



QUEENSLAND BRANCH NEWS

NEWSLETTER of the QLD Branch of the MARITIME UNION of AUSTRALIA

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To be truly radical is to make hope possible, rather than despair convincing - Raymond Williams No. 103 - Friday 15 September 2017

Legal Success - DP World Discussions – CFMEU Fined over Breaches - Jim Steele's Farewell Merchant Navy Memorial Day – Labour Hire Licensing - French Dockers Take Action

Unprecedented Outcome for a Member

by David Greene

David Greene is doing an outstanding job in representing MUA members. As I have said before we are lucky to have David on our side fighting fearlessly for workers rights. Bob Carnegie

THE QUEENSLAND AND NORTHERN Territory Legal/Industrial Officer recently successfully secured the reinstatement of a member to a casual IR role.

The member had been employed casually as an integrated rating on a 3 on/12 off roster. He had been employed by a manning agent for the vessel's operator, and unfortunately sustained a workplace injury in January 2017. Following his injury, he engaged with the employer's return to work coordinator, and was promised his position would be available for him when he was declared fit for duty.

The member was declared fit for duty in May 2017, but was not picked up for a swing by his employer. Local discussions took place, but the member's employment status remained uncertain.

In June 2017, the Legal/Industrial Officer became involved and immediately ascertained that the employer no longer intended to offer the member any further shifts. An unfair dismissal application was then filed on behalf of the member, which proceeded to conciliation.

The employer argued that the member had not been dismissed, that the member was employed on a fixed term contract (and not eligible for an unfair dismissal remedy), and that the member's application was out of time because his last shift worked was January 2017. The employer was represented by the Australian Mines and Metals Association (AMMA), which is notorious for its ruthless anti-union advocacy.

Luckily in this case the member was fastidious with record keeping, and was able to provide documentation which significantly helped his case, and helped to establish that the employer advised him of a continuing intention to employ the member, that the member worked a regular and systematic roster, and that the member was not employed on a fixed term contract. In an unprecedented result, the employer agreed at the

conciliation stage of the proceedings to reinstate the member to a casual role aboard a different vessel. This is particularly significant since it is incredibly rare for an unfair dismissal application to result in reinstatement, but more so because it is unheard of that an employer would agree to reinstatement at the conciliation stage of proceedings.

It is a timely reminder for members to make sure they maintain records relating to their employment for several years, because it is often the historical documentation which will have the biggest impact on the direction of a case.

It is also a reminder not to delay in bringing potential matters to the attention of officials and organisers. If you believe you may have been dismissed (whether that has been expressly communicated to you or not), speak to the relevant official of the Union as soon as possible, as the Commission operates a very strict 21-day time limit for the filing of unfair dismissal applications.

DP World Discussions

THE FOUR MUA Branches, along with lead delegates with DP World Terminals, with Assistant National Secretary, Warren Smith met with senior Terminal Operations and HR Management in Sydney on Tuesday 12 September 2017.

Brisbane lead delegate, Mick McLennan did a stellar job chairing the meeting.

The meeting dealt with numerous issues including all issues of a national nature that have been raised by members over the last several weeks.

The union has begun proceedings in the Fair Work Commission over the discrepancy in VSE payments. The issue of upgradings was debated and it appears we are close to agreement on this issue in Brisbane. How we progress this will be put to a yard meeting in the near future.

The position of cameras in the machinery that directly 'looks' at members will be resolved through the ECC meetings.

Although the parties did not see eye to eye on several issues, two issues which we are united in is Mental Health and Alcohol and Drug Problems. Over the coming

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

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months DP World and your union will be working flat out to develop compassionate systems that will assist members/ employees through addictions and Mental Well Being.

The Queensland Branch is totally committed to this as long as it is used in a rehabilitative and not punitive way. As the Branch Secretary, I pledge to burn the midnight oil in getting this off the ground.

