



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. 126 - 13 April 2018

National Council Report Back – Patricks Lockout – NSS EBA - First Remote Control Gantry Cranes Arrive at Felixstowe – ACTU blueprint to give Australia a pay rise – Notice of QLD Divisional Assistant Branch Secretary 2018 Election - Election Timeline – May Day - Maritime Super Income Protection

National Council Report Back

By Bob Carnegie, Queensland Branch Secretary
Bob Carnegie and Jason Miners have been down in Melbourne all week attending a Special National Council. Reports to follow.

Patrick's Lockout Commemoration April 6, 2018

On April 6, The branch held a successful function at our union branch. The night was a tremendous exercise in union and working class solidarity. Thanks to all who attended and especially our National Secretary Paddy Crumlin who gave a wonderful address. A special thanks to our office staff who worked above and



beyond the call of duty and our Office Manager Carol Conlon who worked tirelessly on this project. Thanks to our two chefs Ron Culliney and Mike Barber who put on an amazing spread.



However the night would have not been anywhere near the success it was if it was not for our Branch Organiser Paul Petersen. Comrade Petersen's hard work in reorganising the entire downstairs part of the union premises into an area that is comfortable and inviting (mostly in his own time) is a credit to Paul's commitment to our branch and his belief that union is made up of its members.



Once again thanks to all who attended and participated.

NSS EBA

By Paul Gallagher, Queensland Assistant Branch Secretary
Comrades,

After a long hard slog of negotiating for more than two years, the members at NSS are holding a 4 hour stop work meeting next Wednesday 18th (0800 – 1200 South Townsville Bowls Club) to discuss the final draft. Attending will be Bernie Farrelly, Paul Gallagher and branch secretary Bob Carnegie. During negotiations the members endured a lot of hardship with the company losing a major contract, redundancies which included two delegates, the elections for a new committee, no pay rises, uncertainty and at times chaos. Work has recently picked up and an agreement has been reached which we believe fixes a lot of stalemates that occurred during negotiations between the company and the members. The vote will take place on Monday 23rd April, 2018.

In Unity



**Authorised by Bob Carnegie, Maritime Union of Australia (MUA) Queensland Branch Secretary
73 Southgate Avenue, Cannon Hill QLD 4170**

First Remote Control Gantry Cranes Arrive at Felixstowe

Posted on April 10, 2018



Image Courtesy: Hutchison Ports Port of Felixstowe

UK's Port of Felixstowe has taken delivery of its first two remote control ship-to-shore gantry cranes.

The two new cranes, the 32nd and 33rd at the country's largest container port, were delivered on the Zhen Hua 23 from Shanghai-listed equipment manufacturer Shanghai Zhenhua Heavy Industries Co Ltd (ZPMC).

"These new cranes are the latest acquisition in our ongoing investment programme to provide the best equipment, infrastructure and systems for our customers. They will further enhance our capability to work multiple mega-vessels simultaneously," Clemence Cheng, CEO of the Port of Felixstowe and Executive Director, Hutchison Ports, said.

Remote control quay cranes at Felixstowe "will improve the working conditions of the drivers, enhance safety and benefit communications within operational teams," Cheng added.

In addition to the new cranes, the port is creating an additional 18,000 TEU of container storage capacity, upgrading its terminal operating system, raising the height of 10 ship-to-shore cranes on Trinity Terminal and has eight additional yard cranes on order for delivery in early 2019.

The new cranes are capable of working vessels with containers stowed 11-high and 24-wide on deck.

<https://worldmaritimeneews.com/archives/249201/first-remote-control-gantry-cranes-arrive-at-felixstowe/>

Notice of MUA Division QLD Divisional Assistant Branch Secretary 2018 Election

The following information is provided to members to assist in the preparation for the conduct of the 2018 Election for the position of an additional QLD Divisional Assistant Branch Secretary. The additional position has been created in conformity with the Resolution of National Council dated 12th April 2017 which was passed unanimously and proscribed the manner of conducting this Election in accordance with the Divisional Rules and in

particular Divisional Sub-Rule 42(d). This Notice includes an explanation of the various steps to be taken by members, the Divisional National Council, existing officials and the Divisional National Returning Officers. The information provided hereunder also refers to a timetable summary, which is on the MUA Division Website to assist members.

Nominations for the Election of Queensland Divisional Assistant Branch Secretary **open on Tuesday 24th April 2018** and **close at 5pm on Monday 28th May 2018**. The election will then be by a postal ballot of all financial members of the Queensland Branch commencing no later than Tuesday 12th June 2018 and closing at 5pm on Tuesday 26 June 2018, in the circumstance where more than one candidate has validly nominated.

