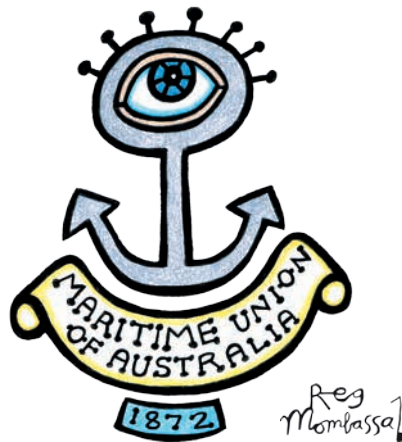




**MUA QUADRENNIAL  
NATIONAL  
CONFERENCE**

**2016**



**RESOLUTIONS**





# Principles For Amalgamation

**A**t the Quadrennial National Conference on the Gold Coast a resolution concerning the possible amalgamation with the CFMEU was moved and passed unanimously. The resolution in its entirety is below:

The National Council of the MUA has joined with trade union and progressive labour rights activists in strongly condemning the extreme political nature of the industrial offensive against Australian workers from neo-conservative commercial forces and the Abbott (now Turnbull) Government.

The offensive includes the systematic destruction of Australian workers' rights and job security, particularly through industry policy that is destroying manufacturing and related service industries and, the systematic reduction of trade union rights in mining, hydrocarbon and construction industries in particular. The Royal Commission into Trade Unions and the constant attempts to further erode worker protections and rights through new legislation and the revisiting of old legislation, like the ABCC, is central to this offensive.

Many of the corporations working in conjunction with the Turnbull Government are compromised by their poor governance, tax minimisation and avoidance, corporate negligence and, in some instances, illegal activity. Workers both in Australia and internationally are targeted by these corporations as a whole, with their successes in deregulating work, union busting and the rewarding of industrial bullying, and trade union effective campaigning being bitterly opposed and misrepresented.

It is clear that the trade union movement needs to continue to restructure itself into effective organising and campaigning networks through mergers, affiliations, joint activities and resources and other clear manifestations of unity and solidarity.

The attempt to destroy Australian maritime workers right to work in the

**It is clear that the trade union movement needs to continue to restructure itself into effective organising and campaigning networks through mergers, affiliations, joint activities and resources and other clear manifestations of unity and solidarity.**

shipping industry is of deep concern to all. The circumvention of the cabotage and immigration Acts by Federal Departments and the replacing of Australian seafarers in coastal and offshore trades has accompanied the destruction of Australian manufacturing, heavy mining and other industry jobs.

We are determined to strengthen the national and international trade union movement to fight back for our rights, including by building stronger and more effective trade unions, particularly with the CFMEU.

Australian society and national development has its foundations in representative trade unionism as a genuine partner in social, political, economic and community justice at work and at home. The outrageous belittling and savaging by conservative agendas of this national and international contribution by trade unions is best responded to by continuing in the same vein of promoting workers' rights in a way that secures national economic growth and productivity so that it is redistributed with equity, empathy and in our great tradition of a fair go for everyone.

This strengthening response for working women and men also relies on the great traditions and identity of our union's determination to continue to renew and build on this proud and effective experience and history. To that effect:

**1.** Any decision on an amalgamation can only be determined through a full plebiscite of the entire MUA membership, once they are fully

informed of all developments pertaining to amalgamation discussions and developments and as reported through stop work meetings, AGMs, special meetings and other forums of the union.

- 2.** The process of amalgamation must first be endorsed by the 2016 MUA National Conference of Members;
- 3.** The MUA will become a new and separate division of the merged Union;
- 4.** The new division will retain the MUA's current rules and assets, including democratic processes, elections and structures other than the requirement for the MUA to find unification with the CFMEU on the national structure of the new union;
- 5.** Any new division would retain the name Maritime Union of Australia (MUA);
- 6.** The process of amalgamating must address specific issues and concerns of Branches and workplaces; and
- 7.** The process and structure of the merged union must ensure that benefits flow to maritime workers in a way that builds on the existing needs and policies of the MUA membership. This will be achieved through a more efficient use of resources and by delivering and realising a more effective and cost efficient support to the membership in mutually agreed areas such as:
  - Industrial Campaigning;
  - Organising;
  - International;
  - Legal;
  - Research;
  - Political campaigning.





## Quadrennial National Conference 2016 Report Back for July 7 Day of Action

Delegates singing  
'Solidarity Forever'

# Reflection & Reinvigoration: MUA National Conference Declared 'Best Ever'

**F**ive hundred people, six days and a unanimous endorsement for amalgamation, amongst approximately 200 resolutions covering categories such as industrial, union governance, union rules, political, international, training, safety, social, solidarity, union governance, Aboriginal & Torres Strait Islander, women, youth, stevedoring, offshore, ports and shipping made for a truly historic Quadrennial National Conference.

In a move away from its traditional home in Sydney, Jupiters Hotel on the Gold Coast hosted the 2016 event, which attracted more than 200 delegates from every maritime worksite around Australia.

After a spectacular *Welcome To Country* led by Uncle Graham Dillon, plus a performance and smoking ceremony by dancers from the Koombumerri People, National Secretary Paddy Crumlin set the tone for the week to come.

Crumlin reflected on the *Welcome To Country* and paid tribute to the MUA's elders: the late Kevin Cooke, Terry O'Shane, and Kevin Tory.

"Theirs is an incredible civilisation. We need to reflect on, and embrace their generosity and spirituality," he said, referring to the Aboriginal culture.

He then paid tribute to the MUA's National Council and its leadership in circumstances where the union is under great attack.

"They have contempt for us and the power in this room," he declared. "They think it is their world. It is not their world, it is our world, a world for the many and not just the few."

After welcoming the international and special guests, Crumlin told Conference delegates that members own the union, and that was the reason for the conference.

"You are at the forefront of working class struggle in Australia and in the world," he said, "and that is because you want to be here, deserve to be here and need to be here."

He described the importance of unity in the struggle for broader social benefits, such as health, education and pensions for all.

"They think it should only be for the rich elite. We can't be divided, it is too important," he said.

"Chevron is going after us," Crumlin continued. "They are a bunch of tax-avoiding, no-go exploiters and exploiters of our sovereign national wealth. We've got to keep them on the run and we need to do the same with Alcoa. We must campaign and secure the right for Australians to work on

in our ports, on our ships, and carry cargoes around this coast. But it takes resources, it takes unity and it takes determined and focused campaigning."

Conference delegates were shown the 'Sacked for Being Australian' TV advertisement, which was launched as the *Protect Aussie Jobs* campaign.

Earlier, WA Branch Secretary and National President Christy Cain opened the conference, emphasising the serious questions facing the union and the obligation on all delegates to participate.

Cain asked delegates where they saw the union in 5 years, 10 years or 15 years?

He paid tribute to Bob Crow, who attended the last Quadrennial National Conference, and who sadly and prematurely passed away in 2014.

Cain urged delegates to get excited about the Conference and the task ahead: to fight on behalf of maritime workers and all Australian workers, and led the hundreds of delegates in the chant "MUA! Here To Stay! They don't like us! We don't care!"

The first of the international special guests joined the stage on the first day, with ITF General Secretary Steve Cotton taking the stage after a pre-recorded message was played from trade union powerhouse and ITUC Secretary Sharan Burrow.

Forestry, Mining and Energy Union - which had already started a merger with the Textile, Clothing and Footwear Union of Australia - was discussed and voted upon.

### Amalgamation

National Conference delegates unanimously passed the motion (see box) to authorise the union to enter amalgamation negotiations with the CFMEU.

MUA National Secretary Paddy Crumlin hailed the unanimous vote as an "historic day for the union".

He noted: "This decision has the potential to transform the labour movement in Australia. This is the beginning of a great journey. We will go forward together as a genuine united front."

Crumlin told the Conference that any amalgamation would preserve the distinctive culture, name and identity of the Maritime Union.

"We've got good democratic structures," he said. "We've got our own leaders, who are democratically elected. We've got our own cultures and traditions, whether it's on the wharf or on ships, which we don't want to lose."

"We want to be the MUA. You can't be the 'MUA Here To Stay' and then go somewhere."

"We want to be the MUA - as part of the great strength of a union that's going to be able to protect maritime workers in the way they need to be protected, deserve to be protected and will be protected."

"We also want to join other like-minded workers and unionists to stand up to the misleading, bullying, systematic and underhanded campaign against them and their trade unions in this country and internationally."

The full proposal will be put to the membership ballot in 2016 or 2017.

CFMEU National Secretary Michael O'Connor, speaking at the Conference, welcomed the vote as a "great result".

"The resolution that was carried will be

welcomed by the CFMEU when its executive meets later this week," O'Connor said.

MUA National President and WA Secretary Christy Cain highlighted the strong solidarity links between the two unions, which goes back generations.

"I reminded members who may not have been around for the 1998 struggle, when the government and Patrick tried to break this union, that there would be no MUA today without the CFMEU in that struggle," Cain said.

"We need to be as one - unions that can fight. And I can think of no better union - and I don't say this lightly - no better union that can fight with us against employers, ombudsmen and governments than the CFMEU."

Dave Noonan, National Secretary of the Construction Division of CFMEU, spoke of the shared history between the two great unions.

"From 1998 to the Hutchison dispute, from the anti-apartheid struggles, to Indonesian independence freedom for East Timor to the fight for land rights in our own country - these are the struggles that have defined our unions," Noonan said.

"Under this Federal Government the working class is facing the biggest attack it's ever faced."

Michele O'Neil, National Secretary of the Textile Clothing and Footwear Union, spoke of the proud history of the textile union over 146 years, and reported on the union's sophisticated and effective campaign methods.

"We are a union with a lot of heart and a lot of 'street smarts'. We are able to use every possible tactic at our persuasion to win," O'Neil said.

She gave a 'shout out' to the MUA women at the Conference, who vocally welcomed the inclusion of the textile workers in the talks.

Tony Maher, National Secretary of the CFMEU Mining and Energy Division, ridiculed the prevailing conspiracy theories.

"It's something that's actually quite natural. The getting together of like-minded unions. What could be more sensible?" he said.

Day One rounded off with the other National Secretaries Will Tracey, Warren Smith and Ian Bray discussing campaigns each of them had worked on since the previous National Conference.

The Women's Committee then hosted the evening's Welcome Drinks.

### Hunterlink

The pace was set on Day Two with a presentation from Hunterlink chief executive Gavin Kelso.

Kelso paid tribute to Hunterlink founder

Cotton started by describing his first visit to Australia in 1996.

The ITF, the MUA and Kiribati and Tuvalu seafarer unions were meeting with German ship-owners to try and improve the situation for Pacific Island seafarers. The MUA helped get the ship-owners to the table.

He identified the role that MUA National Secretary and ITF President Paddy Crumlin had played in international trade unionism as one of its most important and influential leaders.

"The MUA is a union that gets things done," Cotton emphasised. "You play a role in empowering the global labour movement."

The first day was also the day amalgamation with the Construction,



Amalgamation in discussion: Michele O'Neil (TCFUA), Paddy Crumlin (MUA) & Michael O'Connor (CFMEU)



Paul Karras, who tragically died in 2015. When it comes to mental health, he said, so many people are judged on their worst day. "The philosophy that Paul Karras built Hunterlink on was to judge people on their best day," he explained.

Kelso said that when companies make people redundant, many become suicidal. Dealing with workplace deaths can be very difficult - and for that Hunterlink was there to help.

Hunterlink assisted 854 international seafarers last year with mental health issues, in a program supported by the ITF.

Hunterlink was there helping the seafarers on the *Alexander Spirit*, the *Portland*, and the *CSL Melbourne*. Hunterlink was there after the death of Anthony Attard on the job in Melbourne. And after the death of Andrew Kelly on a supply boat off the coast of WA, Kelso noted WA Branch Secretary Christy Cain had to fight tooth and nail to get Hunterlink on board to assist the rest of the crew.

"We want to understand your industries," said Kelso. "Every day we are learning what your needs are and we keep growing to meet that."

The rest of the day was dominated with

panel sessions littered with international guests, until the Resolutions Committees commenced in the afternoon.

### International Solidarity

There was a session on international solidarity, chaired by WA Assistant National Secretary and ITF Asia Pacific Representative Danny Cain.

"We will do whatever it takes to improve the lives of working people around the world," Cain said.

"You have seen the importance of international solidarity in our disputes and campaigns. We have to build the ITF, and build the ITF youth movement. We need to be able to look back in five years and say that we did everything we could."

Marc Loridan, Federal Secretary Ports of Belgium in the BTB, told delegates it was an honour to attend the Conference on behalf of the 10,000 dockworkers in Belgium. Antwerp is the second largest port in Europe.

In all Belgian ports, only recognised port workers can perform port work in recognised port areas, and there is a union hiring hall.

However Loridan said this law had

been under attack from the European Commission. They are taking dockers' unions on one-by-one, he said, starting with Spain.

Canjeevaram Rajisridhar, Secretary of the All-Indian Railway Union, delivered his greetings to the Conference on behalf of millions of Indian workers. He said there was a global attack on workers and the 'right to strike', including through free trade agreements.

Rajisridhar said the Indian government was currently amending labour laws to suit corporations. In response, unions held a national strike involving 150 million workers.

Severino Almeida, General Secretary of CONTTMAF in Brazil, described the struggle to save national shipping fleets in Brazil and elsewhere around the world. The Brazilian national fleet had been under attack for 20 years, he said, "but we have survived. And I believe you can save the merchant navy in Australia. MUA Here To Stay!"

The USA's ILA National Vice President Ken Riley has led the Charleston dockworkers through the many attacks and struggles of the Charleston Five. He brought

greetings from the ILA and its President Harold Daggett, and from Jordi Aragunde, General Coordinator of the International Dockworkers' Council.

Riley pointed out the reason there was a "war on maritime workers" was because they were the most strategic and powerful group of workers in the world, and are the biggest obstacle for globe-trotting capitalists looking for a profit.

Riley also proclaimed: "We stand on the side of justice, and that is why we are at war. This war will last all our lives. We are talking in military terms. This is not a game. This is real and serious."

Joe Fleetwood, General Secretary of the Maritime Union of New Zealand, gave a sobering address to delegates on the attacks on Kiwi workers.

"Globally, employers are on an offensive because they believe they can beat us," he said.

In New Zealand, employers were bringing in zero-hour contracts, copied from the UK. Many workers are subject to a 90-day trial period, where they can work for 89 days, but then be dismissed with no rights. Some young people even have a three-hour notice period in their contracts.

Willie Adams, Secretary Treasurer of the International Longshore and Warehouse Union, brought greetings on behalf of 40,000 working men and women of ILWU in Canada, the US and Panama. He discussed the meaning of solidarity.

"If you are not leading, you are just walking," Adams said. "Solidarity means telling your friends they are not doing quite enough. Solidarity means going to Fremantle for a week to campaign for Adrian Evans' election campaign. I donated \$1000 because I wanted to see his friends to step up."

"Solidarity is Harry Bridges," continued Adams, talking about the longstanding Secretary of the ILWU, who was originally an Australian.

### Attacks On Cabotage

Attacks on cabotage, both in Australia and worldwide, are more prevalent than ever. As a result, Day Two also featured a dedicated panel session to the attacks.

National Secretary Paddy Crumlin opened the panel, explaining the SIU's Secretary, Treasurer Dave Heindel and President Jim Given were unable to contribute in person due to the sudden death of Mike Sacco's son, who was also an ITF inspector back in the States.

For the benefit of the conference delegates, however, they each pre-recorded video messages prior to their departure.