Judge Hints at Need for a Bigger Stick After Record \$2.4 Million Fine Against CFMEU

Wednesday, September 13, 2017, 4:13pm *Sourced from:*
<https://www.workplaceexpress.com.au>

THE FEDERAL COURT has imposed record fines totalling more than \$2.4 million against the CFMEU national and NSW branches and nine officials over breaches at Barangaroo in 2014, but says that without "legislative action" even higher penalties currently available under the law might not deter the militant union.

Today's penalty judgment by Justice Geoffrey Flick came just hours before ABC Commissioner Nigel Hadgkiss resigned after admitting he breached s503 of the FW Act in overseeing the publication of incorrect information on union right of entry (see Related Article).

Justice Flick fined the federal union \$1.3 million, the NSW construction and general division branch more than \$950,000, and imposed penalties of \$45,000 against divisional state secretary Brian Parker, \$41,250 against assistant secretary Rob Kera, more than \$40,000 against delegate Danny Reeves and organiser Luke Collier, and up to \$5500 against five others involved in the contraventions.

The judge also referred instances of possible false testimony to the Director of Public Prosecutions and will order the union to publish details of its contraventions and penalties in two major Sydney newspapers and its journal, to act as a further deterrent and educative tool. In a 178-page ruling handed down in May, Justice Flick found Parker intended to coerce construction giant Lend Lease to reinstate a delegate when he organised for 700 workers to walk off the major Barangaroo South job three years ago (see Related Article).

He also ruled that actions on June 24, 2014, by Parker, Kera, Reeves and Collier had been designed to coerce the company to put Lend Lease construction worker, site OHS committee chair and union delegate Peter Genovese back in his job after his dismissal for allegedly throwing a punch at the company's site manager.

They had also intended to coerce workers to take industrial action, found Justice Flick, who also accepted that Collier told ABCC inspectors at the site "You're a f***ing grub, f***ing dog", and Parker indicated a willingness to take on the police to achieve the union's objectives.

In today imposing a maximum fine against the CFMEU's national branch over the breaches to sections 348, 355, 417 and 50 of the FW Act, he said the

union's behaviour had "only gone downhill" since Justice Richard Tracey in a 2015 case said the union was "to be regarded as a recidivist".

Justice Flick said it was "not possible to envisage worse union behaviour".

"The prior imposition of penalties – some nearing the maximum – against the CFMEU has not deterred it from engaging in clearly unlawful industrial action," he continued.

"The CFMEU's conduct exposes a cavalier disregard for the prior penalties imposed by this court and exposes the fact that such prior impositions of penalties have failed to act as a deterrent against further unlawful industrial action."

Concluding the "maximum penalty should thus be imposed upon the CFMEU", Justice Flick conceded that "in the absence of legislative action, it may (regrettably) be expected that even penalties imposed at the maximum now permitted will not act as a deterrent".

Difficult to see how conduct benefits members

Justice Flick said that while its ongoing conduct might promote it as a "militant" union, the federal CFMEU, its officers and employees have "consistently shown a total contempt for the rights of occupiers and a total contempt for the constraints imposed by the law".

"It is difficult to perceive how such conduct can be regarded as in the best interests of the bulk of its members and the workers it supposedly represents."

However, in flagging penalties of around 75% of the maximum for the NSW branch, he said its conduct "calls for different considerations" and agreed with ABCC submissions that "the contraventions of the federal union should not be visited upon the state union or the personal respondents" as they "all have separate identities".

Referring to an ABCC table showing nine occasions between 2004 and 2011 that the NSW branch was penalised, he said its conduct "remains far from satisfactory, but has "not attracted findings as to contraventions or resulted in penalties imposed to anywhere near the same extent as the CFMEU".

According to the ABCC, the CFMEU or its representatives are respondents in 42 matters currently before the courts, facing a total of 2045 suspected contraventions.

Before his resignation today, Hadgkiss said Justice Flick's judgment "reflected the seriousness of yet further unlawful conduct by the CFMEU and its officials, who are repeat offenders".

"This was a particularly serious dispute which saw threats and intimidation of workers trying to get back to work, as well as a female police officer and Inspectors just doing their job," he said.