In accordance with the rules, the National Secretary advises that National Council has determined that the election shall be for the positions as listed:

Queensland Divisional Assistant Branch Secretary

A preliminary Roll of Voters has been prepared and a Final Roll of Voters will be prepared by the Divisional National Secretary and provided to the Divisional National Returning Officer in accordance with Divisional Rule 46.

The Final Roll of Voters in hard copy form may be provided to candidates who make such a request and who provide written confirmation to comply with the Privacy Act 1988 (as amended) and other requirements in MUA Divisional Sub-Rule 46(d). The provision of this material will require the payment of the nominal cost for printing and postage.

Nomination papers will be available in Branch offices or can be downloaded from the MUA Division Queensland Election page on the MUA Divisional website. Nominations are to be in writing, signed by the nominee and two financial members of The MUA Division of the Union and forwarded by mail or delivered to:

Divisional National Returning Officer

The Maritime Union of Australia Division
Construction, Forestry, Maritime, Mining and Energy Union
PO Box 20433
World Square Sydney NSW 2002

It is strongly suggested that where the nomination papers are forwarded by mail, it be by Registered or Express Post mail such that the nominee shall retain verification of the date and means of postage through the unique identification number.

A candidate may enclose a 200-word statement and a head and shoulder photograph with their nomination.

The union will publish candidates' statements and photos on The MUA Division Website and in the MUA Election Booklet to be mailed out to financial members and provided to Branches. Candidates who fail to provide their statement and photo **with their nomination [see Divisional Sub-Rule 45(j)] and prior to 5:00pm 28th May 2018** will miss out on publication in the Booklet and on the Website.

Statements shall require the approval of the Divisional National Returning Officer and shall meet requirements of the law. Scandalous or defamatory matter will not be published. Words in excess of the 200-word limit will be deleted from the end of the statement in conformity with Divisional Sub-Rule 45(j).

An electronic copy of the 200 word Statement (MS Word format) and the head and shoulder photograph (jpeg format 600 pixels high by 300 pixels wide) of the Candidate may be provided to the Divisional National Returning Officer prior to the close of nominations (5:00pm 28th May 2018).

Only financial members who have been a member for at least one year at the close of nominations and have been engaged or have been reasonably seeking

to be engaged in an occupation covered by the Divisional Eligibility Rule are eligible to nominate as required by Divisional Rule 45 (g).

No member shall be eligible to nominate for more than one office as prescribed in Divisional Sub-Rule 45 (h). If a member nominates for more than one such office, both nominations shall be void.

In the event of two or more candidates being nominated for any office, the Divisional National Returning Officer [as prescribed in Divisional Sub-Rule 47 (b)(i)] shall, seven days following the closure of nominations, arrange for the printing of ballot papers. These ballot papers shall contain the names of the candidates in alphabetical order.

The Divisional National Returning Officer will then cause each ballot paper to be initialled before **dispatching ballot papers and the Election Statement (if any) to voters no later than 12th June 2018, or earlier if possible, such day being the day the ballot opens.**

Members must check with their Branch to ensure their current mailing/postal address is correct on the union's records.

The method of validly casting a vote is provided for in Divisional Sub-Rules 47(c) to (f) inclusive, but as amended by disregarding the timelines set out therein in accordance with the resolution of National Council of 12th April 2017. The ballot material provided will contain voting instructions from the Divisional National Returning Officer. Absentee Voting is provided for where a member will not be present at the postal address provided in the Roll of Voters during the ballot period. In these circumstances a member may apply in writing to the Divisional National Returning Officer to personally collect the ballot materials or to have them sent to an address nominated by the member. Such applications must be made **before 5pm on Tuesday 19th June 2018.**

Each candidate shall have the right to appoint not more than two scrutineers being financial members of The MUA Division who shall be entitled to be present at all stages of the ballot. The appointment of scrutineers shall be by notice in writing signed by the candidate to the Divisional National Returning Officer.

The rights and duties of scrutineers shall be to represent the interest of their appointing candidate. They shall be entitled to be present at all stages of the ballot while the Divisional National Returning Officer carries out the procedures under the Divisional Rules and to direct the Divisional National Returning Officer to any irregularity concerning the carrying out of any step in the ballot. They shall do all things necessary so that the secrecy of the ballot shall be observed. They shall not obstruct the Divisional National Returning Officer in the performance of the Divisional National Returning Officer's duties nor interfere with the conduct of the ballot.

The Divisional National Returning Officer shall notify each candidate by post of the place and date of the Ballot Count at least 7 days prior to the count.

