours' time. If not, if you slip you will end up in a wheel chair permanently and there is a possibility that you might have spinal cord damage".

After surgery they removed the growth, which has made her fully incontinent and slightly damaged her spinal cord. She is now learning to walk again.

# Addison is a disease when your body does not produce adrenalin. It is a sister disease to Lupus. The Disease is difficult to detect and can be fatal if not treated properly once an attack has occurred.

Sue came close to dying twice last year - once while watching TV she lapsed into a coma without notice

Paddy Crumlin and Chris Cain, our union officials have successfully exposed the lies and corruption aimed at our members, by not only one of the world's biggest companies in Chevron, but also its lowlife morally corrupt allies being AMMA, the Abbott HR Nicolls Neo-Nazi Government and its big end of town Bedfellows, the Australian press.

Again, congratulations on the great efforts and determination which made this happen.

**Al Wattam**

We the MUNZ crew onboard the Pacific Worker fully support the MUA to negotiate an offshore EBA without outside interference from AMMA!

We strongly condemn the bully tactics of AMMA in its campaign in misleading the public on MUA wages and conditions and its political propaganda attacks to destroy hard earned wages and conditions of MUA members.

Further, we stand by with MUNZ to give MUA any assistants required to achieve EBA.

**In Solidarity. Mick Williams**  
Delegate Pacific Worker, New Plymouth

I was in the MUA office. It was a buzz, good feel, plenty of purpose; very positive. Saw the poster in Karratha Airport - looked good.

**Col**

Hi Chris, thank you and your team for finally sorting out AMMA. Now hopefully the public will now hear the truth about productivity in relation to our wages and conditions.

**Kevin Duck**

Firstly, I would like to thank you all for your kind and thoughtful donation for Sue my Partner of 15 years.

Sue insisted that I contact you directly on the Vessel as she is in a bit of shock to the news her comments were "it's nice to know that there is still kind people in the world and the

and the other time she didn't feel well so I took her to the doctor and she had a BP of 40. Addison is a rare disease.

Sue has only been diagnosed with Addison since the start of the year. We believe she has had this condition for the past 18 months.

Comrades, as you can see and appreciate my helpless situation that we are both in, I have only worked 15 days in the past 18 months and I am Sue's full-time carer.

With the cost of MRI, CT scans, kidney, rheumatologist, endocrinologists, brain, respiratory, rehab, specialist, medications and Equipment (and more to come), it has taken its toll emotionally and financially.

Comrades, members, as the old saying goes, touch one, touch all, MUA here to stay. Thank you all for your support yours in unity.

**Martin Leach**

Having just read the March edition of the Rank and File Voice, I wanted to write and thank you for the magnificent heart-rendering tribute you paid to our great friend Bob Crow; it brought a lump to my throat and tears to my eyes and it was from the heart mate.

It was a great comfort to many of us, including Nicky and Bob's family, that you along with Paddy Crumlin, Joe Fleetwood, Ray Familathe and the many other internationals, that you all stood shoulder-to-shoulder with us on probably one of our darkest days when we said goodbye to Bob at the funeral.

Thank you from the bottom of my heart.

**Steve "Toddy" Todd**  
National Secretary, RMT

I apologise for not doing this sooner, but I wasn't sure of the protocol for retirement.

It has been such a great pleasure and a privilege to have been part of this wonderful industry and this union for almost 29 years, I feel extremely blessed actually. The people I have sailed with and the memories I have from my years at sea mean the world to me.

Even though I don't miss the work, I very much miss the people. Retirement took me by surprise really. I expected to be working for at least another year or two but I think the solitary finally did me in. (lol)

Thank you for all your support over the years Chris.

**Ruth Roberts**

The crew of the Marty Quist Tide would like to thank Chris Cain and the WA Branch team for the support and huge wins we have experienced on the Saipam Impex job out of Darwin.

It was great to have Christy at



Congratulations for spearheading the expulsion move from the ALP of the grub who was never a friend to the ordinary Australian citizen. This is one imposter who talked left and walked right. His expulsion from the organisation which made him a multi-millionaire will be welcomed with delight by the ordinary working class

**Errol May**

Simon Mead (Sec. WA Labor Party), Carolyn Smith (Sec. United Voice WA) and Chris Cain (Sec. MUA WA)

Dear secretaries, what welcome news in The West Australian when the WA Branch of the Australian Labor Party passed a motion to have Martin Ferguson expelled from the ALP.