"This was a case in which the Federal Court has penalised the CFMEU and numerous officials for another example of calculated defiance and contravention of workplace laws." The CFMEU did not respond to a request for comment.

Mounting record of "defiance"

Last month a full Federal Court fined the CFMEU \$300,000 over a 2011 industrial campaign and blasted the CFMEU over its "lamentable, if not disgraceful" industrial record, noting "no penalties that have been imposed in the past have appeared to reduce its willingness to breach the law" (see [Related Article](#)).

In April, Federal Court Justice Richard White found he must levy more "severe" penalties on the CFMEU because of a "dismal" compliance record, ultimately imposing fines of more than \$900,000 on the union and 15 officials for coercion and entry breaches at building sites across Adelaide (see [Related Article](#)).

"All in all, the CFMEU itself or through its officials had in the period between 1 January 1999 and 31 March 2014 been dealt with by courts on 42 separate occasions for some 211 contraventions of industrial legislation," Justice White said at the time.

"This is a regrettable record of indifference to, or defiance of, the law. Substantial penalties have been imposed on the CFMEU in the past without deterring it from unlawful conduct. That suggests that even more severe penalties should be imposed now."

Meanwhile, the High Court is yet to set an alternative date to hear an ABCC challenge to the CFMEU's ability to pay officials' fines, arguing a penalty against CFMEU official Joe Myles for coercive conduct in organising a blockade in 2013 would serve as no deterrent unless it was coupled with a non-indemnification order (see [Related Article](#)).

A hearing set for September 5 was vacated to enable the High Court to hear a constitutional challenge by Australian Marriage Equality Ltd and others to a Federal Government determination making \$122m available through the ABS for a "voluntary postal plebiscite"

Jim Steele's Send Off

The Branch wishes to thank all members present and retired who attended Jim's funeral last Friday. It was a fitting send off to a terrific man.

Mick Carr presented the main eulogy and Mick's words speak for all of us.

Fair Winds and Following Seas Jim. You will be remembered. Bob Carnegie

Eulogy for Jim Steele by Mick Carr

JIM PASSED AWAY on Sunday 3rd September 2017 at Greenslopes Hospital on Merchant Navy Memorial Day Our sincere condolences to Jim's family. We cannot feel the grief the way the family will be, but if there is such a thing as a second family then the Union is surely that and Jim was loved and respected by members right up until the end.

He lived a hard life and died as he lived, a proud and strong man. His family and his union were Jim's priorities.

It is a very sad day but a day we can reflect on an exceptional human being who set out to make a

difference in the lives of working men and woman, and succeeded.

The day Jim passed away was the 3rd of September, ironically Merchant Navy Day, and held on that day because it marks the outbreak of the 2nd World War on that date in 1939. It is a day when the great losses during the war years of Merchant Seamen and the ships they sailed in are remembered.

Fittingly, Jim was remembered on Monday the 4th at the International Maritime Day function for old, retired seafarers with the Branch Secretary, Bob Carnegie leading a minute's silence in his memory.

The love he received all the way through his health battles, including last Sunday when Kate and Fran were holding him as he passed, was very moving. He may have been only semi-conscious but I am certain he knew



of the love and emotion being shown to him as he peacefully slipped the lines and cast off. Jim's life in the Union Movement began when he joined the Seamen's Union on the 8th September 1943 and joined his first ship that month

during the war years. During his time at sea, he served in most sections of the industry from Deck Boy to Bosun, quickly being recognised for his ability and acting as delegate on many vessels.

Jim became a full time Official of the Union in Brisbane on the 14th April 1969 following the early retirement of Jack Fitzgerald due to health issues. Jack was a legend himself running the Ampol Campaign which eventually led to the Ampol tanker, *PJ Adams* coming back onto the Australian coast with a full Australian crew.

When we look back and consider some of the Queensland Branch Secretaries that followed Jim into the position, it is easy to understand his determination and commitment to continue the struggle of the working class for a fairer more equal and peaceful world. Among those who preceded Jim were E. V. Elliott, Bill Bird, Jon Conner and Jack Fitzgerald.

