



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. 152 – 16 October 2018

Brisbane Ferries – DP World – Annual Family Picnic Day – Official Update – New War on the Wharves Branch Meets Ali France ALP Candidate for Dickson – Investing Your Super Influential UK Silk Briefs ACTU on Shift to Industry Bargaining – Cartoon Corner

Brisbane Ferries *by Jason Miners*

TRANSDEV BRISBANE FERRY members have sent a clear message that they do not want to go backwards as a result of their employer's greed and lack of ability to tender for the Brisbane river ferry operation for the BCC. Members need to be aware that there may be a final meeting to try and reach agreement whilst we prepare to lodge for protected action by the end of the week should their claims not be addressed prior, which is highly unlikely.

Every Brisbane Ferries member needs to ensure they update their postal address with the MUA office on 07 3395 7215 if it has changed in the past 12 months.

DP World *by Jason Miners*

DP WORLD NEXT week the Part A Committee will go to Sydney to pursue the claims put forward by the members. Should there be any issues regarding the claims or issues with national or important significance please contact one of the committee or myself to ensure its on next week's agenda.

DP World is more than able to cover our claims with a 17% operating profit and the biggest slice of market share in Brisbane. It is time to get behind your claims and secure the right outcome for workers not profits.

Official Update *by Jason Miners*

THIS WEEK SEES the Branch with one Official as we have been unsuccessful in securing a replacement to assist. We have Paul Gallagher at the ITF Congress and Paul Petersen representing the Branch at the IDC Coordinators meeting, both of which are carrying on our proud, long history of being an internationally organised union as Bob takes some well earned leave.

Annual Family Picnic Day

THE ANNUAL FAMILY picnic day is fast approaching. The picnic day is a terrific event for members and their families to come along to The Plantation, 1204 New Cleveland Road, Gumdale from 9.00am to 3.00pm on Melbourne Cup Day, Tuesday 6 November 2018 for races, swimming, a lovely BBQ lunch, face painting, rides and much more.

We will require volunteers to assist on the day before for picking up food and beverages and also early on the day for set up and then pack up. Please contact Jason Miners on 0401 211 866 or Kerri Bird in the Branch on 3395 7215 if you can assist.



New War on the Wharves *by Gerry Bates*

Source: <https://www.workersliberty.org/story/2018-10-03/new-war-wharves>

HUTCHISON PORTS, PART of the C K Hutchison conglomerate, is one of the biggest container terminal operators in the world. It has launched a new and big offensive against workers in its Australian terminals.

In 2015, shortly after Workers' Liberty supporter Bob Carnegie won the Branch Secretary election in Queensland for the MUA, Australia's port workers and seafarers union, Hutchison summarily sacked almost half its workforce in its two Australian terminals, Brisbane (Queensland) and Sydney. Australian anti-union law, even more restrictive in Britain, makes all industrial action lawful only at collective-agreement-renewal time, over the terms of that agreement, (and not even then). By campaigning including 24 hour community assemblies at the terminal gates, the union eventually got almost all the workers reinstated, on new terms but not much worse.

Since then, in Brisbane though not so much in Sydney, the firm has deliberately and even perversely ramped up its numbers of casuals. Before the 2015 dispute, and even today in the Brisbane Patricks container terminal just across a fence on the same shoreline, all workers were permanent. Now the terminal has more workers than in 2015, but about half are casuals.

It has long been clear to MUA members that the Brisbane terminal's current strategy is unworkable. The

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

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company spends a lot on training casuals (inadequately), and then since it can offer them no steady work they go to other employers. Now Hutchison is on a cost-cutting drive.

They flagged up a new approach in August by trying to sack lead union delegate Joe Johnston on trivial workplace-misconduct grounds. The union eventually pushed that back to a five-month suspension without pay.

Now, in the negotiations for a new Enterprise Bargaining Agreement, Hutchison has demanded vast cost-cutting.

All employees to be put on irregular shifts and made subject to being called into work at short notice. Wages cut by about A\$20,000 a year. Work week extended from 30 hours to 35-to-42. Several key jobs to be "outsourced" to subcontractors. Removal of much of the PPE (Personal Protective Equipment) supplied by the company, of long-service leave, of the established grievance procedure, of parental leave above the statutory minimum, etc.

Container terminals worldwide are currently prospering a bit better than they have done for most of the time since 2008-9, but if Hutchison gets away with this, it will set a benchmark for cost-cutting by other terminal operators in the new downturn which is inevitable sometime and possibly soon. The MUA is determined to resist.

Branch Meets Ali France - ALP Candidate for Dickson

THE BRANCH WAS pleased to host Ali France, Labor's candidate for Dickson in the upcoming federal election for a briefing on the Branch's main objectives. Ali is running against Peter Dutton, an enemy of working people everywhere and the cruel enforcer of inhumane refugee laws.



Ali was briefed on the main issues facing our members by Branch Secretary Bob Carnegie, Assistant Branch Secretary Paul Gallagher, and National Legal Officer David Greene. Ali took particular interest in the plight of our merchant seafarers, and the destruction which has been visited on our coastal fleet by the neo-liberal policies of successive governments. Ali vowed to stay true to her values if she is fortunate enough to be elected to Parliament, and the Branch wishes her every success in defeating Peter Dutton at the election. We hope to be able to work closely with a future Shorten Labor Government to achieve genuine and long lasting reforms for our members.