It is well before time that the Party has moved to rid itself of those who have, over the last decade or two, made the Labor Party into "Another Liberal Party", and the public know it.

It is hard these days to differentiate between the two parties and Martin Ferguson has finally shown his true colours to the working and fixed income classes as to where his loyalties have always been in my opinion, and the State Executive has acted decisively in moving his expulsion.

There are a few others in the ALP that are like-minded to Ferguson, in my opinion that have infiltrated into the ALP and one is a sitting ALP Federal member. But, hey, it's only my view. However, allow me to say this, the gas WA has belongs to the people of WA

and Australia and we should always have a reserve for us and future generations.

Anyway, congratulations for taking the axe to these chameleons.

**Kevin Bettridge**

As an Australian, as a worker on the Gorgon Project and as a proud CFMEU member, I'd just like to thank and congratulate the MUA for moving the motion to have Martin Ferguson expelled from the Federal Labor Party, a motion apparently endorsed by the ALP in WA yesterday (19 May).

A true traitor who should be shunned as a national disgrace!

**Brendan Bayley**

the vessel to explain what has been going on in regards to the project. It's this type of commitment from the officials that make our union so great and strong.

**Phil Swanston  
Delegate Marty Quist Tide**

Christy, just want to say thanks for the flowers and chocolates I got from everyone at the MUA rooms and thanks for the kind support and well wishes I have also received from everyone there.

Just an update; I saw the surgeon today and he is very pleased with the way everything is going after the surgery.

**Corey Hansen**

Just a quick email from all the crew on the William R Croyle II to thank you for taking the time to our vessel on Thursday. We all appreciate it.

**CIR - Nicholas Gray; IR - Rodney Beal; IR - Josh Dawe; IR - Charles Oxemham; IR - William Jones; TIR - Chay Robinson; Cook - Aaron Clark.**

**Letter to The West Australian:**

The biased, inaccurate, negative reporting and editorials published in your right wing rag The West Australian and the bosses' paper, The Financial Review, attacking the MUA's protected LEGAL action ballot application is disgraceful.

It's not just the MUA that's getting this treatment, but many other industries. These editorials are trying to brainwash the public into thinking unions are evil. What is evil, is your paper itself, along with every other publication run by the Murdoch press, in every state.

In your attempt to disgrace our unions, you have climbed into bed with the Liberals, Murdoch, Gina, Twiggy, AMMA and all other multinational high flyers.

Why? Have you ever asked or have any idea just what these workers have to do to earn their living? Do you actually understand what these workers have to sacrifice to achieve a fair income and leave

system? Do you think that we just do an 8-5, five day a week job like yourselves? Try doing a 24hr roster for four weeks straight, with broken sleep patterns and fatigue issues, in a dangerous work environment.

Get the facts before you report.

Your correction in the letters pages (29/3/14) was a token statement and did not address the falsehoods of the article. I am not surprised to see on Tuesdays West (1/4/14), the front page is the all generous Tony Abbott; page 5 Tony again with Barnett and, yep, then on page 7 Bill Shorten and the headline **Union set up deals, Grog lure for striking teachers.**

That took three journo's to collaborate that inflammatory article. Anyone would think there was a senate election imminent.

I suggest you all should go out and get a real job, experience what is going on in a real hardworking workplace and then form an opinion.

As the old saying goes, **don't let the truth get in the way of a good story.** I'll be astounded if this is printed, but I live in hope that two sides of a story can be equally distributed by this newspaper on a more regular basis, although I will not be holding my breath.

**Phil Lawson, Mandurah**

I have spent some time with our HSE team on the back of your query regarding medicals for BOSIET.

Our HSE manager has sought the opinion of our doctor who has advised that he is now happy to accept the AMSA medical for the BOSIET as long as it still falls within the three-month validity period.

Mike (our HSE Manager) is working on a review of the process for medicals which may see changes.

We have changed our procedure with the support of our doctor and have adjusted our booking form to reflect this. Previously, the AMSA medical was showing on the booking form as 'not accepted' along with Mining Medicals, but has now been shifted.

While I appreciate this change has probably come too late for your

member who raised this issue, we appreciate her feedback and hope this change will be of benefit to the offshore workforce.

**Bron - Bronwyn Struthers  
GM Product Development, ERGT  
Australia**

We, the crew of the Nordnes, would like to express our sincere appreciation for the work, effort and time you have put in supporting us over the course of this project.

With the vessel winding up and praises from both Chevwrong and Van Oord, it is a credit to all MUA members that this job has gone so well and finished on a positive note.