Jim took up the mantle and never looked back continuing the full on program of the Union in the industrial and political melting pot of the maritime industry, not only in his own Union but the broader movement and internationally.

Jim was in it up to his neck whether it was protesting the South African Springbok tour during the apartheid years, the Utah dispute which at the time became the

longest running picket line protest in history or the SEQEB dispute which saw fascist tactics employed by the then State Government and turmoil on the streets. Few could forget the inferences directed at Jim by Joe Bjelke Petersen which were regularly featured in attacks through the press and in the *Daily Telegraph*.

But history is never denied in the end and it wasn't Jim who was brought to heel as Bjelke Petersen said he would be, but the Premier himself and in the end his corrupt State Government.

Seamen's Union members were in the thick of it and our current Secretary, Bob Carnegie, front and centre in the street marches at the time.

Jim's ability was quickly recognised by the broader tum and he was elected to the Executive of the Brisbane TLC in 1970, representing the transport group, and in 1988 he was elected as Treasurer. No mean feat for a comparatively small Union compared to the other big, industrial Unions.

But the Branch, under Jim's leadership, was well known for punching well above its weight and it certainly didn't hurt to have his great mate, Ray the Pig Winning who was Secretary of the Painters and Dockers in Brisbane and never far behind was the Pig's Trotter, Gary Howcroft.

Jim and Ray enjoyed a great comradeship over the years and many disputes, including ITF matters were resolved by their collaboration.

Jim also had international responsibilities as part of his federal duties and was involved in many international delegations. One comes to mind where he was attending and leading a delegation to the Syrian Trade Union Movement, with him on the delegation was his great mate, Peter Rowland.

They were to travel by motor vehicles one day to a location for a meeting and the cars were lined up waiting and Peter was shown to the lead car. He said to the host there must be a mistake, Jim is the leader of the delegation and should be in the lead vehicle.

Oh no said the host, it is far too dangerous for Comrade Steele to be in the first car in case there is a road side bomb or attack on the motorcade!! Jim took it all in his stride and Peter took the lead car and all lived to tell the tale.

Jim was also in the thick of it with international campaigns regarding Vietnam, opposing apartheid in South Africa and the massive tragedy foisted upon the working class of Chile by the murderous dictator, Augusto Pinochet. As part of the senior leadership of the Union, decisions were taken on all of these matters and acted upon.

Jim was called upon extensively to travel for the Union and was involved in many overseas inspections of vessels before they came on the coast.

His last vessel was the Cape Grafton which he sailed on as part of the delivery crew from Spain to Sydney with

his good mate, Graham Pretsel the bosun. This was a new generation light house ship. There had been a long campaign by the Queensland Branch to win coverage of the light house ships previously covered by the Custom's Officer Association 4th Division and operated by the Department of Transport.

Again Jim was at the forefront of this campaign as he was with numerous other shipping campaigns, whether it was the dual coverage by SUA and NZSU of the MV Bulkness, delivery of the new generation coal burners onto the Gladstone/Weipa run or planning the first breakthrough of the aggregate wage in the towage industry which happened in Gladstone, Queensland.

This was among the first successful aggregate wage for blue collar Unions and Jim was again in the thick of it.

It is a matter of history that such a numerically small Union could be so effective in assisting to bring about change to the lives of so many people and that largely was to do with the leadership of the Union supported by an active rank and file membership in having, not only a domestic and industry agenda but also an international political agenda and Jim was part of that senior leadership.

Jim was Queensland Branch Secretary for over 25 years and also held many other senior positions in the Union. He was presiding Officer of the Seamen's Union, Joint National Presiding Officer together with Jim Donovan of the MUA and together with Col Davies, joint Queensland Branch Secretaries of the MUA.

Jim retired from his position as joint Branch Secretary on the 29th July 1994 after 51 years of continuous service, but remained a Union member.

Jim loved the old timers and always made sure there was a Christmas party with plenty of food and drink where they could come together and tell a few yarns and enjoy themselves for the day.