The ballot closes on Tuesday 26th June 2018 and only ballot papers received by the Divisional National Returning Officer by that time shall be counted, provided that a ballot paper contained in a prepaid envelope which is received by the Divisional National Returning Officer by 5pm on Friday 30 June 2018 bearing a post mark dated not later than 26 June 2018 shall be counted.

On Wednesday 27 June 2018 the Divisional National Returning Officer and the Divisional Deputy National Returning Officers shall attend at a place nominated by and under the control of the Divisional National Returning Officer in order to count the ballot.

The counting of the Ballot will be undertaken in conformity with MUA Divisional Sub-Rules 47 (g) to (i) inclusive and be under the control of the Divisional National Returning Officer.

Upon completion of the count, the Divisional National Returning Officer shall announce the result of the election in writing to the Divisional National Secretary and the Divisional Queensland Branch Secretary pursuant to Divisional Sub-Rule 47 (j).

Any protests will be dealt with in conformity with Divisional Sub-Rule 47 (l). The successful Candidate declared elected shall take office from 3th July 2018.

Please refer to the Election Timetable on the MUA Election Webpage which will assist members in dealing with relevant aspects of the election.



**MUA Division QLD Divisional Assistant Branch
Secretary 2018 Election Timeline
Construction Forestry Maritime Mining and Energy Union**

Table Summary of Key Dates		
Event	Actual Date	Time Period and Rule
An Advice to the Membership of the QLD Branch of the additional Office of QLD Divisional Assistant Branch Secretary is to be published on The MUA Division Website, and by display at the QLD Branch Office and in the QLD Branch Newsletters	Tuesday 4th April 2018.	In conformity with paragraph 20.6 of the Scheme of Amalgamation filed with the FW Commission. [Divisional Sub- Rule 42(d)]
A paper copy and electronic copy of the Roll shall be provided to the Divisional National Returning Officer.	Tuesday 3 rd April 2018.	At least 21 days before the date of the opening of nominations. [Divisional Sub-Rule 46 (a)]
A final paper copy and electronic copy of the Roll of Voters shall be prepared by the Divisional National Secretary.	Friday 13th April 2018.	10 days before the opening date of nominations. [Divisional Sub- Rule 46 (b)]
Nominations for Office to be filled at the Election shall open and close. NB Closure of nominations means that all nominations must be in the hands of the Divisional Returning Officer by 5:00pm 28 May 2018	Open: 12:00AM Tuesday 24 th April 2018 Close: 5:00PM Monday 28 th May 2018.	Open on 24 April 2018 and close at 5:00PM on 28 May 2018 in the year of the election. [Divisional Sub-Rule 42 (d)(i)].

Table Summary of Key Dates		
Event	Actual Date	Time Period and Rule
Printing of the ballot papers.	No Later than Tuesday 5 th June 2018 and earlier if there are no defects to Nominations.	Seven days following the closure of nominations [Divisional Sub- Rule 47 (b)] and [Divisional Sub-Rule 45(e)]
Distribution of Ballot Papers and opening of the Postal Ballot.	No Later than Tuesday 12 th June 2018 and earlier if possible depending upon any defective nominations and Printing and distribution by the Printing House.	12 June 2018. [Divisional Sub-Rule 42(d)(i) &(ii)].
Applications for Absentee votes close.	Tuesday 5:00PM, 19th June 2018.	5pm 19 June 2015 [Divisional Sub-Rule 47 (f)] and [Divisional Sub-Rule 42 (e)] NB, in accordance with Resolution of National Council of 12 April 2018 and Divisional Sub- Rule 42(e), The Divisional National

		Returning Officer has applied his discretion to amend the date, given the short duration of the Ballot.
Postal Ballot closes.	Tuesday 26 June 2018.	26 June 2018. [Divisional Sub-Rule 42(d)(ii)] However, envelopes received up to 5:00PM on 30 June 2018 bearing a post mark up to 26 June 2018 shall be counted. [Divisional Sub-Rule 47 (e)].
Notice to candidates of counting location time and place	Wednesday 20 June 2018.	At least 7 days prior to the Counting of the Ballot. [Divisional Sub-Rule 47 (h)].
Counting of the Ballot	Wednesday 27 June 2018.	27 June 2018 and thereafter. [Divisional Sub-Rule 47 (g)].
Declaration and Publication of Poll	Monday 2 July 2018.	2 July 2018. [Divisional Sub-Rule 47 (j) (i)].
Taking of Office	Tuesday 3 July 2018.	Due to the effect of [Divisional Sub-Rule 47(e)].