Dave Heindel emphasised that all seafaring and transport unions have to fight



Opposition leader Bill Shorten speaks to the media

to make sure that cabotage has a place in Australia. He stressed that we need to fight together to make sure there are jobs for us to work on our coastlines and that this fight is also the same fight that's happening all over the world in countries that are protected by cabotage legislation.

Following Heindel, Jim Given talked of the attacks on cabotage in Canada, which have been going on for many years. The SIU has lost on the provision of approximately 4,000 jobs to local workers. It has responded by launching a lawsuit against their Federal Government in an attempt to end this practice.

Recently, the SIU has also met with CSL to talk about the treatment of workers aboard the *CSL Melbourne*. He explained the fight for international cabotage needs to be about building coalitions and networks. A new Government has been elected in Canada and the SIU plans to hold it to account in relation to cabotage at home.

"300,000 voices have come together in defence of cabotage and that is what you need to do too," Given said. "You have to get together. Stay Strong. We will be with you every step of the way. If you need anything we will be with you. Never give up the fight. Never be complacent."

The first international guest to speak in person was Mick Cash, new General Secretary of the RMT, who described the changing nature of cabotage across the European Union, with legislation that excludes protections for non-EU seafarers, who are generally paid well below the minimum wage.

Cash said the RMT was keen to see the introduction of a British or even EU Jones Act. He described a situation where there are 470,000 seafarers employed in the EU, but only about 40 per cent are EU nationals. There has been a 70 per cent drop in UK seafarers since the 1980s.

He went on to condemn the treatment of MUA members who had recently been sacked off the *MV Portland* and *CSL Melbourne* and announced the UK and Ireland ITF affiliates had sent US\$15,000 to support the Seafarers' Hardship fund.

Following Cash, Norwegian Seafarers' Union President Johnny Hansen, who had taken over from now ITF Maritime Coordinator Jacqueline Smith spoke of the many challenges across the different countries in the area of cabotage. The union is currently trying to convince its politicians that they need national cabotage in Norway.

New legislation is being proposed in the EU that will eradicate ratings in Norway. He explained that currently Norway has a government similar to the the Australian government, in that they are unwilling to protect the jobs of local seafarers.

He offered his solidarity and support on behalf of the NSU and donated \$50,000 Norwegian Kroner to the Seafarers' Campaign.

Jacqueline Smith followed her Norwegian comrade to explain the ITF's position on cabotage and the various hurdles experienced by unions seeking good cabotage legislation internationally.

"Those against cabotage argue that restrictions limit growth. Those who are pro-



Former Deputy National Secretary Mick Doleman is surprised by his family



National Secretary Paddy Crumlin and National President Christy Cain have a quiet discussion



cabotage say that it won't. We believe that retaining and sustaining good employment in countries creates a fair distribution of work," she said.

Smith talked about a review of cabotage legislation around the world conducted by the ITF in 2003, including the reasons why countries had cabotage laws. Responses included comments about the importance of developing a merchant marine force. Ironically, in 2003 the Australian response explained that cabotage protections were "to give preference to national labour and industry".

Smith added: "We have to protect national jobs in national waters. We have no other option than to fight back. For this reason we established the International Cabotage Task-force."

Prior to breaking again for the Resolutions Committees, Tracey, Bray and Smith again took the stage to discuss the attacks the maritime industry was facing.

### Political Campaigns

Day Three kicked off with domestic political talk and campaigning.

In two very different sessions, delegates were talked through what other unions were doing to defeat the Turnbull Government.

In the first session, leading voices from the labour movement discussed their views ahead of the upcoming Federal election, talking up the close ties between unions and the ALP.

However they also warned that support for the ALP shouldn't be taken for granted.

ACTU Campaigns Director Sally McManus

said the public is awake to Prime Minister Malcolm Turnbull and the issue of jobs would be central to the election campaign. She also spoke of the importance of developing a united political front with all sympathetic parties and individual politicians around 'Putting the Liberals Last' with their anti-union, anti-worker legislation. The ACTU will be focusing on marginal seats around Australia with a particular emphasis on Tasmania and Queensland.

"The Australian people are awake to Malcolm Turnbull," McManus said. "Why have there been one million temporary work visas issued, when there are 800,000 people unemployed?"

"All we need to do is convince 1,500 undecided voters in each target seat."

RTBU National Secretary Bob Nanva noted: "We're still the largest social movement in this country and they can't take that away from us. When they say we're no longer relevant, I call bullshit."

However Nanva said the ALP shifting away from what the community thinks we stand for is madness.

"It's in the name: Labor. There shouldn't be any doubt that Labor stands for working people," Nanva said. "We must stand for fairness and equality."

Nanva added inequality has been rising since the Whitlam era.

"Seven Australians now have the same wealth as 4.6 million Australians," he said. "The gap is growing, moving towards a US-style epidemic."

AWU National Secretary Scott McDine

said the days of union secretaries calling head office were a thing of the past.

"We need rank and file engagement with the branches, and the members go directly to Canberra to engage with politicians," he said.

"That's how we approached the domestic gas reservation policy – Reserve Our Gas. That's how we need to engage. We need to work through the community and branches to send our message."

"Conservatives win some battles, but they won't win the war."

ETU National Secretary Allen Hicks congratulated the MUA on its Aussie jobs campaign.

"You're leading the way," he said. "Everyone is aware of what the Federal Government is doing to erode the jobs of Australian seafarers."

Hicks said the ETU was a leading light in the fight against the China Free Trade Agreement.

"People were concerned about their kids' future and thank you to everyone in this room because everywhere we went there was an MUA flag."

"However unions need to be cognisant of the fact that 10.8 per cent of people under 35 are in unions, while the percentage for people over 55 is much higher. We need to change that. It's all about credibility."

TWU National Secretary Tony Sheldon said the panel was a good example of 'right' and 'left' unions coming together to stand as one to make a difference in this country.

"This has to be the fundamental thing," he said. "But what is the change we need? We are angry because things aren't right."

"This Government and any future government need to know we are fighters and we're going to fight back."

AMWU National President Andrew Dettmer said it's one thing to criticize, but we need to organise.

"There is a feeling within the ALP that unions will back the ALP no-matter what, but that is not the case," he said.

"Disagreement is not disrespect or disloyalty. But we are now under 900,000 manufacturing workers for the first time since the early 1980s."

"The TPP might have been signed by Andrew Robb in Auckland, but it is not yet ratified – far from it."

MUA National President Christy Cain said the MUA never joined the Labor Party to be sheep.

"We saw that we need to be politically active, industrially active and legally active – they all go together," Cain said.

"We need to get rid of the imposters who never stand up for us – like Martin Ferguson."

Cain noted the overwhelming majority

of the membership passed a motion of condemnation of Ferguson's anti-union, anti-worker actions at last year's ALP Conference.

"Now he wants to take away penalty rates from our lowest paid workers!"

Cain said the MUA has gone from two delegates at the WA ALP Branch Conference last time around, to 42 delegates now.

"It's the golden rule – organise, organise and organise again," he said.

A different approach was taken by panelists on the Fighting To Win panel.

John Setka, Victorian Branch Secretary of the CFMEU, spoke about the kind of community organising and recruiting undertaken by his union. Setka said it was up to delegates to pass on unionism to the next generation, to break down old barriers.

"It has always been said that Australia is the place where you can get a fair go," Setka said. "We stand up for the underdogs. But nowadays they are almost criminalising the right to do that."

He talked about the CFMEU's experience running ads through focus groups and asking them questions about what news sources they trusted.

Results showed 87 per cent of focus group participants did not believe what they read Melbourne's *The Herald Sun* and could identify that the Murdoch-owned paper was running a concerted campaign against the union.

Following Setka, another seasoned campaigner, Queensland Secretary for the ETU Peter Simpson joined the panel.



Shadow Transport Minister Anthony Albanese talks about his close ties with the MUA

In 2009, shortly after Simpson was elected branch secretary, then Queensland Premier Anna Bligh announced her Government would begin privatising public assets.

Through community campaigning, Setka and other like-minded unionists were successful in largely reversing that policy. However it did result in him being kicked out of the ALP and the Liberals forming a new Queensland Government in a whitewash result.

Setka said the union movement had to change direction, with a utilisation of focus groups, community polling, and working outside normal comfort zones.

A comprehensive three-year campaign was launched and helped result in the biggest electoral win for the ALP in Queensland's history. Now installed is a left-leaning Labor Government with close ties to the union movement.

In introducing Wil Stracke and Luke Hilikari, session chair and Assistant National Secretary Ian Bray commended the two for their efforts and solidarity during the Portland dispute.

They shared their presentation and opened by saying that community organising was a "game changer".

The unique advantage in the union movement, they said, was that there were 1.6 million members and those members paid dues every week to improve their working lives.

Hilikari said unionists and union leaders have a unique relationship with members. In

every marginal seat, there were more than 10,000 union members.

"Community organising is as simple as talking to our members," he said.

The pair then overviewed their methodology with the Victorian 2014 State election campaign, which boiled down to three things:

- Build the movement's capacity to campaign. The union movement is very good at industrial action, but not very good at taking the right message out to the community.
- Build up the capacity of regional Trades and Labour Councils.
- Change the government through targeted one-on-one conversations.

"The best way to persuade anyone to do something is to have a conversation with them. Social media, billboards are important and useful; but the knock-out blow is the one-to-one conversation," Strake said.

They then explained the cheapest and most effective way to do this was through phone banking. Phones are cheap to purchase with pre-paid unlimited calls. They used the example of the 600 people who were attending conference.

In half-an-hour 600 people could make enough calls to turn around a marginal seat, they said.

"We are authentic," Hilikari said. "We are believed, despite all the bullshit out there about unions."

"We did some focus groups and asked them what they think about unions. The message that came back from all the groups is that they believe unions have done good stuff for workers."

"You know it. You believe it. You feel it and you are the best people to talk about it. If you have those conversations, they will listen to you. As the peak body, we will back you to do that."

"We have to get out there and do what we have to do to kick out this Federal LNP Government."

### Regional Neighbour Partnerships

After focusing on the domestic issue of the upcoming Federal election, it was time to turn to the MUA's partnership with its regional neighbours.

Maritime unions of Australia, New Zealand, Papua New Guinea and East Timor formally joined forces last year to establish the Maritime International Federation (MIF) to forge closer ties within our region.

The new federation is already shaping as a powerful campaigning organisation, with projects underway in East Timor and Papua New Guinea.

MIF Executive Officer Mick Doleman told the Conference about the fight for workers'



rights and justice.

“The objectives of the unions in this federation are to work together, within the ITF,” Doleman said.

“We all have something to add, from occupational health and safety to political and industrial militancy. It’s about helping unions in those countries in the region that need our help and support.”

National Secretary of the Maritime Union of New Zealand Joe Fleetwood said the Maritime International Federation is about organising across borders.

“Helping, supporting, bringing like-minded unions together as equals. We’ve got a big work plan underway”, Fleetwood said.

“With the global shift of corporate capital implementing an anti-working class agenda, an attack on workers, the Maritime International Federation is important, very important.

“The Pacific is the ocean of the future and we must organise.”

National Secretary of the Papua New Guinea Maritime and Transport Union Reg McAllister said his country deals with many of the same maritime and resource giants as Australia.

“We’re all experiencing the same industrial struggles, the same industrial disputes. So we came together,” McAllister said.

MIF is already making its presence felt, with Doleman outlining the Federation’s campaign to protect jobs and safety on the waterfront in PNG.

“The PNG Government has called for tenders for the major ports in Port Moresby and Lae,” he said.

“Existing port operator Swires, which has good union relationships, has been locked out of the tender process. The new tendering companies include DP World and the ICTSI.

“ICTSI, a Philippines-based outfit, is also setting up an automated container terminal in Melbourne. They have a questionable record of human rights abuses in the ports they operate around the world.

“The Maritime Federation is meeting with ICTSI right now to seek a commitment about dignity, certainty and jobs for the workers in these ports.”

Doleman outlined a detailed plan to establish better safety, access to training and jobs, and a stronger union voice for maritime workers in East Timor.

“The maritime union in Timor Leste has had five members tragically killed in a 12-month period. Occupational health and safety will be a critical area of work for the Maritime International Federation,” he said.

Doleman added MIF has also raised thousands of dollars to assist unions in Vanuatu with building and reconstruction in the wake of Cyclone Pam in 2015.



Some of the special international guests on a panel session: Jacqueline Smith (ITF), Steve Turner (UNITE) and Torben Seebold (Ver.di)

McAllister reported on the massive growth that has been achieved by his union in Papua New Guinea.

He noted: “During the last 5 years, organising has been our priority. With assistance from MIF, the MUA, Mick Doleman and Shannon O’Keeffe, we have doubled our union membership in Papua New Guinea.”

The Timorese maritime union SMET-TL reported on its plans to grow the maritime union in Timor Leste.

Maritime and Transport Union of East Timor (SMET-TL) National Secretary Paulino Da Costa, addressed delegates through his interpreter Luzinha Gomes.

“Our vision is to build union membership and density, so our members can achieve better conditions of employment and security,” they said.

The Conference also acknowledged the work of APHEDA, the overseas arm of Australian Unions, which has been instrumental in building strong fighting unions in East Timor and other countries in the region. (Read more about APHEDA’s Asbestos campaign that was launched at the Conference on page 56.)

### Diversity & Inclusion

Day Four consisted of two panels, before the final focus on resolutions dominated the rest of the day.

The first session looked at diversity and

inclusion within the MUA.

Fred Krausert, MUA National Veterans Secretary, commenced by acknowledging the passing of veteran members.

“Let us never forget the struggle and sacrifice they made for the conditions we enjoy today,” Krausert declared. “This factor alone must compel us to struggle harder, to retain what we have, regardless what any political party wants to take away.”

Mich-Elle Myers, National Women’s Liaison Officer, commenced her address by celebrating the 859 women who are current members of the Maritime Union of Australia.

“Four years ago I stood in front of our National Conference and the difference between then and now is incredible,” Myers said.

Asking the National Women’s Committee to stand up, she then went on to ask every woman in the room to stand so that the whole conference could acknowledge the number of women in the room.

“Our own delegations have expanded. The number of women in the delegations from the international unions has grown. There are now two full voting positions held by women on National Council,” Myers said.

“The first female officer was elected to a branch of the MUA – Alisha Bull in Tasmania. We also have our first female ITF inspector Sarah Maguire.

“And we have increased the conditions

for women in the workplace. But one of the most important is the Domestic Violence leave. We started out via our commitment to White Ribbon and our officials carried it on.”

Myers went on to recognise the many ways women have been standing up across the union over the past five years. In particular she wished to recognise some of the women who have been at the forefront of major disputes with Hutchison, and the shipping campaign.

MUA Aboriginal and Torres Strait Islander Officer Uncle Terry O’Shane commenced his presentation by outlining some historical events that assisted in shaping young indigenous activists in Australia, and the role the MUA played both here in Australia and internationally to pursue indigenous rights globally.

He recognised that in 1957, ILO Convention 107 came into force which provided a standard adopted for indigenous people all over the world. This kick-started a 10-year program for the 1967 Referendum in Australia that gave indigenous people the right to be recognised as citizens in their own country.

“There were people around the country going out and forcing the social justice package. You have to remember that back then we weren’t allowed to be on the streets,” O’Shane said.

“Back in my day, we weren’t allowed to be in town after 6pm in the evening. We could

be arrested. Our slogan was ‘Smash the Act and Free the Blacks.’”

He compared his experiences on the international arena to being part of the MUA.