Many, if not most of Jim's generation retired with very little, if any, superannuation and this was the concept of always making sure the Branch recognised the old retirees.

In the saddest twist of fate, after he retired and was due to attend together with his beloved wife Monah, his 1st old timer's function, Monah suddenly passed away on the eve of the function.

Monah was constantly at Jim's side at every old timer's Christmas party and also at the old pick up, being an integral part of the Brisbane Women's Committee that ensured unemployed seamen always had a sandwich and hot drink as they attended waiting for work.

He was also President of the Merchant Navy Welfare Society and was an active participant on that committee for as long back as I can remember.

It was no doubt, due at least in part, because of his experiences in his early years at sea in the tough conditions that prevailed at that time, that he took such interest in the welfare of the old timers and seafarer's families.

Jim and Monah were a great team that will always be a part of history of the Branch.

Jim remained a member of the Union up until the 10th December 2003 when he again wrote to the Branch resigning from the Union with over 60 years membership.

He enjoyed his retirement being a regular at old timer's functions and veteran's Christmas functions up until a few years ago when age began to catch up.

He often mentioned the fact of old father time catching up but in Jim's inevitable way he kept well ahead of old father time until the pace became too much.

Jim enjoyed close friendship with the old timers but also intergenerational friendships with Dave Howard, Kevin Durnian, Bob Carnegie, Laurie Horgan, Terry O'Shane, Kevin Paskins and Dave Perry to mention a few and of course Dennis Jewsbury who has been an absolute champion in assisting Jim by keeping an eye on the family home ensuring the lawn and gardens were always kept up and the house secure.

This was important to Jim as he was in and out of hospital more and more and finally into a nursing home, before being taken back to hospital after a serious fall that he never recovered from.

To Fran who was there with Jim and took him for outings and constantly ensured he had company, you are truly a great friend.

There were no award hours for Jim Steele, it would have been very tough at sea in the 1940's when he first got away and no doubt those tough years steeled him for the journey as he made his way down the river of life.

A journey he not only participated in but excelled in, and completed with dignity and honour as he slowly slipped away last Sunday.

Few have given so much, for so long and so unselfishly as Jim Steele, leader, activist, internationalist. Farewell old friend and mentor. Rest in Peace.

Vale James Herbert Steele – gone but never forgotten.

Mick Carr

Merchant Navy Memorial Day 2017



MERCHANT NAVY MEMORIAL day 2017 saw two functions were attended by the Branch.

The Greenbank RSL Naval Society put on a traditional ceremony commemorating the one in eight Australian merchant seafarers who lost their lives at sea during war. On Sunday the SE Queensland Vindicatrix & Merchant Mariners Association opened a new monument at Point Danger Coolangatta dedicated to Merchant mariners of all nationalities.



Some 40,000 merchant mariners perished internationally during two World Wars. The function was attended by over 100 people including the Governor of Queensland, Gold Coast Mayor, Tweed Coast Mayor, veterans, families, and around 30 MUA members, some with their medals.

For years Merchant Mariners sacrifices have not been recognised and it seems that is changing for the better every year so we thank those organisations for their work achieving such great recognition for the long forgotten Merchant Mariner. There were some great speeches over the weekend and here is the speech by Tug Wilson on behalf of the Maritime Union of Australia.

Ladies and gentlemen, distinguished guests, fellow members of the Returned and Services League, boys and girls,

Anzac Day is the day in which we normally pause to honour our past warriors and those who've gone before us – but today as this year's theme is the navy, I'd like to speak on a force which is a little different from our three uniformed armed forces, with which we normally associate with wartime – a force, which in many cases, has been forgotten and in a few cases even maligned.

I speak of course, of the Australian Merchant Marine and its history throughout the last century – in particular, WWI and WWII.

Ladies and gentlemen, you would be forgiven in some instances for asking why would this man wish to talk about the Merchant Marine? I've never heard of such a force, or why would I want to hear about it?