Prepared by the Divisional National Returning Officer, Bill Giddins on 4 April 2018.

ACTU blueprint to give Australia a pay rise

Thursday 12 April, 2017

The peak body for working people has today released a six-point plan to ensure pay rises for all working people. This plan would ensure an immediate pay increase for the 2.3 million workers whose pay is set by awards and empowering 3.7 million working people who have collective agreements with the tools they need to negotiate fair pay rises now and into the future.

The plan includes increasing the minimum wage to a living wage, making our bargaining system fair, ensuring awards minimums improve over time, restoring penalty rates, guaranteeing equal pay for women and ending wage theft.

Wage and superannuation theft is also dragging down wages as employers have to compete with those employers who routinely break the law (insert stats from my speech on wage theft).

1. End wage theft

Wage theft is a drag on wages. Too many employers are having to compete with businesses who are not even abiding by legal minimums. Our workplace laws need to change so working people can quickly and easily recover wages and superannuation that is stolen and there are strong disincentives for employers to break the law and powers for workplace representatives to ensure vulnerable workers aren't being ripped off.

2. A Living Wage:

Australians need a living wage. No full-time worker should live in poverty and right now too many are. A living wage would immediately benefit all workers currently on the minimum wage, and will flow through the awards system, benefiting around 2.3 million workers who are award reliant.

3. Awards should improve over time

There are currently 2.3 million workers covered under the 122 awards, the number of people depending on awards is increasing. Yet awards have not moved with community standards or with market rates. This has created a widening gap between wages in collective agreements and award wages. This gap has meant employers utilising awards can unreasonably undercut employers with collective agreements. Ensuring the gap is reasonable and does not widen is essential to maintaining fair wage growth.

4. Free and fair bargaining

Our bargaining rules are out of balance. They give too much power to employers making it far too hard for working people to negotiate their share of profits and productivity gains. Our laws should ensure there is balance in the system so working people can negotiate fair pay rises by ensuring workers can withdraw their labour as a last resort and can access to an independent umpire who can resolving issues. Enterprise-only bargaining is failing to deliver for the new economy, working people need more options, such as sector wide bargaining to make bargaining fair and efficient.

5. Restoring penalty rates:

Penalty rates must be restored to pre-July 2017 levels, and the law should be changed to stop business imposing any further cuts to workers pay.

6. Securing equal pay for women

Our workplace laws have been unable to move the gender pay gap. We need to establish a Pay Equity Panel that is dedicated to achieving equal pay for women. Women earn 15.3 percent less than men over their working lives and this has barely changed over the last 20 years. The gap persists through all stages of work and into retirement, when women can expect 47% less retirement savings. Many will retire in poverty.

Quotes from ACTU Secretary Sally McManus:

“Australia needs a pay rise and we have a plan that will deliver.”

“Our plan will deliver an immediate wage increase for 2.3 million working people and restore the fair go for the lowest paid.

“The plan will also ensure that working people are not waiting for the non-existent ‘trickle-down effect’ to occur. Profits are up and productivity is up, but wages are not. The only way to ensure working people get their fair share in pay rises is to ensure they have the power they need to negotiate them.

This will benefit every working person now and into the future. It is a permanent fix to unfair, low wage growth and will restore the balance to working people once again get a fair go at work.”

Media contact: Lachlan Williams 0447 682 027 or ACTU Media 03 9664 7315

ACTU Media Releases

Book Review - The Art of Demotivation

Dr E. L. Kersten Ph D, “The Art of Demotivation: A visionary guide for transforming your company’s least valuable asset – your employees” (Despair, Inc: 2003). This is the book for all those workers who have had to painfully endure one of those revolting management talkfests about whatever “corporate vision” your employer is suffering this week – or just for the worker who wants to know what the boss really thinks about you.

The author, whose PhD is in the field of organisational communications, wrote it as a reaction to the increasingly pervasive and vacuous “motivation industry.” The motivational industry represents an attempt to deal with the problem of alienation in capitalist society, encouraging workers to identify with the profit-seeking goals of their corporate masters (and of course, encouraging employers to expend large sums of money on motivational consultants in the belief it will generate improved employee commitment and productivity). Kersten demolishes these notions with a recognition that the modern capitalist enterprise benefits not from motivating employees, but by manipulating and demoralising its workforce so that it becomes submissive, complying with management demands and work norms in order to avoid disciplinary consequences or losing their jobs.