“I wanted to also talk about being a seafarer,” O’Shane said.

“They come from every part of the world. In a way, the maritime industry has been built on an understanding of being non-racist, non-sexist. It is a male dominated industry, but when there was an issue about it we all stood together as one.”

Co-chair of the National MUA Youth Committee and poster child for the Hutchison dispute Hannah Matthewson was next to speak.

Matthewson is a 25-year-old female stevedore and a proud trade unionist, although she explained she didn’t come from a union family.

“My passion comes through struggle,” she said. “A fire has been lit inside me. Young workers are stepping up and taking on these issues. Determination and morals should not be based on gender, race or age, it should be irrespective of who you are.

“Being sacked at midnight was tough. The uncertainty of my future was tough. The picket was tough. But we are supported by fantastic leadership who understand how important we are.”

Phil Swanston is chair of the WA Youth Committee and works at Tidewater. He shared an online video message from WA Youth Member Ryan Furtado who couldn’t make the conference after having to return to sea on short notice.

“Our youth are an incredibly important part of international solidarity and the work we are doing with the ITF,” Furtado said.

“We are lucky to have such powerful leadership and we are grateful to the officials for support the Youth, the Women and the ATSI. We are world leaders.”

Swanston went on to describe how lucky the youth members are in WA to be under the leadership of Christy Cain.

“We have a great team of young activists coming up. We are becoming an unstoppable force. We get together and have three-hour brainstorming,” he said.

“We put out the challenge to all branches: Go back to your states and get one youth member more active and we will double our national youth leadership capacity.”

### Commitment To Internationalism

The final panel of the day prior to plenary was headed by Assistant National Secretary Warren Smith, who described how dockworkers around the world face the same issues: automation, casualisation, contracting out, with attacks often coming

from the same companies.

“It makes sense that we are all committed to internationalism, to breaking down barriers and borders that are artificially placed between workers,” Smith said.

Jacqueline Smith, Maritime Coordinator of the International Transport Workers Federation (ITF), described how the ITF Dockers’ Section is moving away from short-term “fire-fighting” to long-term strategic campaigning and organising.

ITF affiliates decide on a work program that determines the focus for the next four years.

“One of the things we are focussed on is organising and coordinating union actions in the large Global Network Terminal (GNT) companies, especially Dubai Ports World and APM Terminals,” Smith said.

The ITF also supported the MUA in the Hutchison dispute. Hutchison was using its lack of shipping contracts as an excuse for the redundancies; so the ITF contacted relevant ship-owners to ensure they supported the long-term future of the Sydney and Brisbane terminals.

The ITF is running a campaign to organise and build union power in ICTSI, a company that is growing quickly and aims to become a big GNT.

Smith said ICTSI was an anti-union company, which is currently building the new Melbourne container terminal. The ITF is carrying out research and mapping to examine its vulnerabilities and identify potential leverage.

Niek Stam, General Secretary of Ports in the Dutch FNV, complimented the MUA on the Conference, which he said was well-organised and top-quality, from the participation of women, to veterans and the

### No More Financial Stickers for members

The Quadrennial National Conference agreed that as of 1 July 2016, the Maritime Union of Australia would no longer issue financial stickers. It was resolved that this change would allow for new, more efficient technology to be implemented.

“In the coming months, I will be working closely with our membership team to oversee changes to the membership system and structure. I look forward to sharing these changes with you in due course,” MUA Deputy National Secretary Will Tracey said.

film unit.

“We learn a lot from you,” he said. “No matter what name you give us, in what language, dockworkers are the same working men and women all over the world. “We work for same terminal operators and shipping line customers. But as the struggle intensifies, we need to do more and be more clever.”

Stam explained companies selling automated technologies make up all kinds of stories to sell their goods.

He said generally the equipment was more expensive, did not improve productivity and was not flexible. In Rotterdam, the company only achieves a box rate of 16-per-hour.

“The fault is in the system,” said Stam.

Steve Turner, Assistant General Secretary of UNITE The Union in the UK, described the determination of current governments to eliminate any opposition, strikes, boycotts or collective organisation.

Ports are now logistics hubs, Turner explained, so they are organising across sectors in those hubs: in warehousing, distribution, transport, chemicals, and oil and gas.

“Too often unions operate in industrial silos,” said Turner. “It is important to organise now, not just when we need solidarity.”

“We need to understand how capital works, and how it exploits workers. We need to create rank and file worker combines. We need to find the real economic employers in our disputes and go after them. We need to grow our unions and build power.”

UNITE has also implemented community membership, as struggles cannot be won by the union movement alone.

Turner concluded by emphasizing: “It is not called the struggle because it is a walk in the park. We fought for everything we have gotten and they have never given us anything.”

Torben Seebold from German union Ver. di and vice-president of the ITF Dockers’ Section described the massive overcapacity container terminal operators and shipping companies are building into the industry.

“They are creating a framework to bust the union,” Seebold said. “Rotterdam is an example of the impact this is having on workers. We cannot accept this.”

Seebold described how terminal operators need to buy new ship-to-shore cranes to accommodate this expansion, and are squeezing workers in order to pay for them.

Seebold told Conference about the major struggle of dockworkers in Poland, in a terminal owned by the Australian Macquarie Bank. “We have been pressuring Macquarie all over the world,” he said.

Bob McEllrath, International President of the International Longshore and Warehouse

Union, reflected on his 47 years on the docks and his upcoming retirement.

“It is so exciting to see younger people coming through and staying strong,” he said.

He told Conference about a dangerous new Bill being proposed by the US Government. The Bill dictates the number of box-moves-per-hour, and also says that Longshoremen cannot go on strike. If they do go on strike, they will be found in contempt of the government and the union will be decertified.

“We would be indentured slaves,” McEllrath said.

McEllrath told Conference the union is beating back this attack. “But if they take out ILA and ILWU so we can’t move, who is next?” he asked.

“We will prevail, but it will be a hard slog.”

### Shorten & Lazarus Speak Out

After plenary, the Conference room was transformed for the evening’s celebrations, with speakers National Secretary Paddy Crumlin, National President Christy Cain, CFMEU Secretary Michael O’Connor and ACTU President Ged Kearney.

There was also a video tribute and surprise for former Deputy National Secretary Mick Doleman to honour his service to the MUA and wider union movement.

Opposition leader Bill Shorten was supposed to speak, but had been grounded in Canberra due to fog. However he arrived on the final day of Conference to make his address and claim the ALP would prevail over the LNP at the upcoming election.

“This is an election year. It will be a tough fight. Our opponents have money, power and vested interests on their side,” Shorten said.

“They will throw the kitchen sink at us. They will say anything to disguise the civil war in their party and the failure of their policies.

“Yes, we are the underdogs this year. There is no pretending otherwise. But we should own that title, it should drive us to dig a bit deeper.

“We don’t have the right to give up - and I know you won’t. Too many people are counting on us. On Labor and the union movement.

“Australians in commission houses, people on fixed incomes, families who spend every dollar they earn to make ends meet.

“Millions of Australians who expect us to be the Labor Party they have always supported and believed in.

“The Labor Party which will defend their way of life and their rights at work. We don’t have the right to give up.

“That’s not the Labor way. That’s not why we’re here. That’s not who we are.”

Senator Glen Lazarus also took some time at the podium.

“Despite the Government’s clear lack of interest in Aussie jobs for Aussie workers, I am here today to offer you my FULL support and to assure you that you have people on your side fighting for you in the Australian Parliament - fighting for you, for your families, for your way of life and for your retirement,” Lazarus emphasised.

“I am of the firm belief that, as an island nation, we need to own and be in control of our coast, our cargo and our ships.

“There are some people in the big white house in Canberra who don’t seem to share my view. They seem to think of the Australian shipping industry as a kind of hindrance to the big multi-national corporates operating in Australia, that want to move their products around our nation and overseas for as little cost as possible.

“They seem to think Aussie jobs are an impediment to maximising their political donations and shoring up their own comforts in retirement.”

### Albanese Slams Turnbull

The final political speech of the Conference was made by MUA ally, Shadow Transport Minister Anthony Albanese.

Senator Albanese used his opportunity to attack Malcolm Turnbull.

“Mr Abbott’s leadership style was based entirely on conflict and division, rather than on compromise and inclusion. His combative approach so dismayed mainstream Australia that Mr Turnbull came to office amid a national sigh of relief,” Albanese said.

“He promised a more mature economic debate; a new focus on urban policy; investment in public transport; and an end to the culture wars and intolerance cultivated by his predecessor.

“But six months later, nothing has changed except the name on the door of the PM’s office. The man who promised so much has revealed himself as nothing more than Tony Abbott in a top hat.

“The Tories still want to cut education and health investment. They still want to cut pensions. They still despise unions and want to undermine wages and conditions and penalty rates.

“But what is most bewildering is that Mr Turnbull has done nothing on the issues he has championed for his entire public life.”

Following Albanese, the formalities and the expressions of thank you to delegates, international and domestic guests, and the staff, Sydney Branch Secretary Paul McAleer led the room in a rendition of ‘Solidarity Forever’. ■

# Quadrennial National Conference 2016

## Resolutions

### National Conference of Members 2016 Adopted Resolutions –

#### Principles for Amalgamation

#### Industrial & General

- 0.0.1. Job Sharing
- 0.0.2. Company MOU
- 0.0.3. Union Leave
- 0.0.4. Long Service Leave
- 0.0.5. Clauses
- 0.0.6. Pre-Employment Medical and Physical Testing
- 0.0.7. WHS Card
- 1.3.1 Insurance and Income Protection
- 1.4.1 Seafarer’s Accrued Leave
- 1.5.1 Training on Workplace Rights

#### Offshore

- 0.0.1. Tasman Oil and Gas Alliances
- 0.0.2. STCW Labour Aboard Vessels

#### Political & International

- 0.0.1. Trans-Tasman Labour Supply
- 3.2.1 Affiliations (Political, Labour Organisations and Communities)
- 3.3.1 International Union Alliances
- 3.3.2 Alliances
- 3.4.1 ALP Membership
- 3.4.2 Political Lobbying
- 3.5.1 Political Campaign to Repeal Anti Trade Union Legislation
- 3.6.1 Sustainability of Jobs
- 3.7.1 Relationship with the Fair Work Ombudsman
- 3.8.1 Free Trade Agreements
- 3.9.1 Maritime Labour Convention (ILO)
- 3.10.1 Regional Oil & Gas Worker Unity
- 3.11.1 ITF President
- 3.12.1 Mining and Maritime
- 3.13.1 Maritime Security Identification Card
- 3.14.1 Privatisation of Public Assets
- 3.15.1 Superannuation
- 3.16.1 Workers’ Capital

#### Training & Education

- 4.1.1 Training for National Women, Youth and ATSI Committee members
- 4.1.2 Delegates’ Traineeships
- 4.1.3 Delegate Training
- 4.2.1 Harassment by Employers
- 4.3.1 History
- 4.4.1 Maritime Union of Australia Induction Video
- 4.5.1 ITF Affiliation
- 4.6.1 METL Endorsement
- 4.6.2 Onboard Training and Mentoring (METL)
- 4.7.1 Mutual Respect and Awareness Training
- 4.8.1 Union Training
- 4.9.1 Union Principles on Vessels
- 4.10.1 Seafarers as Trainers

#### Union Governance & Rules

- 5.1.1 Annual General Meetings
- 5.2.1 Associate Membership
- 5.3.1 Membership Reform



- 5.4.1 Union Auditors
- 5.5.1 Bargaining Agent
- 5.5.2 Bargaining Strategy
- 5.6.1 Establishment of a Commission structure within the Maritime Union of Australia
- 5.7.1 Participation in Meetings
- 5.7.2 Actioning Resolutions
- 5.7.3 Event Calendar
- 5.8.1 Election Review – Branches
- 5.8.2 Election Review – Electronic Voting
- 5.8.3 Election Recommendation - Materials
- 5.8.4 Elections – Cut off time
- 5.9.1 Officials Wages
- 5.9.2 Organiser's Conditions
- 5.9.3 Unionised Labour for Outside Services
- 5.9.4 Resourcing of the National Legal Team
- 5.9.5 Legal Officer – Tasmania/Victoria
- 5.9.6 Legal Officer - Queensland
- 5.9.7 NSW Organiser
- 5.9.8 Additional Victorian Official
- 5.9.9 Maritime Union of Australia Organisers.
- 5.10.1 Commissions - Union Induction for New Members
- 5.11.1 Commissions - Job Security and Precarious Employment
- 5.12.1 Maritime Union of Australia Slogans/PR
- 5.12.2 Social Media Policies
- 5.13.1 Paperless Membership System
- 5.13.2 Service Recognition
- 5.13.3 Membership Location
- 5.13.4 Membership Rights
- 5.13.5 Undermining the Union
- 5.14.1 Mutual Respect
- 5.15.1 National Council Votes and Membership Administration Streamlining
- 5.16.1 Allowances
- 5.17.1 Rule Changes
- 5.18.1 Encrypted phone and Electronic Messaging Services
- 5.18.2 Membership Technology
- 5.18.3 Technology and Jobs of the Future
- 5.19.1 Staff Training
- 5.19.2 Establishment of a National Training Fund
- 5.20.1 Changes to Membership Dues
- 5.20.2 New 160 wording to Rule 10 'Financial Obligations to the Union'
- 5.20.3 Amendments to Rules
- 5.21.1 Delegates acting on behalf of Maritime Union of Australia at Political Party Meetings
- 5.21.2 Maritime Union of Australia Charter of Principles
- 5.22.1 Fundamental Rights – Right to Strike
- 5.23.1 National Secretary Residency
- 5.23.2 West Australian Coverage of Port Authorities

### Safety

- 6.1.1 Asbestos

- 6.2.1 Drug and Alcohol Testing
- 6.3.1 Delegates and HSRs
- 6.3.2 Safety
- 6.3.3 National HSR Register
- 6.4.1 National Safety Conferences
- 6.5.1 WHS Campaigns
- 6.5.2 Commissions - Work, Health and Safety National Safety Committees

### Social

- 7.1.1 MMPCU Credit Union
- 7.2.1 Climate Change and Shipping
- 7.2.2 Climate Change Resolution
- 7.3.1 Eureka Foundation
- 7.4.1 Improved Family Provisions
- 7.5.1 Health Care
- 7.5.2 Members Health
- 7.5.3 Men's Health Campaign
- 7.5.4 Physical and Mental Health
- 7.5.5 Fight Forced Income Management
- 7.6.1 LGBTIQ Solidarity and Support
- 7.7.1 Nuclear Issues
- 7.8.1 World Peace
- 7.9.1 Refugees
- 7.10.1 Violence
- 7.10.2 Oppressed Trade Unionists and Activists
- 7.11.1 White Ribbon
- 7.12.1 Workers' Media
- 7.13.1 Industrial, Political, Social Solidarity Partners

### Solidarity

- 8.1.1 International Solidarity
- 8.1.2 Solidarity with Cuba, the Caribbean, Central America and Latin America
- 8.1.3 Korean TWU Solidarity
- 8.1.4 Solidarity with the Middle East
- 8.1.5 Solidarity with PAME
- 8.1.6 Papua New Guinea Solidarity and Organising
- 8.1.7 Solidarity with West Papua
- 8.1.8 Timor Leste Solidarity and Organising
- 8.2.1 US Attacks on workers and their Trade Unions
- 8.2.2 Solidarity with the Worlds workers

### Stevedoring

- 9.1.1 Shorter Hour Roster/Family Friendly Roster
- 9.1.2 Stevedoring and Outsourcing
- 9.1.3 Gearman
- 9.1.4 Hutchison dispute
- 9.2.1 International Conference of Members – Education
- 9.2.2 Conference Resolutions