We look forward to the next opportunity to fly the flag.

**Nordnes MUA Crew**

We, the members on the Far Saracen, wish to thank the officials and FCC committee members on all of their hard and tireless work so far in this EBA campaign.

As the EBA campaign heats up, we would like to say that we are fully united in support of you in the battles ahead that we are likely to be facing.

**Brendan Ingleson, Steve O Neil,  
Tony Hookway, Steve Brown, Harry Smith, Craig Cleworth, Matthew McNair**

First of all, we the rank and file of the MUA greatly appreciate the massive effort and sacrifice you all put into the job of representing us every day.

We hear a lot of positive dialogue when we discuss events of the past that you men have represented us on. When we look back on today and the past we can stand proud with our heads held high on the way you have conducted yourself on our behalf.

We, the MUA, have provided AMMA and the offshore and blue water operators and the Abbott Government a very formidable force to be reckoned with. We, unlike them, can tell our families, friends any anybody else with pride that we have done the right thing all ways. We are a 100 per cent behind you all. Our struggle, as you are

well aware, will continue into the future. But with men as yourselves representing us, we can confidently be assured that these people, who have an agenda, will think twice when dealing with the MUA.

**Tim Ribergaard**

Just a short note to convey my recent experience with Protect Injury and Illness Insurance through ATC Insurance Solutions with an injury claim.

In short, their service was nothing short of excellent. About half an hour after my initial contact via telephone, an email arrived with the claim form attached. From this point onward the process was absolutely seamless, once I had filled in the claim and returned it with the supporting documentation.

My claims executive, Mica, was professional, helpful, understanding and very prompt in replying to any correspondence though out the entire time and set my mind totally at ease.

All payments were made on time and I was advised every time a payment was made.

My thanks are extended to Mica and the helpful staff at ATC, The staff at Protect and the MUA for negotiating this cover into the EBA. Without it, my recovery certainly would have been a lot more stressful.

**Scott Rookyard**

This is the beginning of the Fremantle Maritime Branch of the ALP moving in an organised political direction which will be beneficial to the ordinary Australian people who support a fair go for the values of every family and to sustain the environment for future generations.

These are the values we should all aspire to build on for our future generations. Congratulations. When the next ALP Conference comes around, we will be prepared with a fresh batch of ammunition, which will require more support from our members to bolster the momentum we will be proud to be associated with.

**Errol**

On behalf of the Cichorski family, I regret to inform you of the peaceful passing of life member, Stan (Stanislaw) Cichorski. He passed away in his sleep on Saturday (May 17, 2014). He was 90 years of age.

Approximately 25 years ago, Stan suffered a heart attack at work. That he was able to enjoy life until this year has been an incredible blessing.

Stan spent his last weeks in a nursing home in Melbourne where he was still in good spirits, surrounded by those he loved.

Stan retired in the late 1980's, after three decades working the docks. He attended many annual dinners at Flemington Racecourse, which was one of the highlights of his retirement years. He remained ever grateful to the union for putting on these annual lunches.

Stan was also grateful for the support the union gave him, when he suffered his near fatal heart attack. The union helped to set him up in his retirement years, so that, at least, the financial burden was eased.

Stan's peaceful passing, was befitting for a man who endured so much suffering early in life.

He was taken from his family at 16, from Poland. He spent five years as a prisoner and labourer in Germany, under the Nazi regime. He never saw his parents again - his devotion to his own family in Australia his way of mitigating the deep pain.

After the war, he joined the American Army, and later accepted the opportunity to come to Australia and flee the "madness of Europe". He applied his family trade, and became a baker at Myers city retail store. He switched jobs and spent the next 32 years as a proud maritime worker on Melbourne's docks. He often stated that he was very lucky to be a "waterside worker" in Australia.

He often reminded everyone, that the WWF (later MUA) was the best union in Australia. As his son, I recall spending many strikes and protest marches as a young boy.

Despite the tough times, I recall the simple generosity of Dad's fellow "wharfies" who often gave me a 5c coin (or more) as a little gift. As Stan enters his final rest, we will miss him incredibly, but remain forever grateful for the care the union gave in his time of need.

**Michael Cichorski (son) and on behalf of his wife, Teresa Cichorska.**



# METL: A shift in focus



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SINCE starting operations in early 2011, METL has delivered some significant gains for the industry and is now looking towards some big changes and big benefits for maritime employees.

Initially set up to address a critical shortage of Integrated Ratings, METL must now respond to a changing industry and new set of priorities.