Superman – Investing Your Super



5 things to know about investing your super

Super is one of the most important investments you'll probably have. Research shows that your retirement income is made up of 10% contributions made during your working years, 30% investment earnings before retirement

and 60% from investment earnings in retirement. In other words, how your super is invested – both while you're working and once you're retired - plays a huge role in your future retirement income.

Here, we talk about five things worth remembering about investing your super.

1. All investments carry risk

Like all investments, investing in super carries a degree of risk. Investment risk is the likelihood of a loss or that the investment may not perform as expected. The rule of thumb is that the higher the risk, the better the return.

One of the best ways to manage risk is through diversification, which is just a fancy way of saying to not put all of your eggs in one basket. With diversification, when one asset class is performing poorly, another may be doing well, so your exposure to the poorer-performing investment is minimised.

We all have different attitudes to risk; some people want to strike a balance between risk and return, while others look to achieve the highest return possible, which is why Maritime Super offers a range of investment options, each of which with their own risk and return profile.

2. Markets move in cycles

We've all heard the phrase: what goes up must come down – well, the same can be said for investment markets. Investment markets experience peaks and troughs at various times, and it's important to be aware that it's not all plain sailing all the time - downturns are a normal part of the investment cycle.

During times of volatility, the best course of action is to remain calm and stick to your long-term investment

strategy – just remember that downturns are as much a part of the investment cycle as upswings.

3. The longer you're invested, the better

Where super is concerned, time is on your side. That's because, the longer you're invested, the more time you have to ride out the ups and downs of investment cycles. Better still, you can benefit from compound returns over time.

The lesson to be learned here is that 'time in the market' is more important than 'timing the market'.

4. Think before you switch

When markets are down, it's tempting to switch into a safer, more conservative investment option. However, this strategy can negatively impact your super balance over the long term. Not only are you locking in losses by switching, but evidence shows that investors who switch during times of volatility also miss the inevitable recovery, and potentially end up worse off.

Stick to a long-term strategy and don't react to market fluctuations. If you're unsure what to do during times of volatility, speak with a financial planner.

5. Remember to keep investing – even after retiring

Once retired, many people adopt a conservative approach to minimise investment risk and flock to defensive investment options, but longevity risk – the risk that you'll outlive your savings - is actually a bigger threat. Remember the '10/30/60 rule' we mentioned in the opening paragraph: 60% of your retirement income comes from the investment earnings you receive in retirement - in other words, your money needs to continue working hard for you in retirement, and the way it's invested is key.

Learn more about investing your super

Maritime Super has a stack of resources to help you learn more about investing your super:

- visit our website and explore the 'Investments' section
- read the fact sheet about investing your super available from our website
- try our calculators to see how much you could end up with at retirement, and how long this could last
- get free phone advice from one of our financial planners regarding your investment strategy – call 1800 757 607 to speak with a financial planner.
- Meet with David Zaloudek, Maritime Super's financial planner in Queensland – contact David on 0488 072 369 or davidz@maritimesuper.com.au

Influential UK Silk Briefs ACTU on Shift to Industry Bargaining

Source:

https://www.workplaceexpress.com.au/nl06_news_selected.php?act=2&nav=12&selkey=57230&utm_source=weekly+email&utm_medium=email&utm_campaign=subscriber+email&utm_content=article+headline&utm_term=Influential%20UK%20silk%20briefs%20ACTU%20on%20shift%20to%20industry%20bargaining

THE ACTU'S NATIONAL executive has been briefed today on a UK proposal to shift towards sectoral collective bargaining, which has already influenced Labour Party workplace policy under leader Jeremy Corbyn.

The executive heard from the chair of the UK's Institute of Employment Rights, John Hendy QC, who is a co-editor of Manifesto for Labour Law: towards a comprehensive revision of workers' rights, published in 2016.

The UK Labour Party adopted many of the IER's recommendations in last year's Rolling Out, calls for a Collective Bargaining Act and other legislative changes to protect UK workers.

The overall aim is to "shift in the focus of labour law to the collective agreement of wages and conditions as opposed to statutory minimums that are outdated, difficult to enforce and inflexible in the face of a changing world of work."

Speaking after his talk to the ACTU executive, Hendy told journalists there are similarities in the problems confronting working people in the UK and the Australia that include a retreat from collective bargaining.

"A consequence of that has been the rising inequality in both our countries and the growth of precarious employment and these curious forms of employment – zero hours contracts, agency workers, forced self-employed and so on." "What we are recommending is a return to the levels of sectoral collective bargaining that we had 30 or 40 years ago in the United Kingdom. "We're certainly not saying that statutory minimum wages should be replaced. "We're quite happy with that. "But statutory minimum wages don't do the job that sectoral bargaining does."

Hendy said that employers often evade statutory minima but the problem is that – without sectoral bargaining – employers compete in trying to save on labour costs, which takes money out of the economy.