Kersten’s book presents itself as a seriously-written “how to” guide for the corporate executive who wants to create a submissive workforce by undermining employees’ motivation and self-worth, and generating compliance through spreading intimidation, suspicion, and fear of dismissal. It is sometimes difficult to remember that the book is actually intended to be a (vicious) parody. At least some reviewers have been unaware of its author’s satirical purposes and appear to treat the book as a serious contribution to management theory! This is largely because the author is describing the reality which we actually experience in contemporary workplaces.

Unfortunately, workers reading the book will encounter much that is familiar.

Kersten is part of the team that created Despair Inc., a US company which produces “demotivational” posters and corporate products to replace the sickly motivational garbage that occupies so many office walls. They can be found online at <https://despair.com/>. For those who might enjoy a more light-hearted introduction to Dr Kersten’s management philosophy, you can find some of his instructional videos at the url’s below. For me, while humorous, they are also quite chilling in terms of their insight into the daily practices of capitalist management:

Addressing Employee Complaints:

<https://www.youtube.com/watch?v=ZBdU9v5nLKQ>

Teamwork:

<https://www.youtube.com/watch?v=8QCGFN4qoAQ>

Hard copies of this book seem to be long out of print, but e-book versions of The Art of Demotivation are available from Amazon.

MAY DAY 2018

**M.U.A Queensland is very proud
to be leading the march this
year.**

**Come along and join us for a fun
family day.**

**Free T-shirts are available at
the start of the march. The
march leaves Wharf Street
Spring Hill @ 10am sharp!**



**Authorised by Bob Carnegie, Maritime Union of Australia (MUA) Queensland Branch Secretary
73 Southgate Avenue, Cannon Hill QLD 4170**

I have Employer funded "Protect", should I cancel my Maritime Super Income Protection?

It is generally not a good idea to have multiple income protection policies where payouts overlap.

You need to declare any other income when you make a claim so any payout you receive from one insurer would offset the amount you receive from another.

What should I do?

This means, if you are covered by employer funded "Protect", you may unwittingly be paying Income Protection premiums also in your Superannuation that will never amount to a realizable benefit. In this case you can elect to cancel your Maritime Super Voluntary Income Protection by completing and submitting the following form.

Maritime Super
OUR FUTURE

Cancel or reduce cover

Cancellations or reductions in cover will not take effect until received and accepted by Maritime Super. If you don't receive written confirmation of your cancellation or reduction of cover within four weeks, call Member Services on 1800 757 607. Once your request has been received and accepted, you may be entitled to a refund of premiums you have paid (on a pro-rata basis). Any premiums which are refunded will be credited to your account and will appear on your next Annual Statement.

Member's details

Member Number	Surname	Given names
<input type="text"/>	<input type="text"/>	<input type="text"/>
Postal address		
<input type="text"/>		
Date of birth	Daytime phone number/mobile number	Email address
<input type="text"/>	<input type="text"/>	<input type="text"/>

Return this completed form by:
EMAIL
info@maritimesuper.com.au
FAX
(02) 9261 3683
POST
Maritime Super
Locked Bag 2001
QVB Post Office NSW 1230

Cancel your Voluntary Income Protection cover

I wish to CANCEL my Voluntary Income Protection cover

Member's declaration - must be signed by all members

I understand that this election will not take effect until the date it is received and accepted by Maritime Super.
I understand that if I later reapply for Voluntary cover or reinstatement of Basic cover or Income Protection cover to 75% of Salary, that cover will be subject to the conditions of the Policy and underwriting and acceptance by AIA Australia and will involve me answering questions about my health, lifestyle and pastimes.

Signature
Date

Privacy statement: Maritime Super collects your personal information to effectively administer your superannuation account and respond to your requests. The Fund takes all reasonable steps to protect your privacy and the confidentiality of your personal information but may disclose your personal information to other parties, such as the Administrator, insurer(s), service providers, or as required by law. The Trustee and Maritime Financial Services Pty Limited (MFS) (the Administrator) are bound by the 'Australian Privacy Principles' prescribed in the Privacy Act 1988 which regulate how the Trustee and MFS may collect, use and disclose members' details. Information about how Maritime Super uses and discloses the personal information that you provide is contained in the Trustee's Privacy Policy. To access this Policy visit the website at www.maritimesuper.com.au or to access your personal details call Member Services on 1800 757 607, Maritime Super RSE Reg. No. R1001747 ABN 77 455 663 441 MySuper Authorisation No. 77455663441220, Trustee is Maritime Super Pty Limited ABN 43 056 013 773 AFSL No. 348197 RSE Licence No. L000932, administered by Maritime Financial Services Pty Limited ABN 16 105 319 202 AFSL No. 241735, V150701

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