When first set up by the MUA in conjunction with employers, METL was established as both a Registered Training Organisation (RTO) and a Group Training Organisation (GTO).

An RTO is a provider of training, and while METL is an RTO in its own right, other RTOs with the specific infrastructure and courses on scope (such as Challenger TAFE, Hunter TAFE and the Australian Maritime College) have been contracted by METL to deliver the training required. A decision was taken early by the board that it would be more time and cost efficient to utilise the existing RTOs for the training requirements.

METL has focused primarily on providing services through the GTO. This means that METL employs the trainees, organises their training at college and finds them a berth with a host company to complete their sea-time, or on-the-job, training. The GTO has been funded by a combination of industry funds from employees and companies, charge-backs to companies who host the trainees and some government funds.

METL has been instrumental in producing over 80 qualified Integrated Ratings, with seven per cent of the total intake being female and six per cent indigenous.

“We monitor the industry to predict demand so that we can make a decent contri-

bution to the supply of labour,” says Simon Earle, CEO of METL.

“On the flip-side, we also need to make sure we don’t contribute to an oversupply, so recently, there has been a bit more of a focus on training people already in the industry.”

Over the past 12 months, METL has provided re-training opportunities for 11 deckhands from the dredging industry, two from the offshore, three from the bluewater, as well as three crane-drivers and one AB. This represents about three-quarters of the trainees employed in the past year.

METL is now shifting its focus towards the delivery of training through its own RTO, with headquarters in WA. It is planned to start off with high-risk licence training, specific to seafarers and stevedores, but also catering for workers from allied industries such as construction.

There will be significant investment in infrastructure and METL hopes to be offering courses including BOSIETs, Survival Craft and Fast Rescue Craft and training utilising crane simulators and simulated shipboard environments.

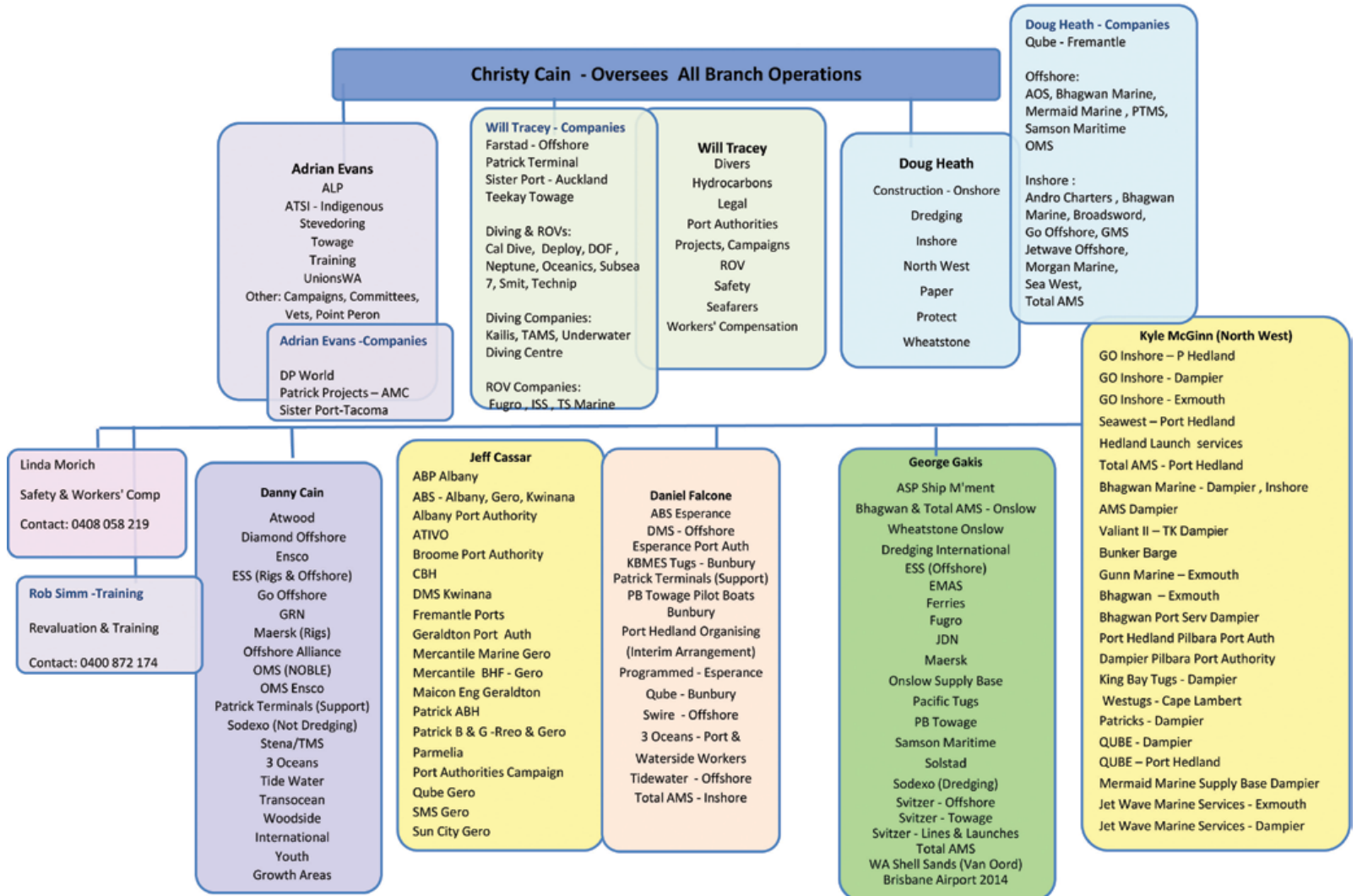
The vision is to create a world-class training facility and while plans are still being developed, METL and the board are confident of delivering more training to a greater number of industry employees and producing an increasingly skilled workforce.