### Aboriginal & Torres Strait Islander, Women & Youth

- 10.1.1 Section 116
- 10.1.2 Recognition of Traditional Owners
- 10.1.3 Aboriginal and Torres Strait Islander clauses in EA negotiations
- 10.1.4 Opposition to Compulsory Acquisition of Land
- 10.1.5 Support of ACTU Indigenous Committee and Maritime Union of Australia Aboriginal and Torres

- Strait Islander Committee
- 10.1.6 Social Compacts
- 10.1.7 Mapping
- 10.1.8 Maritime Union of Australia Aboriginal and Torres Strait Islander Policy
- 10.1.9 Aboriginal and Torres Strait Policy
- 10.1.10 Section 51
- 10.2.1 Meetings for National ATSI Women and Youth Committees
- 10.2.2 Women's, Youth, Aboriginal and Torres Strait Islander, and Veterans Committees
- 10.2.1 Women's, Youth, Aboriginal and Torres Strait Islander, and Veterans Conference
- 10.3.1 Branch Committees
- 10.3.2 Women's representative(s)
- 10.3.3 Equality in decision making bodies
- 10.3.4 Participation in delegations
- 10.3.5 Branch Women, Youth, Aboriginal and Torres Strait Islander, and Veterans Committees
- 10.4.1 Educating Youth Members on Maritime Union of Australia Protocols and History
- 10.4.2 Training for Youth Committees
- 10.4.3 ACTU – Youth Initiatives
- 10.4.4 Youth and International
- 10.4.5 Youth Representation on International Solidarity Trips
- 10.4.6 Youth Exchange Program
- 10.4.7 Youth Support for Tas Bull Foundation
- 10.4.8 Youth Proxies
- 10.4.9 National Youth Committee

### Ports

- 11.1.1 National co-ordination of ferries in the Maritime Union of Australia
- 11.2.1 Linesmen Qualifications
- 11.3.1 Mooring
- 11.4.1 Port Workers

### Shipping

- 12.1.1 Seafarers employment
- 12.1.2 Commissions - Seafarers Job Security Campaign
- 12.2.1 Ship Inspections (excluding those carried out by Maritime Union Of Australia stevedoring workers)
- 12.3.1 IR TAGS Books
- 12.4.1 Reinvigorate the Shipping Campaign
- 12.4.2 Shipping v Trucking
- 12.4.3 The Kirki and Jones Act
- 12.5.1 Skills, Training and Workforce Development

### Emergency Resolutions

- EM1 Emergency Resolution: MV Portland
- EM2 Let Them Stay campaign
- EM3 ATSI Officers
- EM4 Aboriginal and Torres Strait Representation on National Council
- EM5 Redundancy EBA clause
- EM6 Women's international delegations
- EM7 LGBTIQ Conference

## Quadrennial National Conference 2016 – Resolutions (sorted by Officials)

No	CATEGORY	SUBJECT	RESOLUTION
1.1.1	Industrial & General	EBA	<b>Job Sharing</b> The National Conference of Members will give serious consideration to job share provisions in all Agreements.
1.1.2	Industrial & General	EBA	<b>Company MOU</b> <ul style="list-style-type: none"> <li>• Members resolve that the National Conference of Members make it policy that prior to the commencement of EBA negotiations that require interstate or international travel, that a MOU be implemented outlining that expenses incurred during negotiations inclusive of travel and accommodation for Delegates, Union Organisers &amp; Union Officials be put to the Company for payment.</li> <li>• Give consideration to the development of a 'whole of Union' approach to enterprise bargaining that should include, but not be limited to: cost, location of negotiations, composition of representatives/bargaining teams, duration and the use of technology (e.g. – use of video conferencing).</li> </ul>
1.1.3	Industrial & General	EBA	<b>Union Leave</b> To improve and make consistent Paid Union Leave in all EAs, be it attending an ERC meeting or further training provided to enhance the Delegate in their ability to resolve disputes, as per the disputes procedures of the EA.
1.1.4	Industrial & General	EBA	<b>Long Service Leave</b> To negotiate in EAs the improvement on the Long Service Leave provisions for Casuals in the Industry Australia-wide, as some States are behind in legislation.
1.1.5	Industrial & General	EBA	<b>EBA Clauses</b> All EAs must include the following: <ul style="list-style-type: none"> <li>• Domestic Violence Leave</li> <li>• Bullying and Harassment policy</li> <li>• Parental leave above the National Employment Standard</li> <li>• Affirmative action clause with a percentage of women to be employed at each workplace</li> <li>• The above clauses are found in the Maritime Union of Australia national EBA template clause booklet and should be standard across the board with all employers</li> </ul>
1.2.1	Industrial & General	Employment	<b>Pre-Employment Medical and Physical Testing</b> The recruitment practices of employers should be analysed and any attempt by employers to apply indirect discrimination should be immediately rejected by the Maritime Union of Australia and taken to the Human Rights Commission.  Indirect discrimination practices such as lifting heavy weights that do not reflect the actual work they would be required to perform should cease.
1.2.2	Industrial & General	Employment	<b>WHS Card</b> A WHS card like the Construction Industry red card/white card should be established for the maritime industry to protect the maritime industry from being invaded by foreign workers or unskilled labour, and in order to duly recognise our skills.



No	CATEGORY	SUBJECT	RESOLUTION
1.3.1	Industrial & General	Income Protection	<p><b>Insurance and Income Protection</b></p> <p>The National Conference of Members resolves that all Maritime Union of Australia members deserve an income protection insurance paid for by their employer, and that in all instances possible that the insurance be provided by an Insurer that has the members interests as the highest priority.</p> <p>The industry Commissions will consider this in the development of the EA templates.</p>
1.4.1	Industrial & General	Leave	<p><b>Seafarer's Accrued Leave</b></p> <ul style="list-style-type: none"> <li>• We resolve that members who have accrued leave in excess of one full swing should voluntarily use this leave in times of work downturn, to ensure that as many members gain employment as possible</li> <li>• The National Conference of Members resolves that when a seafarer finishes their EA nominated swing, the Seafarer will not return to work before exhausting their leave without express approval from the Branch they are a member of. Seafarers will not sell accrued leave during employment.</li> </ul>
1.5.1	Industrial & General	Training	<p><b>Training on Workplace Rights</b></p> <p>Has to be brought to the attention of the employer that it is imperative to adhere to provide training and all members should have the basic right to have it made available to them, as it is a win/win situation for both the member and employer.</p>
2.1.1	Offshore	Alliances	<p><b>Tasman Oil and Gas Alliances</b></p> <p>The National Conference of Members recognises and endorses the continued activity of the Trans-Tasman Oil and Gas Alliance, and thanks the ongoing work of our international union comrades and partners in this work.</p>
2.2.1	Offshore	Labour	<p><b>STCW Labour Aboard Vessels</b></p> <p>The National Conference of Members resolves to deal comprehensively with the ongoing issue of STCW and their ongoing use in any vessels and will take the legal steps necessary to prosecute any company that has engaged STCW employees in breach of the Enterprise Agreement, or the safe manning levels (e.g.: TOLL).</p>
3.1.1	Political & International	Labour Supply	<p><b>Trans-Tasman Labour Supply</b></p> <p>That National Conference of Members resolves that the Maritime Union of Australia and Maritime Union of New Zealand reinforces and reiterates the Memorandum of Understanding (MOU) between the unions in regards to supply of Labour, with growth in employment requirements.</p>
3.2.1	Political & International	Affiliations	<p><b>Affiliations (Political, Labour Organisations and Communities)</b></p> <p>The National Conference of Members resolves that the Maritime Union of Australia will confirm a National/Branch position with regard to political, labour organisations and community affiliations.</p>
3.3.1	Political & International	Alliances	<p><b>International Union Alliances</b></p> <p>The National Conference of Members resolves that the Maritime Union of Australia will continue to work internationally to build alliances and relationships with other seafaring and stevedoring unions with a view to global solidarity and the protection of all maritime workers.</p>

No	CATEGORY	SUBJECT	RESOLUTION
3.3.2	Political & International	Alliances	<p><b>Alliances</b></p> <p>The National Conference of Members resolves that the Maritime Union of Australia will continue to work with regional and global maritime Unions to build stronger alliances in shipping and stevedoring including the Regional Maritime Federation, the International Transport Workers Federation and other relevant organisations.</p>
3.4.1	Political & International	ALP	<p><b>ALP Membership</b></p> <p>The National Conference of Members encourages more members to join the Australian Labor Party.</p>
3.4.2	Political & International	ALP	<p><b>Political Lobbying</b></p> <p>More pressure put on all politicians to have more voice in support of issues like the demise of the Australian Shipping Industry.</p>
3.5.1	Political & International	Anti-Trade Union	<p><b>Political Campaign to Repeal Anti Trade Union Legislation</b></p> <p>The National Conference of Members resolves that the Maritime Union of Australia continues the political campaign to repeal anti-trade union legislation that has been, and is being proposed, enacted through the Federal parliament.</p>
3.6.1	Political & International	Employment	<p><b>Sustainability of Jobs</b></p> <p>The National Conference of Members endorses the concept of sustainability of jobs. The National Conference of Members recognises that the Maritime Union of Australia leads the way in conditions of employment and consequently are continuously under attack particularly in periods of poor economic outlooks (such as now). National Conference of Members supports the concept that from time to time our membership needs to consolidate wages and conditions and support Union Officials and Organisers in these aims.</p>
3.7.1	Political & International	Fair Work	<p><b>Relationship with the Fair Work Ombudsman</b></p> <p>The National Conference of Members resolves to support the National Legal Unit engaging with the Fair Work Ombudsman (FWO) to attempt to resolve prosecutions by the FWO in favour of the Union and encourage investigation and prosecution by the FWO of employer contraventions of their legal obligations to employees, including the abuses of the permit system and Fair Work Act by foreign ship-owners carrying coastal cargo.</p>



No	CATEGORY	SUBJECT	RESOLUTION
3.8.1	Political & International	Free Trade	<p><b>Free Trade Agreements</b></p> <p>The National Conference of Members resolves that the Maritime Union of Australia oppose Free Trade Agreements unless demonstrated as Fair Trade Agreements in compliance with all UN resolutions.</p> <p>Australia's Free Trade Agreements have supposed to have opened up billions of dollars in investments and economic opportunities for businesses and by extension the Australian working class. The myth of this is plainly felt by the millions of Australians who do not enjoy job security, economic security, health and education security, environmental security or universal access to public services.</p> <p>To the free traders, every service and resource that exists deserves to be commoditised into a saleable product and sold within the market economy free from regulation to the extent that it harms their ability to exploit and profiteer. Very little is off limits, there are no provisions that all UN resolutions must be complied with for instance. What we know is that Free Trade Agreements (FTA's) are the carrot and stick for the capitalists, they build greater inequality creating greater competition between workers and a race to the bottom for regulatory standards designed to protect people, the communities and the environment as well as destroying the public sector and the transparency of Government all but handing control of the economy to transnational corporations. The question must be asked why are FTA's negotiated behind closed doors, and not have to be considered and voted upon by the Parliament.</p> <p>Free Trade is not free trade at all; free trade would be a utopian libertarian anarchists dream. FTA's include secretly negotiated provisions that regulate property and information in ways that will destroy democracy in the future economy particularly in relation to the control and ownership of information, including intellectual property, information technology and storage, and the dissemination of information.</p> <p>Free Trade Agreements represent barriers to the elimination of poverty, a sustainable environment, justice and decency for working class people, and denial of human potential. Aspects of Free Trade Agreements that put shareholders before people, the environment, democracy and justice must be overturned. FTA's must be replaced by Free Trade Agreements where the exchange of goods and services is done on the basis of human need and development and free from human rights abuses, exploitation, and environmental destruction.</p> <p>The Union will oppose any Free Trade Agreement that contains the following provisions:</p> <ul style="list-style-type: none"> <li>• No further changes to the Pharmaceutical Benefits Scheme which would reduce affordable access to medicines;</li> <li>• No investor state dispute settlement (ISDS) process which would give special rights to international corporations to sue governments for damages;</li> <li>• Full rights to regulate labelling of genetically engineered food and to regulate GE crops, including existing moratoria;</li> </ul>
3.9.1	Political & International	ILO	<p><b>Maritime Labour Convention (ILO)</b></p> <p>The National Conference of Members resolves that the Maritime Union of Australia will campaign and lobby to ensure the industry complies with the obligations under the ratified Maritime Labour Convention and other internationally recognised standards. The Branches will work with the ITF to ensure adequate resources are made available to ensure compliance.</p>

No	CATEGORY	SUBJECT	RESOLUTION
3.10.1	Political & International	International Solidarity	<p><b>Regional Oil &amp; Gas Worker Unity</b></p> <p>The Maritime Union of Australia commits to standing in solidarity with workers on oil and gas projects throughout the region. Projects like the Gorgon and Wheatstone projects in Australia, the development of the Northland and Wairarapa Coast in New Zealand, the PNG LNG project in Papua New Guinea and the development of the Kutei Basin and South Natua Sea in Indonesia must be done with respect for workers right to join and be active in their unions, to collectively bargain, with safe working conditions and with fair wages and benefits.</p> <p>We commit to standing united with our regional brothers and sisters to hold Oil and Gas companies accountable for local standards, traditions and laws. We cannot allow multinationals like Chevron, BP and Exxon Mobil to dodge their responsibilities. Last year the Australian Tax Office found that Chevron had avoided paying over \$300 million in taxes and that office is now auditing the company for billions more. That is money that could have been used for hospitals, schools, day-care and job training. That is money that should have benefited the communities that we come from.</p> <p>We commit to ensuring that these projects are done for the benefit of local communities. Further, we commit to continue campaigning to ensure that the benefits to workers, communities and national economies that are promised by Oil and Gas companies are exposed and delivered.</p>
3.11.1	Political & International	ITF	<p><b>ITF President</b></p> <p>The rank and file recognise and endorse the continued work of the National Secretary to maintain the Maritime Union of Australia's position of leadership and respect in international trade unionism. The conference recommends full support for his re-nomination for President of the ITF 2018 – 2022.</p>
3.12.1	Political & International	M&M initiative	<p><b>Mining and Maritime</b></p> <p>The National Conference of Members resolves to endorse the continued work of the Mining and Maritime initiative.</p>
3.13.1	Political & International	MSIC	<p><b>Maritime Security Identification Card</b></p> <p>The National Conference of Members resolves that the Maritime Security Identification Card should be eliminated, it reflects the growing incursion into the personal lives of Australian workers, far from it being a security card it is a 'dog collar' card with similar and expanded intentions to the original 'dog collar' license.</p> <p>There are enough laws and police powers to provide adequate security of our Ports.</p> <p>The opportunistic criminalising of our jobs is an increasing effort of political, social and industrial control and must be campaigned against. We will campaign and lobby politically for the removal of the MSIC and the securitisation of our Port communities.</p>