It is for that very reason that I believe their story should occasionally be told. The Australian Merchant Marine, in both World Wars, was not just acting as an auxiliary to

the three branches of the armed forces but was in fact in the forefront of almost every major campaign.

I could, I suppose, begin by reciting many statistics – for instance, at the outset of the second World War we had some 230 vessels – less than half survived enemy action.

Some 44 ships sunk off our Australian coast alone – some 30,000 men from what was deemed the British Empire Merchant Marine went to their deaths in every ocean and sea on the face of this earth. I could also truthfully point out that in ratio to their numbers the Australian Merchant Marine lost more men than the other three armed forces combined, but it is not a competition and these statistics are not generally known.

What I would like to do is try to put a human face to these men – the men of the Merchant Marine. Who were they? What were they about? Where did they come from? Why did they man these ships?

By and large, they were just ordinary men – average Australians ranging in age from as young as fourteen to well into their sixties.

They came from country towns or coastal cities – Fremantle, Gosford, Newcastle, Traralgon, Brisbane, Adelaide, Rockhampton...to name a few. They were not clear of eye and strong of limb as the poets would have us believe our warriors look like. They did not conduct themselves with regal bearing as many of our wordsmiths want to describe the members of our armed forces – for all intents and purposes, they were ordinary in the extreme, short, fat, skinny, rheumy eyed and blessed with a double chine...indeed. Perhaps.

What, however, sets these men apart from the norm was that from the outbreak of hostilities to the very end of the wars was the concept that when they went off to work there were in fact going off to war... Think about that if you will.



To go to work meant going to war. There were no uniforms for these men – no gold braids, no battle decorations, no street parades, no pension schemes, no pretty girls to be smiled at – and kissed perhaps. There

was no beer across the bar from a grateful older man, there was no braggado as in what unit or ship or squadron to which they belonged, no battle honours to be put up, or to be thought of or dreamed about. And, even until recently, no monuments to their passing – just simply a job to be done.

Shipping was perceived as vital to the national war effort, especially during WWII. The control and planning of which emanated mainly from the British Admiralty and the war office, a situation which would be seen as intolerable today, but in those days would be seen as the norm.

To our seafarers it meant that on declaration of hostilities in 1939, no matter where they were in the world, they were deemed immediately to be at war – in the icy waters of the North Atlantic convoy duties was your lot – in the Pacific, minefields and enemy aircraft became the norm and there was, in fact, no relief. Even if you survived a sinking you were granted seven days survival leave only, starting by the way, from the moment you entered the life boats.

A clean set of clothes and a new ship to report to – courtesy of the national shipping office. That was the lot of the Merchant Seamen. Some of these men never even got back to Australia, especially during the second World War until 1946-1947 due to the fact that companies and Captains knew that to employ them meant they would jump ship when near a home port, thereby leaving them short-handed on the return voyage to Europe.

From 1939-1946 was a very long war indeed – many of these ships they served in, due to wartime restrictions were ill provisioned and ill founded.

Not only were they ill founded but they were also unarmed for the most part along with the crew and remained that way well into the war years and woe betide any merchant seaman who decided to miss a voyage or two and stay home.

For, you could back it in, there was always a policeman at your front door just to ensure, of course, that you did not miss your sailing time. For you see, under the Essential Services Act, these men had no choices in the matter. They did their job with a minimum of fuss, uncomplaining, unstinting and loyal in the most part...good men.

Good men indeed, who for the most part, have gone unrecognised by successive governments. Their contributions to our national security were in fact immense.

They did not die heroically facing the enemy – they did not die cleanly beneath a waving banner covered in glory – they simply dies of exposure in icy cold waters, or horribly burnt, or screaming for their mothers, or blind with furnace fuel oils flooding their lungs...

Horrible deaths, yet deaths that were not in vain, but vital to our national security.

These people, ladies and gentlemen, also served;

These people, ladies and gentlemen, also died gallantly;

These people, ladies and gentlemen, deserve our homage;

Alongside our other three armed forces.

Ladies and gentlemen, lest we forget...