“We’re putting a lot of work into this,” said Paddy Crumlin, METL chairman and MUA national secretary, “and our members are going to see a training school and training system that they’ve invested in, where they can be trained so they’ve got everything they need to take our industry forward.”





# MUA WA Branch Organiser responsibilities



## VETS' UPDATE

Hi folks, as you know, we had our Xmas in July at the Alcoa Social Club. They set it up great, including a Xmas tree and decorations. All present had a fantastic day. We posted out 180 invitations and 60 people responded, but only 44 paying customers turned up. So we had to pay for 16 meals at \$20 per head, at a loss of \$320. Then the bus from my place was booked for 12 and we had 6 people on board. I could have used my car and saved \$350. So the motto of the story is it is imperative that you make the call for the next venue and don't let us down. I'm showing you all the account for the Xmas in July so you may all understand the predicament that is to be rectified.

Income		Expenditure	
44 members @ \$30	= \$1320	Bar bill	= \$1000
Monies for raffles	= \$ 307	Catering	= \$1200
<b>TOTAL</b>	<b>= \$1627</b>	Band	= \$ 450
		Bus South	= \$ 350
		MUA Driver	= \$ 300
		Raffle Prizes	= \$ 290
		<b>TOTAL</b>	<b>= \$3590</b>
Income	\$1627		
Exp	\$3590		
<b>Loss</b>	<b>\$1963</b>		

The next venue will be announced in a fortnight's time. Thanking you all.

*J Donnelly*



### Are you a superhero?

Super is one of your most important assets. But, when it comes to your super, do you let others decide your fate or do you take a stand?

**The rules are changing from 1 January 2014**

Superannuation is changing - there's a new product coming called MySuper. It's meant for people who don't make an active investment choice for their super. MySuper products will have a simple set of features, such as a simple investment option and (where eligible) a basic level of insurance cover. It will not apply to members with defined benefits.

**Who will this impact?**

The following members will become MySuper members from 1 January 2014:

- a member who has never made an active investment choice in the Fund
- a member who switches part or all of their investment to the Moderate option; and
- a new member who defaults into the Moderate option (unless they make an active investment choice).

**What does it mean to be a MySuper member?**

As a MySuper member, from 1 January 2014:

- your future super contributions will be invested in the Moderate investment option; and
- if you don't currently hold insurance cover through the Fund, you may be eligible to resolve automatic (death and TPD) insurance cover, with premiums paid by annual deduction from your super account (you can opt out of this cover at any time).

**To learn more and take action - call Member Services on 1800 757 607 or visit [www.maritimesuper.com.au](http://www.maritimesuper.com.au)**

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**Maritime Super**  
OUR FUTURE



## Liberal's give the green light to foreign labour



*SIGN OF THE TIMES:  
Chinese owned Citic  
Pacific Mine, Cape  
Preston*

ANY pretence that AMMA or the Tony Abbott Government have an ounce of empathy for Australian maritime workers have been completely eliminated in their latest attack on the sovereign rights of Australian seafarers to man Offshore Vessels working on the Australian coast.

The Abbott Liberal Government has engaged in an act of devious bastardry in its recent effort to bypass Offshore Visa legislation (Offshore Resources Act) that was put in place last year by the Federal Labor Government.