No	CATEGORY	SUBJECT	RESOLUTION
3.14.1	Political & International	Privatisation	<p><b>Privatisation of Public Assets</b></p> <ul style="list-style-type: none"> <li>The National Conference of Members resolves that the Maritime Union of Australia continue to oppose the privatisation of public assets. Privatisation continues to be a platform of the major political Parties, and this is negatively impacting the lives and interests of Union members and the communities throughout Australia.</li> <li>Legislators continue the neoliberal drive of shifting wealth from the community to the corporate world and institutional investors where the values of the assets are benefiting shareholders instead of the citizenry.</li> <li>Privatisation is often disguised as ‘franchising, partial sale, public/private partnerships and other corporate spin’ in an effort to deflect community opposition to their projects.</li> <li>Resolves that the Union opposes privatisation and will campaign for greater public ownership of all our resources, services and industries. Public ownership and public investment are necessary to ensure that all residents have access to the best possible essential services, such as public transportation, electricity generation, water supply, health care, housing, welfare and education.</li> <li>The Union endorses all policies of socialisation or nationalisation of our resources, infrastructure, industries and services.</li> <li>Only through the socialisation of industry, community infrastructure and community services are the benefits of the wealth created by the working class distributed throughout society more equally.</li> </ul> <p>The Union will campaign in all forums against privatisation and for the socialisation of industry, infrastructure and social and community services.</p>
3.15.1	Political & International	Super	<p><b>Superannuation</b></p> <p>National Conference of Members resolves to ensure the protection of our Maritime Super fund, particularly given the Liberal/Coalition Government’s attempt to dilute industry super funds.</p>
3.16.1	Political & International	Workers’ Capital	<p><b>Workers’ Capital</b></p> <p>The National Conference of Members resolves that in keeping with the principles of workers capital, the Maritime Union of Australia will not invest money outside of the MMPCU or investment vehicles that do not objectively protect or advance maritime workers job security and job opportunities.</p>
4.1.1	Training & Education	Delegates	<p><b>Training for National Women, Youth and ATSI Committee Members</b></p> <p>All delegates elected to these committees should be trained to Level 3 Delegate as a minimum. In addition to this these committee members should be trained in Bullying and Harassment training and domestic violence and suicide prevention training. It is recommended that Hunterlink provide or assist with the providing of this training.</p>
4.1.2	Training & Education	Delegates	<p><b>Delegates’ Traineeships</b></p> <p>The National Conference of Members resolves to consider mentoring programs to support new delegates.</p>
4.1.3	Training & Education	Delegates	<p><b>Delegate Training</b></p> <p>The National Conference of Members resolves that the Maritime Union of Australia will develop targeted, Union specific Delegate training delivered by our own trainers.</p> <p>The training should cover union history at local, national and international levels, political awareness, class based approaches, case studies of historic disputes, OHS, EBA and delegate development training to assist delegates to develop future delegates in their workplace.</p>

No	CATEGORY	SUBJECT	RESOLUTION
4.2.1	Training & Education	Harassment	<p><b>Harassment by Employers</b></p> <p>The National Conference of Members resolves that the Maritime Union of Australia will continue to train and educate and support its members in eliminating all forms of harassment, bullying and discrimination from our employers.</p>
4.3.1	Training & Education	History	<p><b>History</b></p> <p>The Maritime Union of Australia will record the history of Women in the Union. In conjunction with the elected women’s committee and with the assistance of a researcher/historian that can go through the records of the union to record the first women members and the achievements of women members since 1872.</p>
4.4.1	Training & Education	Induction	<p><b>Maritime Union of Australia Induction Video</b></p> <ul style="list-style-type: none"> <li>The National Conference of Members resolves that the Maritime Union of Australia develop a comprehensive National induction program and detailed welcoming/information package for new members into the Union. This is to include a film to be developed after each quadrennial conference outlining who we are, our history, culture and traditions and the services offered to all members (including the benefits and pitfalls of social media). These films will be distributed to all vessels and workplaces.</li> <li>Within the first 12 months of Union membership members are encouraged to attend the Branch.</li> <li>The National Conference of Members resolves that new members will be targeted for a 1-day workshop as they enter the industry and Union. Key areas of training and education would be: History of the Union, Politics of the Union, Rolling funds, Data base/ system of employment assistance, Comradeship and Union principle.</li> </ul> <p>Branches should facilitate equivalent one-day workshops at a local level for all areas of the membership.</p>
4.5.1	Training & Education	ITF Training	<p><b>ITF Affiliation</b></p> <p>The National Conference of Members resolves to have an ITF and Maritime Union of Australia/Affiliated Unions conference(s) and Training.</p>



No	CATEGORY	SUBJECT	RESOLUTION
4.6.1	Training & Education	METL	<p><b>METL Endorsement</b></p> <p>The National Conference of Members resolves to continue our endorsement of METL and congratulates those members who have made contributions to financially assisting METL going forward.</p> <p>Further, we recognise METL's continued engagement with the membership on training activities and raising the profile with employers.</p> <p>Further, METL should suspend training of TIR's whilst unemployment continues to be at levels of over 100 IR's on EAS. METL must develop a better relationship with the Maritime Union Of Australia in order to facilitate the removal of existing trainees on the database.</p> <p>METL should further diversify in training of other maritime workers and establish smaller training centres in partnership with other trade Unions or training providers around the Branches and in consultation with them regarding training needs.</p> <p>The National Conference of Members resolves:</p> <ol style="list-style-type: none"> <li>That the Union will resist attempts to deskill the ratings workforce through employer strategies to replace IRs with workers classified as Deckhands or ABs where the EBA specifies an IR and the job requires a fully qualified and licensed IR;</li> <li>That the Union reiterates its opposition to the practice of RTOs commencing self-funded trainees and committed to the elimination of this practice;</li> </ol> <p>To ensure the Union is better placed to respond to the de-skilling strategy and to the self-funded trainee issue, the following actions are agreed:</p> <ol style="list-style-type: none"> <li>A comprehensive report on the use of Deckhands and STCW only labour across the shipping sector will be prepared by the Growth and Campaigns Team for reference by officials;</li> <li>That the Union, in collaboration with METL, will undertake a skills audit of the membership who are not fully qualified and licensed IRs with a view to encouraging those members to undertake an RCC process aimed at identifying the up skilling options so those members become IRs;</li> <li>That the Union work to prevent non-qualified IRs from taking IR positions;</li> <li>The Union will use the TLISC review of the Maritime Training Package to identify if there is a need for a qualification (at VET Certificate Level II) between the VET Certificate Level I (who only requires Elements of Shipboard Safety and not STCW i.e. not COST) and the VET Certificate Level III/AMSA Certificate of Proficiency Integrated Rating to meet current job roles in the industry;</li> <li>That the Union commence negotiations with each of the 3 major RTOs (AMC, Hunter, Challenger) aimed at entering into an MOA with those RTOs aimed at ending the commencement of self-funded trainees so that in future all new trainees commence under an Official Traineeship requiring the Trainee to have an employer for the sea time component of the Traineeship on commencement;</li> </ol>
4.6.2	Training & Education	METL	<p><b>On-board Training and Mentoring (METL)</b></p> <p>The National Conference of Members resolves that the Union will work with METL to investigate the possibility of introducing on board trainers/mentors as a part of the METL TIR training programme. The Maritime Union Of Australia will utilise the vast seamanship and Union knowledge of our older or retired seafarers to educate new entrants into the industry. As crew numbers get smaller TIRs are being used a cheap form of labour rather than actually learning the art of seamanship.</p>

No	CATEGORY	SUBJECT	RESOLUTION
4.7.1	Training & Education	1. Mutual Respect	<p><b>Mutual Respect and Awareness Training</b></p> <p>The National Conference of Members resolves that the Maritime Union Of Australia will produce a mutual respect policy, oath or pledge that entails acceptable behaviour for all members, in order to move towards the elimination of harassment and bullying in all maritime industry workplaces and events.</p> <p>The Union will work to devise and implement awareness training strategies to help implement this ongoing campaign internally and externally and work towards zero tolerance of harassment in our workplaces.</p>
4.8.1	Training & Education	SGB Venue	<p><b>Union Training</b></p> <p>The National Conference of Members resolves that the St. Georges Basin facility be more consistently utilised for targeted and specific training given the history and costs associated with the development of this first class training facility.</p> <p>While it is understood that travelling costs are a factor in its under-utilisation, the overwhelming view of members who have had the chance to experience the training and conferences held there is that it is a very positive experience and part of the history of the development of the Union and its activists, and should be more consistently utilised.</p> <ol style="list-style-type: none"> <li>Education in our Unions history is a cornerstone to development of activists and delegates, and by its very nature the location and history of St Georges Basin is further inspiration to members who pass through its doors.</li> </ol>
4.9.1	Training & Education	Union Principles	<p><b>Union Principles on Vessels</b></p> <p>The National Conference of Members resolves that where it is reported that low levels of union structure and principals are on some vessels, that action must be taken to address this. It is resolved that we should address the risk of trainees being exposed to bad habits that undermine our collective principals as their first experience of the union. Awareness of this matter is vital coming out of this National Conference of Members towards better education of members and the implementation of union protocol and principals on all vessels on our coast, especially where new members are entering the industry.</p>
4.10.1	Training & Education	Union Teachers	<p><b>Seafarers as Trainers</b></p> <p>The National Conference of Members resolves to campaign to have more seafarers involved in teaching and training new seafarers in METL and in the various Maritime Colleges.</p>



No	CATEGORY	SUBJECT	RESOLUTION
5.1.1	Union Governance & Rules	a) AGM	<p><b>Annual General Meetings</b></p> <p>The National Conference of Members resolves that the 2014 Annual General Meeting be noted, where twelve motions on notice were put forward on matters which had not previously gone through a structured follow up with the Maritime Union Of Australia. This action unnecessarily frustrated the AGMs.</p> <p>The capacity to move motions in this manner formally comes through Rule 19(c)(iii) of the gazetted rules of the Maritime Union of Australia where it states:</p> <p>“Motions by members notice of which has been given in writing to the National Secretary at least fourteen days prior to the date of such meeting.”</p> <p>Noting the number of formal processes in the union to raise issues, as well as the capacity for members to raise issues of significant importance by plebiscite, this conference recognises that this Rule introduces an “open slather” approach with the AGMs which is inconsistent with the original intent of the Rule.</p> <p>Accordingly, this National Conference of Members resolves that Rule 19(c)(iii) of the gazetted rules of the Maritime Union of Australia be investigated for rewording.</p>
5.2.1	Union Governance & Rules	b) Alliances	<p><b>Associate Membership</b></p> <p>The National Conference of Members acknowledges that the Maritime Union Of Australia is a very polarising union with many people in the wider community loving the union and what it stands for socially, politically and ethically as it fights for those who are not necessarily always members.</p> <p>This resolution is to create a database of supporters of this union and activists whom have supported this unions struggle.</p> <p>The National Conference of Members moves that the Maritime Union Of Australia National officials together with the Branches consult about the establishment of a community unionism associate membership for those wishing to be involved in our campaigns and contribute to our plight for workers best interests.</p> <p>The associate membership <u>does not</u> give any voting rights or rights to attend monthly meetings. Further, it <u>does not</u> give qualifying capabilities to sit on branch committees or run for office.</p> <p>The associate membership gives the member access to the quarterly journal and a May Day T shirt from their respective state along with invitations to rally's and functions as deemed by the branch executive of the affected branch or branches.</p> <p>Associate membership creates a database of Maritime Union Of Australia supporters and another revenue stream for the union and broadens out our struggle to a new supportive audience.</p> <ul style="list-style-type: none"> <li>• Unions need to evolve and this resolution reflects a modern day union getting ahead of the game.</li> </ul>
5.3.1	Union Governance & Rules	c) Membership	<p><b>Membership Reform</b></p> <p>The National Conference of Members resolves that the Maritime Union Of Australia research and explore the opportunities for differing forms of Union membership within the Maritime Union Of Australia. Recently there are contractors etc. who desire Union coverage and support. Workers like small tourism operators, fishers, divers, technicians deserve to be organised.</p> <p>The Maritime Union Of Australia should look at Associate memberships, Auxiliary Memberships, General Memberships and any other membership type, and report back to National Council with a proposal for endorsement.</p>

No	CATEGORY	SUBJECT	RESOLUTION
5.4.1	Union Governance & Rules	d) Auditors	<p><b>Union Auditors</b></p> <p>The National Conference of Members notes that the Union re-appoints its Auditors every 12 months at the AGM and that the National Conference of Members confirms this every 4 years. It is re-confirmed that this is current practice and consistent with the existing Union rules.</p>
5.5.1	Union Governance & Rules	e) Bargaining Agent	<p><b>Bargaining Agent</b></p> <p>The Maritime Union Of Australia notes a disturbing development in 2015 where some members who have not been elected to the local Site Committee or EBA Negotiating Committee have used provisions of the Fair Work Act 2009 (Cth) to nominate themselves as a “bargaining agent” in order to directly sit in the EBA negotiations.</p> <p>Whilst the Maritime Union Of Australia recognises this right is afforded to individuals under legislation, it also recognises that this action completely undermines the democratic structures of the Maritime Union Of Australia and represents blatant opportunism.</p> <p>Accordingly, this 2016 National Conference of Members resolves that:</p> <ol style="list-style-type: none"> <li>1. EBA negotiating committees must include financial rank-and-file representatives which are only determined by a democratic election.</li> <li>2. That national Council is charged with responsibility to explore an appropriate response to deal with any member who nominates themselves to act as a bargaining agent, or nominates another member to act as a bargaining agent and they are not a member of the recognised Maritime Union Of Australia EBA Committee.</li> <li>3. The suspension shall last until such time as the EBA is certified by the Fair Work Commission and comes into force or until the member rescinds their bargaining notice advice.</li> <li>4. The National Council is charged with the responsibility to make the appropriate rule change to enforce this motion.</li> </ol>



No	CATEGORY	SUBJECT	RESOLUTION
5.5.2	Union Governance & Rules	f) Bargaining Agent	<p><b>Bargaining Strategy</b></p> <ul style="list-style-type: none"> <li>The National Conference of Members resolves that the Maritime Union Of Australia will reform its Bargaining Strategy to incorporate the following:</li> <li>The Maritime Union Of Australia Commissions will establish a National Template Bargaining Strategy that includes a template Agreement for all areas of coverage with the minimum terms and conditions acceptable to reaching an Agreement, (the ability to negotiate better than the template provision is always present) to include but not limited to the following:</li> <li>Work Health and Safety (including Codes of Practice, Marine Orders, guidelines, EA template clauses), Manning, Drug and Alcohol, Greenfields Agreements, High Risk Licence Tickets, Certification (i.e. GPH, Linesmen, Stevedoring, and IR etc.) Industry Employment (agreed labour pools), Status Quo provisions, The Right to take Employer Agreed Industrial Action, Delegates Charters, the removal of subjective criteria from Selection processes, workplace representatives on recruitment and selection panels, Domestic Violence, Affirmative Action clauses, Gender balance clauses, Order of Pick, Aboriginal and Torres Strait Islander Clauses (special leave, cultural awareness training), Social Clauses, Mental Health, Rehabilitation, Local produce on vessels, Portable Long Service Leave, Classifications (All work nominated in the Awards), Restrictions on carrying out work (mooring, managers not performing any work within the Awards), Parental Leave (12 weeks minimum), Contractors Clauses, Income Protection, Workers Compensation, MSIC Cards, Workplace policies.</li> <li>To reinforce the status of EBA aims and outcomes that are decided at Union conferences by delegates and members – including processes to deviate from these outcomes;</li> <li>National Council will determine whether the EA should be adopted and done prior to membership vote, and make all efforts to include one Youth and one female Representative at EBA Negotiations, even if only for the purpose of observation.</li> </ul>
5.6.1	Union Governance & Rules	g) Commissions	<p><b>Establishment of a Commission structure within the Maritime Union of Australia</b></p> <p>The National Conference of Members resolves that:</p> <ul style="list-style-type: none"> <li>National Council will establish Commissions within the Union. For example these Commissions will be a Seafaring Commission, a Stevedoring Commission, and a Port Workers Commission.</li> <li>Each Commission will be chaired by a National Official.</li> <li>Each National Official will be assisted by at least one National Executive member who is not a National Official.</li> <li>Each Commission shall have one Conference to occur in the second or third year between National Conference of Members.</li> <li>The Commissions will establish with the assistance of the legal team, Enterprise Agreement templates for all sectors within the Commissions areas of responsibility.</li> <li>The Commissions will ensure that the resolutions adopted at the National Conference of Members are undertaken.</li> <li>The Commissions will establish campaigns to be waged across the Union at a local, national and global level.</li> <li>The Commissions will establish a work plan to facilitate industry best practice across all areas of coverage within the sector.</li> </ul> <p>The Commissions will establish a communications plan to better facilitate information sharing throughout the industry sectors.</p>