Please note the Gold Coast Mayor has requested Tug Wilson's speech be archived at the Gold Coast library.

Industrial Manslaughter



QUEENSLAND UNIONS HAVE welcomed the state government's move to create the new offence of industrial manslaughter to deter negligent employers

who operate unsafe workplaces.

The new offence is one of 58 recommendations from a wide-ranging review into workplace deaths, to which unions made numerous submissions.

Queensland Council of Unions General Secretary Ros McLennan said this new offence would be a deterrent to make sure that companies don't cut corners and put profits ahead of people.

Last year in Queensland there were 40 workplace fatalities notified to authorities. "There's nothing more important than workers coming home safe after a day's work," said Ms McLennan.

"We have long called for tougher offences to make sure that dodgy bosses and their companies don't just get a slap on the wrist if their negligent actions have led to a workplace fatality," she said.

Mandatory Licensing for Labour Hire Operators

QUEENSLAND IS NOW the first Australian state with mandatory licensing for labour hire operators after union-



backed laws passed State Parliament last week.

Queensland Council of Unions General Secretary Ros McLennan said regulating the labour

hire industry was necessary to stamp out those rogue operators engaging in massive wage theft from vulnerable workers.

Delegates and members from Queensland unions visit Parliament to lock in pledges of support for labour hire licensing laws.

Delegates and members from Queensland unions visit Parliament to lock in pledges of support for labour hire licensing laws. Workers, community representatives and union delegates spent recent weeks securing pledges of support from MPs calling for the nation-leading legislation *Labour Hire Licensing Bill 2017* to become law.

"Workers and unions have been working for many years for reform in this area, and we applaud the state

Labor government for acting decisively," said Ms McLennan.

"Before these laws it was easier to start a labour hire firm than getting your licence to drive, and that wasn't right. We needed to change the rules around labour hire!

"We've heard shocking stories of workers on labour hire arrangements being underpaid thousands and thousands of dollars across all sorts of industries and sectors, and it's got to stop," she said.

Unions have long campaigned about the misuse of labour hire and the adverse impact it has on workers' conditions of employment, wages and quality of life, as well as the financial future of their families and communities.

These nation-leading labour hire laws are another example of unions improving conditions for workers, and Queensland is the first Australian state with these laws, according to Ms McLennan. South Australia and Victoria are also working on similar laws.

Darryl Piper is a boilermaker in a mine in the Bowen Basin. He works alongside labour hire employees who do not share the same working conditions and job security. He says regulating the industry will ensure that dodgy operators will not be able to undercut the wages and conditions of permanent workers.

"It's been a race to the bottom with labour hire, since the GFC," he said.

"These laws will stop the fly-by-nighters because any Joe Bloggs can set up a labour hire operation.

"Licensing will mean better working conditions across the board," he said.

Delegates from the National Union of Workers, the Australian Manufacturing Workers' Union, the Australian Meat Industry Employees Union, and Queensland Council of Union representatives visited Queensland MPs over the past month with giant pledges supporting these labour hire laws.

All 42 Labor MPs, crossbenchers from the Katter Party and independents Billy Gordon and Rob Pyne voted for the legislation to pass. All LNP MPs voted against the laws. The scheme is expected to be up and running in 2018.

Important features include:

- Mandatory licensing for labour hire operators,
- A fit and proper person test before labour hire operators are issued a licence,
- Regular reporting by licensed labour hire operators,
- Strong penalties for any breach of obligations,
- A compliance unit also providing an awareness, monitoring and enforcement function.

"The impact on business is negligible, as the reporting requirements should not be onerous for an organisation complying with the law," said Ms McLennan.

"Regular reporting and potential inspection will hold the labour hire operator accountable for complying with a range of other laws, such as the Fair Work Act, taxation law, workplace health and safety, as well as workers' compensation and proper payment of superannuation entitlements."

French Dockers and the French Working Class Prepare for Action. All power to the French Dockers

LABOR LAW: NO THANKS!