New laws that were due to take effect from July 1, 2014 were intended to require foreign seafarers to hold offshore visas. Employers would now be required to hire Australian seafarers and maritime construction workers prior to engaging foreign labour. If, and only if, the employer could demonstrate a genuine skills shortage, foreign workers could then be hired on Australian equivalent pay and conditions.

These laws had the universal support of Australian workers and the trade union movement. The election of an Abbott Government, hell-bent on destroying the Offshore Resources Act, has been the equivalent of the Liberal Party declaring war on Australian workers.

At the last Federal election, hundreds of thousands (if not millions) of brain-dead xenophobic rednecks thought that the election of an Abbott Government would wipe out the so-called problem of a couple of thousand harmless refugees coming into the country on ramshackle fishing boats.

In the stupidity of believing the great con that an attack on boat people would somehow make their lives better, they hadn't realised that the Liberal Party had their own agenda of smashing the job security, pay and conditions of hard working Aussies.

What these imbeciles have done (through the election of Abbott, Scott Morrison and Michaela Cash) is to give a green light to employers to fly cheap, subservient foreign workers into the country on dodgy visas. Any worker who thought that the Tories were their friend have been sorely mistaken.

While the relatively small number of refugees com-

ing into this country were never going to displace highly skilled Australian seafarers from vessels working on our coast, the Abbott Government's new visa proposals, that allow workers flying in on MCV and 457 visas, to do exactly that.

It is ironic that it is the West Australian Liberal Party politicians (who were elected to look after West Aussies) are the ones bashing down the barricades in a desperate effort to appease their multi-national masters.

In a recent parliamentary rant on the 'need' to bring foreign workers into this country, West Australian Liberal Party Senator Michaela Cash claimed that the Labor Government's Offshore Resources Act was "too onerous, adds unnecessary red tape and is holding up the oil and gas industry".

She has shown a complete ignorance of the maritime industry and the offshore construction industry.

Senator Cash has now brought in new Federal Government regulations (to get around the Offshore Resources Act) that will allow employers to engage foreign seafarers and offshore construction workers on Maritime Crew Visas (MCVs). Unlike the 457 visas, there is no obligation to pay foreign workers an Australian equivalent rate of pay.

In fact, there is no obligation for employers to pay their workers any minimum wage rate under this visa. When Senator Cash brags about "removing red tape" she is right. It is now a free-for-all, where workers can be brought onto the Australian coast on less than \$50 per day, with no leave, no workers' compensation and no rights.

**This act of bastardry is one of the biggest sell-outs of Australian workers perpetrated by a Government in the history of Australian Federation.**

Of course the AMMA cheersquad (made up of Chevron, Shell, Woodside, Apache, Inpex, BHP, Rio Tinto) are right behind the Abbott onslaught against Australian seafarers. AMMA has described the Abbott Government's attack on Australian maritime workers as being "in the national interest". Really? Try telling that to a worker who can't get work because his or her job is

being performed by a foreign national.

And every single vessel operator is a member of AMMA. The employer of every seafarer in the Australian oil and gas industry is a member of an employer organisation which has lobbied for legislation that allows foreigners to take the jobs of Australians.

Every vessel operator is a member of an employer organisation that has effectively lobbied for foreign workers to be allowed onto the Australian coast on MCVs with no requirement to pay Australian wages or conditions.

AMMA and the Abbott Government have effectively allow for:

- \* A potential flood of cheap, subservient foreign labour coming onto the Australian coast;
- \* Wages as Low as \$45 per day for Ratings and \$75 per day for Engineers and Officers;
- \* Workers paid in foreign currency;
- \* No Workers' Compensation;
- \* No Superannuation
- \* Australian seafarers displaced by foreign workers.

Members must realise the seriousness of the situation we face in respect to foreign labour. Members who are inactive are doing nothing to ensure that seafaring and stevedoring work is performed by Australian labour for the remainder of our working lives – and that of our kids and their kids.

All members need to get active to ensure that our sovereign right to work on our coast is maintained. Those who don't turn up to rallies, stop work meetings and yard meetings are giving the multi-nationals the green light to destroy our job security, pay and conditions. It is imperative that members get behind the Union's push to have an involvement in the Australian Labor Party so we have a voice in parliament and an opportunity to change the work visa laws that the Liberals have dumped on Australian workers.

*Doug Heath*

## SEAFARERS UNDER ATTACK AND WHARFIES ARE NEXT