No	CATEGORY	SUBJECT	RESOLUTION
5.7.1	Union Governance & Rules	h) Conference	<p><b>Participation in Meetings</b></p> <ul style="list-style-type: none"> <li>The National Conference of Members resolves that Maritime Union Of Australia members be encouraged to attend meetings and participate in the debate of the Union as a matter of policy.</li> <li>It is noted that all too often there is criticism of processes which in fact are developed by the Rank &amp; File at National Conference of Members and/or determined by the Rank &amp; File at AGM's, special meetings, Branch Committee meetings and Branch monthly meetings.</li> <li>Unfortunately criticisms arise from many who don't take the time to attend and participate in the decision making process, and sometimes don't understand the policy of the Union that has been determined by the rank &amp; file first and foremost.</li> </ul>
5.7.2	Union Governance & Rules	i) Conference	<p><b>Actioning Resolutions</b></p> <p>We resolve that resolutions passed at National Conference of Members will be enacted upon and implemented across the Maritime Union Of Australia members, its officials and employees. Branches will report to National Council for progress on resolutions at each half-yearly meeting with a report sent to the rank &amp; file yearly on the progress.</p>
5.7.3	Union Governance & Rules	j) Conference	<p><b>Event Calendar</b></p> <p>To have a yearly or other long term calendar schedule available for committees that detail future conferences that may be found relevant to further training and policy knowledge.</p> <p>Inclusive of the criteria requirements for committee members to attend such events or any online policies that we can access regarding policy on these topics.</p>
5.8.1	Union Governance & Rules	k) Elections	<p><b>Election Review – Branches</b></p> <p>The National Secretary, working with the National Council and the National Legal Director, will consider if any rule changes are required prior to the next Maritime Union Of Australia quadrennial elections. This will be reported back regularly to the membership, not less than once per year, at the Annual General Meetings.</p> <p>This Conference believes that the following issues should be examined in detail as part of the Election Review Process:</p> <ul style="list-style-type: none"> <li>Decline in participation rate, and ways in which to turn this around;</li> <li>Ability of the Maritime Union Of Australia to continue to hold their own elections;</li> <li>Ability of the current Rules of the Union to deal with some of the more complex issues that arise, and how some of these issues were dealt with in the recent election;</li> <li>Possibility of having National, Branch and Workplace returning officers; and workplace votes</li> <li>Consideration of modernising the election process to include access to electronic voting (which could raise participation rates); and</li> <li>Reducing or expanding the length of the election process from nomination to close of ballot.</li> </ul> <p>Within this review and rules considerations, high member engagement and participation must be the ultimate goal and guiding principle.</p>



No	CATEGORY	SUBJECT	RESOLUTION
5.8.2	Union Governance & Rules	l) Elections	<b>Election Review – Electronic Voting</b> To review and reconsider the earlier investigations and to make any necessary new enquiries concerning alternative voting methods / technologies / workplace processes with a view to developing strategies to further maximize participation rates at the next National Maritime Union of Australia Election. The Review should include an examination of other Trade Union Election developments and outcomes including comparative analysis of participation rates. The National Executive shall then formulate any necessary Rule changes and seek that FWA approve such new or amended Rules in the event that alternative or new voting procedures are deemed suitable for use by the Maritime Union Of Australia.
5.8.3	Union Governance & Rules	m) Elections	<b>Election Recommendation - Materials</b> To review the Printing/Compilation and Distribution arrangements for ballot materials and propose Rule changes that will facilitate timely distribution in conformity with the Election Timetable. Options should be adopted by the National Council and the consequential Rule change should be made by FWA,
5.8.4	Union Governance & Rules	n) Elections	<b>Elections – Cut off time</b> Amend Sub-Rule 47 (e) to remove the reference to the ballot closing at <b>5:00pm</b> on the closing day i.e. remove the 5:00pm and its connection to June 14. This would allow any pre-paid reply envelopes post-marked or marked at sorting on the close off day to be admitted into the count provided they were received by the Returning Officer by 5:00pm on June 19 in the year of the Election.
5.9.1	Union Governance & Rules	o) Employment	<b>Officials Wages</b> The National Conference of Members resolves that the National Council of the Maritime Union Of Australia limit the wage increases of all Officials and Organisers to average sector EA outcomes each year until the next Quadrennial Conference.
5.9.2	Union Governance & Rules	p) Employment	<b>Organiser's Conditions</b> Members resolve that the National Conference of Members amends Clause 5.2 Wages & Conditions – Union Employees that Union Organisers receive the same leave as Union Officials.
5.9.3	Union Governance & Rules	q) Employment	<b>Unionised Labour for Outside Services</b> The National Conference of Members resolves that the Maritime Union Of Australia National Office and Branches use unionised workers and companies with Union negotiated Enterprise Agreements where locally available for any outsourcing or contracted work that the Union from time to time may require. This includes travel agents, building maintenance, cleaning, hotels, clothing etc
5.9.4	Union Governance & Rules	r) Employment	<b>Resourcing of the National Legal Team</b> The growing reliance of the legal aspect of industrial relations hampers the movement into becoming compliant with the legislation that governs workers and therefore strengthens the Ruling Class power over the working class. The National Conference of Members resolves to resource the National Legal Unit (internally and externally) in order that the Union is able to provide the necessary legal services to members, Branches and the national office as required. The Maritime Union Of Australia will fight in every sphere of influence to allow for the democratic will of members to pursue their industrial, social and political rights via the taking of industrial action at any time.

No	CATEGORY	SUBJECT	RESOLUTION
5.9.5	Union Governance & Rules	s) Employment	<b>Legal Officer – Tasmania/Victoria</b> The Tasmanian Branch Executive move that the Union investigate the efficiencies that would be achieved by having a dedicated Legal / Industrial officer employed in the Branch or across Branches i.e. Tasmanian & Victoria, as we are currently in a time where unfair dismissal, industrial disputation and workers compensation issues are increasing, which effects officers abilities to be out organising, campaigning etc. due to the complexities and time required in completing Applications, writing statements attending commission , tribunal hearings. The National Conference of Members supports the position of a legal officer in Tasmania as proposed subject to the provision of a detailed plan/proposal to be considered by the National Executive. That National Council is charged with developing a template for Branches to seek additional resources.
5.9.6	Union Governance & Rules	t) Employment	<b>Legal Officer - Queensland</b> This Queensland Branch Committee held on the 7/8 of January 2016 calls upon National Conference of Members to create the capacity for a suitably qualified and experienced Industrial Officer to be employed in the Queensland Branch at the earliest convenience” The Queensland Branch Executive and Committee, has accepted the advice of Branch Secretary Bob Carnegie’s plea for the engagement of such a position in the Queensland Branch. This meeting of the Queensland Branch Committee is emphatic in the necessity for the engagement of a suitable person for this position with heavy influence on the final applicant by QLD Branch Apart from freeing up much time currently being utilised in engaging our legal team in National Office, the employment of a highly qualified, legally educated industrial officer will have a cost neutralising effect in Queensland as much of the legal work currently outsourced will be done “In House”. To that effect the National Conference of Members supports the position of a legal officer in Queensland subject to the provision of a detailed plan/proposal to be considered by the National Executive. That National Council is charged with developing a template for Branches to seek additional resources.
5.9.7	Union Governance & Rules	u) Employment	<b>NSW Organiser</b> The National Conference of Members resolves that a NSW State Organiser position be established to grow the membership within NSW. Areas of opportunity to be explored are Charter Boats, Passenger Vessels, Onshore Diving, Port Services, Tourism, Fishing, and other non-traditionally covered areas. To that effect National Conference of Members supports the position of an organiser in NSW subject to the provision of a detailed plan/proposal to be considered by the National Executive. That National Council is charged with developing a template for Branches to seek additional resources.
5.9.8	Union Governance & Rules	v) Employment	<b>Additional Victorian Official</b> We feel that here in Victoria we are underrepresented with officials/ organizers as compared to other branches especially with a new port coming on and the employment of more members as envisaged by our terminals. To that effect the National Conference of Members supports the position of an additional official in Victoria subject to the provision of a detailed plan/ proposal to be considered by the National Executive That National Council is charged with developing a template for Branches to seek additional resources.



No	CATEGORY	SUBJECT	RESOLUTION
5.9.9	Union Governance & Rules	w) Employment	<p><b>Maritime Union Of Australia Organisers.</b></p> <p>The National Conference of Members moves that every effort should be made by the union to address the imbalance of women employed as organisers in all future recruitment to employ more women.</p>
5.10.1	Union Governance & Rules	x) Inductions	<p><b>Commissions - Union Induction for New Members</b></p> <p>The National Conference of Members resolves that the Commissions are to work with Branches about the development of national induction strategies for new members specifically in relation to educate them about the history, culture, rules, responsibilities and expectations such as:</p> <ol style="list-style-type: none"> <li>What the Union is about,</li> <li>The class politics of the Union</li> <li>What we have achieved for workers in their workplace,</li> <li>The history of the Union, the industries, campaigns, and policies</li> <li>Members' rights, obligations and responsibilities, and</li> <li>That there is an expectation that all new members should be encouraged to participate in the democracy of the Union by attending Union activities including rallies and monthly meetings.</li> </ol> <p>The inductions should be in a format that can be delivered at a National, Branch and or Workplace level by Officials, Staff, Delegates, or Committees.</p>
5.11.1	Union Governance and Rules	Job Security & Commissions	<p><b>Commissions - Job Security and Precarious Employment</b></p> <ul style="list-style-type: none"> <li>The National Conference of Members resolves to oppose further contracting out of work within the Maritime industry, and campaign for currently outsourced work to be insourced or covered by an Enterprise Agreement. Coverage of work clauses in line with the Award classifications for the industry should be protected in Enterprise Agreements. The campaigns and template clauses will be established by the MARITIME UNION OF AUSTRALIA Commissions.</li> <li>Contractors and sub-contractors are an increasingly exploited classification of labour throughout the economy. Contractors and sub-contractors are highly deregulated and often lack the organising opportunities that permanent employees or even casual employees have. They expose the imbalance in the industrial relations system where they are cheaper forms of permanent labour destroying the job security of a nation.</li> <li>The Union movement must fight against all neoliberal attempts to destroy wages and conditions of employment by deregulating jobs and implementing a legislative agenda that limits the industrial democracy of workers.</li> <li>The Maritime Union Of Australia will campaign against all forms of precarious employment; will fight for permanency and the insourcing of work. We will campaign against any politician that does not support the strengthening of job security and the elimination of forced casualisation. We will lobby parliament and peak trade Union bodies for these outcomes as well as the right to organise into a Union in any circumstance. Legislation that prohibits the rights of any worker to join a trade Union or to collectively bargain must be opposed and all political parties that oppose this principle must be fought against.</li> </ul>

No	CATEGORY	SUBJECT	RESOLUTION
5.12.1	Union Governance & Rules	Media	<p><b>Maritime Union of Australia Slogans/PR</b></p> <p>That the MARITIME UNION OF AUSTRALIA comprehensively evaluate the Public Relations Campaigns we undertake going forward and continue to develop strategies which highlights the significant role that the Trade Union movement contributes to our communities and society. That evaluation should include if necessary outside resources to ensure we are properly articulating the ideals and goals of our organisation We as a Union have historically been recognised as one of the most effective Political campaigners in Australia and a fresh set of slogans will hopefully ensure we continue to energise in our efforts to tackle the conservatives who are out to destroy us.</p>
5.12.2	Union Governance & Rules	Media	<p><b>Social Media Policies</b></p> <p>The National Conference of Members resolves that the Maritime Union of Australia ensures only accredited social media platforms include the name/s "Maritime Union of Australia" or "Maritime Union Of Australia" in its title. It is endorsed that web platforms using the name/s "Maritime Union of Australia" or "Maritime Union Of Australia" without the authority of the Quadrennial Conference are to have the name/s removed from their titles.</p> <p>The Maritime Union Of Australia National Council will review our social media policies and research best practice to ensure that social media is used to uphold the values of trade unionism and respect for a diversity of views in a respectful manner.</p> <p>These policies will include but not be limited to:</p> <ul style="list-style-type: none"> <li>A general Media Policy setting out guidelines for the use of Social Media platforms, in a manner not damaging towards the Union. A series of vetting measures to be put in place over the posting of information etc. This policy should be used to cover all Union-backed or individual run websites/pages.</li> <li>Guidelines to ensure the protection of Union Officials and members against Slander and Defamation of Character from members within the Union. National Office proposes that in the event of such statements being made against another member, the Union is empowered to engage legal counsel and pursue prosecution via the court system to stamp out such behaviour. The Union will engage in sending a clear message to all members that slanderous and inappropriate behaviour on social media platforms will not be tolerated and there will be repercussions.</li> <li>Monthly Stop Work Meetings will be the place to raise any issues of this nature and for Officials or members to ask for an explanation on concerning social media use.</li> </ul>
5.13.1	Union Governance & Rules	Membership	<p><b>Paperless Membership System</b></p> <p>National Council to investigate the development of a paperless membership system that will sit alongside as an alternative to the current direct membership system.</p>

No	CATEGORY	SUBJECT	RESOLUTION
5.13.2	Union Governance & Rules	Membership	<p><b>Service Recognition</b></p> <p>Service and continuous membership of the Maritime Union of Australia is only recognised via Life Membership and post any member retiring after unbroken membership of 20 years.</p> <p>Years of service are taken into account for myriad reasons in our respective industrial instruments, by way of example for redundancy provisions and selection.</p> <p>To this end the Union should celebrate or provide recognition to long serving members.</p> <p>We should introduce:</p> <ul style="list-style-type: none"> <li>• Bronze medallions for 20 years continuous membership.</li> <li>• Silver for 30 years of membership</li> <li>• Gold for 40 Years of membership.</li> </ul> <p>The current provisions of application, approval by National Council and Membership medal and certificate provide for in rule 13 and sub-clauses should continue in respect to the granting of service medallions.</p> <p>National Conference of Members moves that this resolution be considered by National Council.</p>
5.13.3	Union Governance & Rules	Membership	<p><b>Membership Location</b></p> <p>That the Maritime Union Australia will consider and develop a policy to recommend to the membership that determines which Branch a member is encouraged to register union membership in order of sequence of the following:</p> <p>A - In the state you reside then subsequently</p> <p>B – In the nearest geographical located Branch to your residence</p> <p>National Conference of Members moves that this resolution be considered by National Council.</p>
5.13.4	Union Governance & Rules	Membership	<p><b>Membership Rights</b></p> <p>National Council to investigate how to recognise the status of those financial members who are not working in the maritime industry due to long term unemployment, sickness or for any other reason in regards to their eligibility to vote and/or stand for elected positions in the union.</p>
5.13.5	Union Governance & Rules	Membership	<p><b>Undermining the Union</b></p> <p>National Conference of Members to charge National Council to explore and initiate on how to deal with members that breach fealty to the Union e.g.: undermining officials and delegates causing conflict by submitting their own agenda to FWA and the stevedoring companies during the course of EA negotiations.</p>
5.14.1	Union Governance & Rules	Mutual Respect	<p><b>Mutual Respect</b></p> <p>The Maritime Union Of Australia Mutual Respect policy should be included the documents of all meetings, events, conferences and training. New member packs should also include this policy document.</p>