LE HAVRE PORT DOCKWORKERS' GENERAL TRADE UNION

www.cgt-gpmh.com

STRIKE ON SEPTEMBER, 12th 2017

Based on the strength of his election and absolute majority obtained in June 2017 but | completely forgetting that only 17% of the French people voted for him and his program, President Macron, a puppet of the MEDEF and collaborator of the most hostile bankers, continues on his way of total eradication of our present social system.

By ordinances he cracks decades of wage-earners' rights, he insults the retired, the working on precarious jobs, the whole working class, the students and the young people completely disregarding the sliding into poverty and the lasting inequalities that are established in our country.

In spite of this and the fact that shareholders continue to gorge (record dividend payments), that companies continue to reach the CICE without employment in return, the smirk of King Macron speaks volumes about his ideas and his reforms to come (retirement, unemployment, health insurance, etc.)

Comrades, nobody doubts, the XXL Labor-act only is a beginning, it goes further than the El-Khomri law, it flexibilizes to excess the world of work, it breaks the social status of our professions (Collectives bargaining agreements, ...) and means the deregulation of all French social legislation.

Thus, and as on the one hand we wish to pass on a first message to the government that the dockers are ready to fight for their children and their achievements and as on the other hand to gather for a first time during this re-entry, all of those who feel concerned (it should be everyone), to block the economy as a result, we inform you that the Federation of ports and docks CGT calls us:

To Stop all activities In all French ports From 9 am to 2 pm

Comrades, we will meet you on September 12th at 9:15 am at the citadel for statements, pointing out the presentation to and from the return and organizing the local protest march in connection with the local union. Put on your equipment and prepare to show your determination that the 12 only is a trampoline to the victory that our children expect of us.

UNITED, DETERMINED AND COMBATIVE

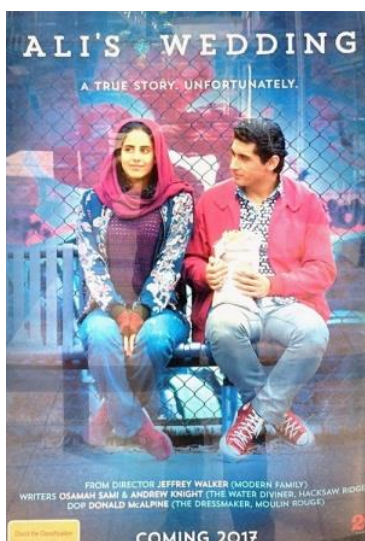
The Secretary General L. DELAPORTE

Annotations:

MEDEF: employers' association

CICE: monthly tax credit

Film Review - Ali's Wedding



ALI TRIES TO solve two big problems by telling two big lies, but gets in a big mess instead. He wants to marry the woman he loves, but he's been arranged to marry another. He wants to make his father, a Muslim cleric, proud even though he has failed to get a high enough exam mark to get into medicine at Melbourne Uni. Meanwhile Ali plays the lead role in

Saddam Hussein: the Musical and is invited to tour the USA. Problem is he's a mad supporter of Essendon, and

US immigration, well they don't understand the text messages on his phone about the Bombers. Ali's mother and the woman he loves, Diane from a Lebanese family, excite and surprise Ali and us along the way.

Osama Sami, comedian and scriptwriter, also plays Ali whose adventures are based on Osama's real life. His father escaped persecution by Saddam Hussein, via Iran during the Iran-Iraq war. His older brother died in a landmine explosion. Osama has so deftly combined serious tragedy with comedy. He says this is to invite us in to his world, and it works. He pokes gentle fun at internal politics at the mosque, covered and uncovered women, and the weight of family expectations. Forty years ago this story could have been about an Irish family, 30 years ago an Italian or Greek, 10 years ago Vietnamese, and now an Iraqi / Lebanese story – all variations of Australian stories.

Osama Sami says he is looking at how we reconcile with ourselves, our family, our community, and society and try to work out what does good mean anyway. In this movie love, kindness and laughter help us to answer those questions. *Reviewed by Jane Burstall*



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