He said that real wages in Britain have not risen for 15 years and that wage rises would stimulate the economy, increase the government's tax take and reduce spending on benefits. Australian employer groups have argued that having an award system of minimum pay and conditions is inconsistent with industry-level collective bargaining. However, Hendy argues that awards were originally created through arbitration when the parties could not reach agreement through collective bargaining.

"Over 20 years or so. . . the award system has become distorted and is no longer having the effect of promoting collective bargaining." He says the proportion of the UK workforce covered by collective bargaining has fallen from 86% in the 1970s to just 20% now, with no increase in real wages for 15 years and inequality on the rise. Unlike in Australia, productivity had declined markedly while the jobs being created are mostly low-paid, part-time and precarious.

Hendy said gig economy workers make up about 1 million of the UK's 32.4 million-million-strong workforce and the IER is proposing a new definition so that all workers have employment rights apart from those who are "truly in business on their own account."

Hendy spoke yesterday at an annual debate in Sydney in honour of University of Sydney emeritus professor Ron McCallum, hosted by the Australian Institute of Employment Rights (AIER) on the theme of "Collective Bargaining: Delivering for the public interest?"

In his address at the debate, McCallum said that, in recent years, Australia has suffered from wage stagnation, in which pay increases are below the growth in productivity. "In other words, while workers have increased their productivity, employees are not receiving their fair share of these economic gains." He suggested three "moderate" legal changes, including adoption of the extended definition of employee used in s12(3) of the Superannuation Guarantee Act 1992 (Cth) in the Fair Work Act. That definition says that if a person works under a contract that is wholly or principally for their labour, they are an employee of the other party to the contract. It would extend employee rights to many gig economy workers, he said.

McCallum further proposed that the Fair work Commission should have a power of compulsory conciliation after a set period of time and for the FWC President to be able to issue a certificate enabling a lengthy intractable dispute to be settled by a form of arbitration.

"This could be by arbitration where the parties put arguments to the arbitrator, or by a form of final offer arbitration where the arbitrator is required to accept either the final offer of the employer or of the employees to resolve the dispute. "This forces the parties to make reasonable and appropriate final offers."

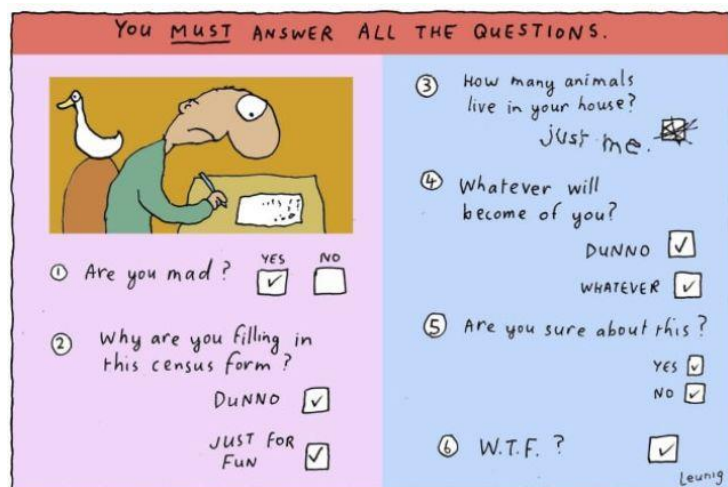
He also suggested that Australia consider adopting the European practice of "extending key collective agreements to industries or to sectors of industries, perhaps on a geographical basis to ensure that appropriate terms and conditions flow on to the employees of small employers."

However, the Ai Group's head of national workplace policy, Stephen Smith, told the McCallum debate that union demands for industry bargaining are self-serving and should be ruled out by political parties. Smith argued that no country has both an award system and an industry bargaining system and the changes proposed by the ACTU would produce damaging strikes across key sectors of the economy. Furthermore, the Ai Group argues that the key reasons for slow wages growth are weak productivity, spare labour capacity and low inflation rather than a lack of union power.

It says the decline in enterprise bargaining is due to poor drafting in parts of the Fair Work Act and an "excessively technical approach" by the Fair Work Commission. The suggested remedies are applying the

BOOT to each classification level rather than to individual employees, giving the Commission more discretion to overlook minor issues and to respect negotiated outcomes unless there clear disadvantages for employees.

Cartoon Corner



Queensland Branch Raffle

DON'T MISS OUT ON YOUR CHANCE AT \$15,000.

HELP SUPPORT MUA LEAD HUTCHISON DELEGATE JOE JOHNSTON AND HIS FAMILY AND THE CAMPAIGN TO SAVE AND EXPAND AUSTRALIA'S MERCHANT FLEET.

1st Prize: \$15,000
 2nd Prize: \$2,000 travel voucher
 3rd Prize: \$1,000 travel voucher

Tickets \$20 each, 2400 to be sold.
 Drawn at AGM 29th November 2018

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Support Hutchison Delegate, Joe Johnston and his family and also the Campaign to save and expand Australia's Merchant Fleet. Would be a great win just before Christmas!

Contact the administration staff at the Branch on 07 3395 7215.

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