No	CATEGORY	SUBJECT	RESOLUTION
5.15.1	Union Governance & Rules	National Council Votes	<p><b>National Council Votes and Membership Administration Streamlining</b></p> <p>The Tasmania Branch Executive move that there is a review of all National Council Votes and procedures, and specifically that a National Council Vote is developed for the purpose of rescinding union membership.</p> <p>Furthermore, the National Conference of Members resolves that the Maritime Union Of Australia will investigate the ability to streamline all processes in regard to membership to include National Council Votes for New Members, Suspensions, Exemptions, Transfers, Resignations, and Rescinding of members.</p> <p>The Maritime Union Of Australia will establish arrangements to deal with enquiries from non-members in regard to membership, industry, training and general enquiries.</p> <p>Administrative Staff contact details should not be available to general public enquiries and non-members.</p> <p>The Maritime Union Of Australia will examine the establishment of an archive system relating to prior members of the Maritime Union Of Australia and amalgamated Unions before the introduction of the current membership system in 2001 to establish any members' prior history and create a database of life members.</p>
5.16.1	Union Governance & Rules	Per diem	<p><b>Allowances</b></p> <p>Delegate sustenance/allowance is raised as this delegate allowance hasn't been raised in over 15 years.</p> <p>National Council to investigate raising sustenance/allowance.</p>



No	CATEGORY	SUBJECT	RESOLUTION
5.17.1	Union Governance & Rules	Rules	<p><b>Rule Changes</b></p> <p>That National Council be charged with the responsibility to consider the below rule changes as proposed. We are aware this can be done outside of National Conference of Members but for good governance believe the rule changes should be supported by the Quadrennial Conference</p> <p>Rule 64.</p> <p>(a) A proposal to change the Rules may be made by:-  (i) any member of National Council; or  (ii) any Branch Executive;</p> <p>(b) The proposal shall be forwarded to the National Secretary.</p> <p>(c) A copy of the proposal shall be forwarded by the National Secretary to each Branch Secretary at least 14 days before the meeting of National Council at which it is intended to deal with the proposal.</p> <p>(d) A proposal to change the Rules may be submitted in the form of a resolution to all members of National Council and if signed by a majority of the members of National Council shall be a valid and effective resolution of National Council.</p> <p>(e) The Rules may be changed by National Council subject to the endorsement of members at a Special Meeting of members of the Union.</p> <p>(f) Notwithstanding anything in this Rule National Council shall have the power to change the Rules to meet any requirement of the Act without referring such changes to the members for endorsement.</p> <p><b>RULE 7. MEMBERSHIP OF BRANCHES</b></p> <p>7. a), b) and c) refers to a member being registered, this is no longer relevant and can be removed.</p> <p>Change to - A member shall be a member of the Branch which embraces the area in which a member resides. (If we are trying to encourage members under an organising model to become more active, that should occur in the state in which they reside. The way branches communicate is with members registered in that branch, not based on address or postcode. Currently this can exclude members who are residing in one state whilst being a member of another branch)</p> <p>Rule 7 (above) be referred to National Council</p> <p><b>RULE 9. REGISTER OF MEMBERS</b></p> <p>9. a) (ix) and (x) can be removed as they are no longer relevant  Instead include the following  ix) Gender</p>
5.18.1	Union Governance & Rules	Technology	<p><b>Encrypted phone and Electronic Messaging Services</b></p> <p>That National Council explore equipment and encrypted phone and electronic messaging services to be used to protect confidentiality of union business conducted by Maritime Union Of Australia officials and staff.</p>
5.18.2	Union Governance & Rules	Technology	<p><b>Membership Technology</b></p> <ul style="list-style-type: none"> <li>The National Conference of Members endorses the investment in Information Technology systems (e.g. Nation Builder, Campaign Central) that enhances membership engagement, participation and systematic contact and integrates with the Union website and membership systems.</li> <li>The National Conference of Members resolves to improve our campaigning capacity through enhanced use of Maritime Union of Australia's Nation Builder Tool for activist and campaign data management. The use of custom-made data management tools will greatly improve our campaign efficiency and effectiveness and provide timely and accurate reports for local and national campaign activism across the Maritime Union of Australia membership.</li> </ul>

No	CATEGORY	SUBJECT	RESOLUTION
5.18.3	Union Governance & Rules	Technology	<p><b>Technology and Jobs of the Future</b></p> <p>National Conference of Members endorses the Union to pursue changes to the Maritime Union of Australia's rules governing constitutional coverage to future proof our membership coverage as a result of technological change in areas where such industry employment changes are not covered off in our rules. An example would be automation on the waterfront and the remote drivers of automated machines and or IT equipment that facilitates these technological advancements.</p>
5.19.1	Union Governance & Rules	Training	<p><b>Staff Training</b></p> <p>Members resolve that the National Conference of Members ensures that Branch Staff are adequately trained and that training is ongoing to ensure that members are serviced efficiently together with keeping up with the best custom and practice &amp; changes in technology. Training should include delegate training.</p>
5.19.2	Union Governance & Rules	Training	<p><b>Establishment Of A National Training Fund</b></p> <p>The Maritime Union of Australia investigate the implementation of a National Training Fund to assist members with Revalidation, Retraining, Certification, Career Advancement so they are work ready by;</p> <ul style="list-style-type: none"> <li>Seeking Government Funding both State and Federal</li> <li>Levy Employers through EA arrangements</li> <li>Levy Members through EA arrangements</li> <li>Increase casual loading, to fund casual member's requirements to have MSIC, Medicals, Endorsements, Revalidate and high risk Licences.</li> </ul> <p>Criteria to be established as to how and which members can access training funding, with priority consideration given to long term unemployed, casuals etc.</p>

No	CATEGORY	SUBJECT	RESOLUTION																
5.20.1	Union Governance & Rules	Union dues	<p><b>Changes to Membership Dues</b></p> <p>The Maritime Union Of Australia restructures Membership dues to create a more equitable and fair system with equal distribution assumption. The new dues will take effect 1 July 2017 and to facilitate the transition, there will be a freeze on Membership dues for the period January 2017 to 30 June 2017 and also a freeze of Maritime Union Of Australia Officials salaries for the same time frame.</p> <p><b>Key Changes</b></p> <ul style="list-style-type: none"> <li>• Grades would no longer be bracketed at A – G but at Levels e.g. 1 – 13</li> <li>• The brackets will begin and always remain in \$10,000 increments – brackets are never to be changed</li> <li>• The Dues will be at approximately 2% of the bracket e.g. \$10,000 = \$200 – no further due increases are required</li> <li>• A new bracket is introduced on the 1<sup>st</sup> July (2019) in a \$10,000 increment at the highest level</li> <li>• Removal of 451 grades</li> <li>• Dues are required to be paid four (4) weeks in advance</li> <li>• Dues are paid on gross earnings</li> <li>• BPAY no longer advertised as a payment method, only available for arrears</li> <li>• All membership forms are standardised</li> <li>• Membership quarterly stickers to be stopped as July 1 2016</li> <li>• Annual increase letter would no longer be required as dues are set.</li> <li>• Changes to rules (10) to address above – as attached</li> <li>• An additional level be included where members earning 0 - \$5,000 P/A to pay \$100 P/A in union dues</li> <li>• National Council to have the ability to grant exemptions;</li> </ul> <p><b>Comparison of current and proposed dues structures:</b></p> <table border="1"> <thead> <tr> <th>Bracket</th> <th>Current 2015</th> </tr> </thead> <tbody> <tr> <td>A</td> <td>\$ 2,203.00</td> </tr> <tr> <td>B</td> <td>\$ 2,007.00</td> </tr> <tr> <td>C</td> <td>\$ 1,615.00</td> </tr> <tr> <td>D</td> <td>\$ 1,221.00</td> </tr> <tr> <td>E</td> <td>\$ 959.00</td> </tr> <tr> <td>F</td> <td>\$ 632.00</td> </tr> <tr> <td>G</td> <td>\$ 296.00</td> </tr> </tbody> </table>	Bracket	Current 2015	A	\$ 2,203.00	B	\$ 2,007.00	C	\$ 1,615.00	D	\$ 1,221.00	E	\$ 959.00	F	\$ 632.00	G	\$ 296.00
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No	CATEGORY	SUBJECT	RESOLUTION
5.20.2	Union Governance & Rules	Union dues	<p><b>New 160 wording to Rule 10 ‘Financial Obligations to the Union’</b></p> <p>New wording will bring Rule 10 ‘Financial Obligations to the Union’ up to date with the changes to Membership Dues.</p> <p><b>10 - FINANCIAL OBLIGATIONS TO MEMBERSHIP</b></p> <p><b>Membership Dues</b></p> <p>(a) Membership dues per annum or per week shall be set by National Council but at no time shall exceed 5% of a members’ annual or weekly classification rate of pay respectively.</p> <p>(b) National Council may set dues at different levels for different groups of the membership.</p> <p>(c) Subject to sub-rule (i) hereof dues shall be paid in advance and may be paid fortnightly, monthly, quarterly, half-yearly or yearly.</p> <p>(e) Subject to sub-rule (i) hereof a new member shall commence paying dues by paying four weeks in advance.</p> <p><b>Levies</b></p> <p>(f) National Council may from time to time impose a levy or levies on all members of the Union or any group of the membership. Any such levy shall be due on the date or dates specified in the resolution of National Council imposing the levy.</p> <p>Provided that a member shall not be required to pay in any financial year a total amount in levies exceeding one-half of the amount of membership dues per annum applicable to the member.</p> <p><b>Payment of Contributions</b></p> <p>(g) All dues and levies shall be paid to the Branch Secretary unless otherwise determined by National Council.</p> <p>(h) Payment of dues by payroll deduction or by deduction from an account in the members’ name in a financial institution may be made where a member has authorised an employer or a financial institution to deduct the contribution from the member’s wage or account and the employer or financial institution has agreed to make such deduction and regularly submit the contribution to the Branch Secretary or the union’s account. Subject to sub-rule (j) hereof a member who elects to pay dues in accordance with this Sub-Rule shall be deemed financial from the date of authorising such deduction provided the member owed no arrears in dues prior to authorising the deduction.</p>



No	CATEGORY	SUBJECT	RESOLUTION
5.20.3	Union Governance & Rules	Union dues	<p><b>Amendments to Rules</b></p> <p>National Conference of Members endorses the below be considered by National Council:</p> <p>the amendments to rule 7 membership of branches that seek to modernise and remove ambiguity around the rule as outlined below:</p> <p>7. Membership of Branches</p> <p>(a) A member shall be a member of the Branch which embraces the area in which the member resides (<del>delete "is registered"</del> replaced with "resides").</p> <p>(b) (<del>delete B in its entirety</del>) ""</p> <p>(c) (<del>delete C in its entirety</del>)</p> <p>(d) The National Secretary shall be responsible for ensuring that members are members of the appropriate Branch in accordance with the Rules.</p> <p>(e) Members shall be able to transfer from Branch to Branch provided that written approval has been obtained:</p> <p>(i) From the Branch Secretary of the Branch from which the member wishes to transfer; and</p> <p>(ii) From the Branch Secretary of the Branch to which the member wishes to transfer; and</p> <p>(iii) From the National Secretary</p> <p>Amendment – Conference moved that National Council consider this motion.</p>
5.21.1	Union Governance & Rules	Union principles	<p><b>Delegates acting on behalf of Maritime Union Of Australia at Political Party Meetings</b></p> <p>The National Conference of Members resolves that any Official or member representing the Maritime Union of Australia as an affiliate/delegate to any Political Party meeting or conference is bound by National Conference of Members determinations and resolutions. All voting by MARITIME UNION OF AUSTRALIA sponsored delegates to conferences or political party meetings on any determination must always comply with the National Conference of Members Resolutions. MARITIME UNION OF AUSTRALIA members who are acting as individual members of a political party are not compelled to follow National Conference of Members Resolutions.</p>

No	CATEGORY	SUBJECT	RESOLUTION
5.21.2	Union Governance & Rules	Union principles	<p><b>Maritime Union Of Australia Charter of Principles</b></p> <p>The National Conference of Members resolves that the MARITIME UNION OF AUSTRALIA will have as its charter of principles the following:</p> <p><u>Maritime Union of Australia Charter of Principals</u></p> <p>We as members of the Maritime Union of Australia recognise ourselves as the custodians of a proud history of Unionised maritime workers that began in 1872. We respect and honour the contributions and legacy of those members who sacrificed and struggled in order to achieve rights and conditions of employment that deliver us dignity and respect as workers. We are committed to upholding the militant fighting legacy that has been built for us and will work to ensure that we improve outcomes to pass on better jobs and a better society to those that follow us. We understand that as workers we are part of society and so we understand that we are affected both directly and indirectly by industrial, political and social change. We are aware of the responsibility and duty this implies and as such we adopt and commit to the following charter of principles to advance the industrial, political and social interests of the collective membership of the Maritime Union of Australia.</p> <ol style="list-style-type: none"> <li>1. We will always act in accordance with Maritime Union of Australia Rules, National Conference of Members determinations, and this Charter of Maritime Union of Australia Principles.</li> <li>2. We will treat each other with the respect that membership of a progressive Union enshrines. Freedom of expression is a right coupled with a responsibility that includes never victimising, intimidating or abusing another member. We will not tolerate the weakening of our collective through division by racism, sexism, or other forms of discrimination based on those things we cannot change.</li> <li>3. We will build a united membership capable of achieving the objectives of the Maritime Union of Australia through an education program that creates members who are informed, engaged and active.</li> <li>4. We believe in fairness, equal opportunity and justice and will promote workplace practices that deliver this whilst ensuring the elimination of injustice, exploitation and discrimination in all of our spheres.</li> <li>5. In recognising the struggle waged by previous maritime workers in achieving the workplace rights and conditions of employment we enjoy today; we will ensure the protection of our jobs by treating the job with the respect it deserves. We will take collective action that seeks to secure and advance our rights and conditions into the future in the knowledge that we sacrifice on behalf of the collective.</li> <li>6. We will create democratic workplaces where safety, dignity in employment and life, career path development and equal opportunity are enshrined within elected frameworks.</li> <li>7. We will work towards the creation of democratic socially owned workplaces whereby exploitation is destroyed and the profits are returned to the community by way of public services and infrastructure.</li> <li>8. We recognise that only the achievement of 'Peace, Unity in Struggle and Socialism' can deliver full democratic industrial, political and social rights and responsibilities; can achieve equality of opportunity, justice and the achievement of individual fulfilment of the personality and character; achieve relationships based on the elimination of exploitation, oppression and repression and the creation of a peaceful solidarity between all peoples within an ecologically sustainable environment.</li> <li>9. We commit to participating in the decision making processes and attending Maritime Union of Australia meetings and events to strengthen the Union that unites us in our class interests.</li> <li>10. We will always work to organise the unorganised until all maritime workers are Maritime Union of Australia.</li> </ol> <p>Failure to adhere to these principles will weaken the position of the Union, Maritime Union Of Australia members and the working class. Adhering to these principles at all times will strengthen our capacity to maintain and advance our collective interests and ensure the legacy we leave to those that follow will be a better one.</p> <p>THE WORKERS UNITED IN CLASS STRUGGLE WILL NEVER BE DEFEATED</p>

No	CATEGORY	SUBJECT	RESOLUTION
5.22.1	Union Governance & Rules	Workers' rights	<p><b>Fundamental Rights – Right to Strike</b></p> <ul style="list-style-type: none"> <li>The National Conference of Members resolves that despite the current suite of legislative tools the Ruling Class has at its disposal to extract leverage from the working class there are three key pillars to human dignity in the workplace. Without supporting these three pillars it must be asked whether there is support for fundamental workers' rights at all.</li> <li>The Maritime Union of Australia will campaign for the establishment of these three key industrial democratic pillars which are for workers to have an unrestricted right to organise, collectively bargain and take democratically supported industrial action.</li> <li>These are fundamental human rights and must be fought for relentlessly. These tools will provide a balancing restraint to the industrial relations system and ensure workers can prevent and stop exploitation and achieve every one of our quadrennial conference resolutions.</li> </ul>
5.23.1	Union Governance & Rules	Rules	<p><b>National Secretary Residency</b></p> <p>The rules of the Maritime Union Of Australia will provide surety that the National Office of the Maritime Union of Australia will be in Sydney, and the National Secretary of the Maritime Union of Australia will reside there or within reasonable travel distance from there that allows daily accessibility if required.</p>
5.23.2	Union Coverage & Rules	Rules	<p><b>West Australian Coverage of Port Authorities</b></p> <p>That the rule 3, a (iv) be amended to state 1st June 2016, if employed by:</p> <ul style="list-style-type: none"> <li>Albany Port Authority;</li> <li>Bunbury Port Authority;</li> <li>Dampier Port Authority;</li> <li>Esperance Port Authority;</li> <li>Fremantle Port Authority;</li> <li>Geraldton Port Authority;</li> <li>Kimberley Port Authority;</li> <li>Port Headland Port Authority.</li> </ul> <p>Or how so ever re-named with the addition of Signal Station Officers and Pilot Boats.</p>
6.1.1	Safety	Asbestos	<p><b>1. Asbestos</b></p> <p>The National Conference of Members resolves that the Maritime Union Of Australia notes and commends Comrade Barry Robson for his ongoing work with the Asbestos Diseases Foundation of Australia and fighting to ensure those workers and families suffering from the effects of asbestos related products are treated with some dignity and respect. We applaud all our members and veterans who have been involved in this campaign.</p> <p>The Maritime Union of Australia's policy is zero tolerance to asbestos in the workplace. All workplaces should be asbestos free.</p> <p>The Maritime Union of Australia encourages all health and safety reps, committees and delegates in worksites to proactively call on management to remove all asbestos related products from the workplace.</p> <p>The Maritime Union of Australia will continue our opposition to working with asbestos unsafely. We will continue our campaign to secure justice from Governments and Corporations who criminally conspired to ensure generations of workers and their communities would continue to be ravaged by the scourge of asbestos related disease. The shocking tactics by James Hardie in order to deny the rightful compensation to effected victims will be fought against until the end.</p>

No	CATEGORY	SUBJECT	RESOLUTION
6.2.1	Safety	D&A	<p><b>Drug and Alcohol Testing</b></p> <p>The National Conference of Members resolves that drug use and abuse, whether illicit, over-the-counter, or legal has impacts on the individual, families, workplaces, communities and society. The so called 'war on drugs' is simply an industry creation by capitalism, propping up conservative politics, the courts, investments in policing and armed forces. Alienation from us, communities and our productive capacities has led to a mental health crisis, including the use and abuse of drugs. Society has a responsibility to solve the problems it creates.</p> <p>Whilst the Maritime Union Of Australia will never condone the use of drugs, we will not ignore or transport our member's problems elsewhere. The Maritime Union Of Australia will ensure that there are agreed drug and alcohol testing as well as policies in all our workplaces. We will work to ensure that we extract maximum responsibility for the provision of rehabilitation from Employers.</p> <p>The various Maritime Union Of Australia Commissions will resolve the question of Drug and Alcohol Testing templates for their industries. The templates shall be based on impairment based testing with swab test and swab confirmatory test, transparency, non-disciplinary and rehabilitative approach and identify the best mechanisms and organisations to provide structured support for individual members.</p> <p>2. The union will work towards establishing Hunterlink as the preferred or primary provider for workplace counselling in relation to alcohol and substance issues. This should be recognised in enterprise agreements where possible.</p>
6.3.1	Safety	Education	<p><b>1. Delegates and HSRs</b></p> <p>The National Conference of Members resolves that the Maritime Union Of Australia will embark on an education campaign for the membership on the importance of safety, the role of the workplace Delegates and HSR in regard to their rights, obligations and responsibilities, which also includes the protection of members raising safety issues from being discriminated against, harassed and unfairly treated with respect to promotion, upgrades, dismissal and engagement. These issues are to be addressed and included in delegates charter and be included in all Enterprise Agreements. The union will fight the disgraceful practice of blacklisting, which many delegates and HSRs have experienced in our industries.</p>
6.3.2	Safety	Education	<p><b>Safety</b></p> <p>2. National Conference of Members endorses a continuing focus on Safety in all our industries and pursuing funding from Federal, State or internationally to achieve these goals to train members in all aspects of Work Health &amp; Safety. This training also needs to consider campaigns in all areas that deal with non-compliant vessels and provides consistency between ports as an ongoing goal.</p>
6.3.3	Safety	Education	<p><b>National HSR Register</b></p> <p>A National HSRs ledger is formed and to be funded by National Office to promote HSR education and communication.</p>



No	CATEGORY	SUBJECT	RESOLUTION
6.4.1	Safety	Safety conference	<p><b>National Safety Conferences</b></p> <p>National Safety Conference take place following on from the 2012 Safety Conference held in Brisbane.</p> <p>The focus of this particular safety conference would be around the safety issues facing maritime workers on the waterfront, at sea, rigs &amp; facilities, &amp; working in harbours &amp; ports.</p> <p>Building on the NSCOP (national stevedoring code of practice) also work to start on a new seafaring code of practice.</p> <p>We need to build on our capacity to use these instruments &amp; organise around safety on every job &amp; every current vessel.</p> <p>It is recommended that the National Safety Conference be held as soon as practicable following the 2016 National Conference of Members. Further conferences should be held as necessary to maintain our momentum in this important area.</p>
6.5.1	Safety	WH&S	<p><b>WHS Campaigns</b></p> <p>The National Conference of Members resolves to continue to agitate and lobby for world's best practice in all areas of WHS to ensure that maritime workers are protected throughout our industry, and to campaign on behalf of all workers for the best possible outcomes regarding WHS.</p>
6.5.2	Safety	WH&S	<p><b>Commissions - Work, Health and Safety National Safety Committees</b></p> <p>The National Conference of Members resolves to form within the Commissions a National Safety Committee responsible for creating and updating a WHS resource for different sectors of the industry, particular focussing on equipping members and their delegates with the training and resources to carry out their work, but also including addressing the following:</p> <ul style="list-style-type: none"> <li>a) Any new or relevantly updated WHS legislation;</li> <li>b) To determine new Branch/National safety objectives and campaigns;</li> <li>c) To include formal communications reporting throughout the membership and measuring against previous objectives;</li> <li>d) To develop strategies to have a voice at Safety forums, local, State and Federal;</li> <li>e) To determine and develop WHS best practice, including training, resourcing and organising around practical application of Legislation and Regulations including NSCOP;</li> <li>f) To expose the failures inherent in the system involving Company management, institutional, whether Government or their agencies responsible;</li> <li>g) To continue advocating against Behavioural Based Safety (BBS) systems which place the blame on individual workers rather than the WHS practices or policies of a Company;</li> <li>h) To facilitate relevant, timely, accurate and accessible information for the membership areas;</li> <li>i) To set benchmarks for training of safety facilitators including recognition and appointment in all areas; and</li> <li>j) Develop a WHS resource for various sectors of the industry.</li> </ul>
7.1.1	Social	CU	<p><b>MMPCU Credit Union</b></p> <p>The National Conference of Members of member's resolves that the MMP-CU is a worker based not for profit financial services provider. The Maritime Union Of Australia calls on the MMPCU to continue to offer the best possible service to members. The Maritime Union Of Australia endorses as a policy that all members support the MMPCU to the extent possible.</p>

No	CATEGORY	SUBJECT	RESOLUTION
7.2.1	Social	Environment & Climate Change	<p><b>2. Climate Change and Shipping</b></p> <p>While shipping is the lowest-carbon form of freight transport, a lack of frequent and integrated coastal services is a barrier to shippers using ships to transport goods. These barriers and the necessary capital investments and organisational changes to overcome them should be identified as part of our ongoing campaign for Shipping Reform, support for Australian shipping, and our input into the National Ports Strategy.</p> <p>The Maritime Union Of Australia supports the ITUC and the Seafarers' section of the ITF in proposals to introduce a global flag-blind levy on ship's bunkers, provided it is introduced through the IMO. Bunkers are at present hardly taxed and a levy could provide funds for the Green Climate Fund to support developing countries in adapting to climate change and mitigating its effects. The Maritime Union Of Australia also supports the ITUC's campaign to introduce a Financial Transaction Tax to support the Green Climate Fund.</p> <p>The Maritime Union Of Australia supports regulations to move the global shipping industry to use cleaner forms of bunker fuel due to its effects on the health on seafarers, wharfies, port communities and the environment. Australia should require the International Energy Efficiency Certificate for new buildings commissioned from 2015 for international and domestic shipping (instead of waiving the introduction to 2019 as the IMO allows).</p> <p>The Maritime Union Of Australia will lobby government to increase shipping investment to reduce transport-based carbon emissions, including the creation of a clean shipbuilding industry.</p>

No	CATEGORY	SUBJECT	RESOLUTION
7.2.2	Social	Environment & Climate Change	<p><b>Climate Change Resolution</b></p> <p>The National Conference of Members resolves that capitalism is an unsustainable system. The global environmental crisis has its origins in the heedless drive of capitalism for profits regardless of the social or environmental cost. The crisis is already causing immense human suffering and death, while diminishing resources threaten global peace and security. While scientists say that warming must be kept to between 1.5 to 2°C in order to maintain a 50% chance of avoiding catastrophic climate change, the world is presently on track for a 3.5 to 6°C increase.</p> <p>The world is now in its sixth great mass extinction phase, many scientists say that unless we dramatically improve the way in which we interact with ecosystems it will be the most severe extinction ever, greater than other mass extinction events which wiped out more than half of all species on earth. Human beings are responsible for this mass extinction, not meteors, earthquakes or volcanoes, where not only animal and bird species are vanishing, but also plant life, and with it the ability for humans to survive outdoors.</p> <p>The environmental crisis has been largely created by the rapacious exploitation of the Earth's resources by the capitalist ruling class. Ignoring present warnings, they continue to aggravate the crisis with a callous and reckless disregard for the consequences of their activities. For example, drilling of current reserves owned by oil companies would release over 2795 gigatonnes of CO<sub>2</sub> into the atmosphere, five times the limit recommended by scientists to keep warming below 2°C. The response of governments in the developed capitalist countries to the climate crisis shows greater interest in safeguarding corporate profits than the environment.</p> <p>In Australia the climate nightmare is real and happening now; causing ocean levels to rise, extreme weather, the overall warming of Australia, and changes in rainfall patterns. Soil salination, desertification and deforestation, pollution of the air and freshwater systems, destruction of waterways and a major loss of bio-diversity began after the country's occupation by Britain in 1788. Poor and working class people are likely to bear the brunt of these changes. States of emergency have been declared throughout the Pacific region and we offer our solidarity to workers and communities in Australia and across the Pacific who are experiencing the negative effects of climate change.</p> <p>We also have the capacity to solve the crisis we started. Humanity faces the need to fundamentally change society, its purpose and motivation, advancing to a society that recognises humanity's place in nature and lives with nature on the basis of sustainability. Such a society is a socialist one. It means, in particular, the provision of renewable forms of energy, recognising that the provision of energy underlies almost all forms of production, transport and living.</p> <p>Trade unions must play a role in campaigning for a just transition of our economy and society to one with much lower carbon emissions. Conversion to a more sustainable economy will bring a healthier economy as well as a healthier environment. Changes necessary for more sustainable production would require more workers, not fewer. Jobs must be created in onshore and offshore renewable energy and manufacturing, improving public and freight transport infrastructure, and construction and renovation of buildings.</p> <p>The maximum participation of workers, unions and community is needed for this shift in industry and jobs to succeed. Decent work and job creation are central to sustainable development because workers and workplaces are at the centre of production and consumption in society and have a key place in transforming production at all levels.</p> <p>To alleviate some of the worst features of the environmental crisis, the Maritime Union Of Australia advocates:</p> <ul style="list-style-type: none"> <li>• Developing a national energy plan, with legislated timetables and targets, for transition to an ecologically sustainable energy system. This plan must recognise the ownership of the land and sea surrounding Australia is owned by independent Aboriginal and Torres Strait nations who demonstrated 60,000 years of rich culture whilst maintaining ecological sustainability through attachment and respect for the environment. We must work with Aboriginal and Torres Strait Islander peoples to protect and restore our country, including implementing shared management agreements with Aboriginal and Torres Strait Islander peoples to develop meaningful employment in natural resource management.</li> </ul>

No	CATEGORY	SUBJECT	RESOLUTION
7.2.2 (con- tinued)	Social	Environment & Climate Change	<ul style="list-style-type: none"> <li>• Nationalisation of Australia's electricity generation, distribution and supply infrastructure, and water systems. Opposition to privatisation of systems still in public hands.</li> <li>• That there be no private ownership of any of Australia's resources, Australia's resource wealth should be nationalised and the wealth redistributed throughout the economy ensuring human and social services are met.</li> <li>• Massively investing in research and development of alternative renewable energy sources under public ownership. Transfer of subsidies and government support from fossil and nuclear fuel sectors to energy efficiency and renewable energy and conversion programs.</li> <li>• The Maritime Union Of Australia will investigate and analyse future jobs in renewable energies in our industries. The Maritime Union Of Australia supports campaigns for the creation of climate jobs and traineeships that involve delivering vital services with lower carbon emissions and notes that comprehensive industry policy, public investment and support, regional planning, and skills training are essential to ensure these changes happen as quickly and effectively as possible. Workers' capital can also play a role in supporting such investments. Plans must be made for workers from fossil fuel industries whose employment will begin to end as these fuels are reduced in line with government policies and international pressure.</li> <li>• Making energy efficiency and conservation key determinants of urban planning and central to government economic and industry policy.</li> <li>• Legislation and enforcement for efficiency and safety standards requiring every enterprise to adopt energy conservation measures and recycling, energy rating labelling of all residential and commercial buildings, motor vehicles, electrical appliances and power generating machinery, and chemical processes including transportation, etc.</li> <li>• The provision of expanded public transport infrastructure, more frequent and more reliable public transport services that are publicly owned and operated, and new services to outer suburbs.</li> <li>• Extensive provisions of infrastructure to be developed for cyclists.</li> <li>• Re-opening country and regional rail lines for freight and passenger service under public control.</li> <li>• Restoration of Australia's water systems and provision of adequate safe drinking water for communities through coordinated national planning.</li> <li>• Phase out unsustainable water hungry industries such as cotton and rice-growing. No provision of free potable water for mining processes.</li> <li>• Planning to be undertaken so that Australia will take responsibility and provide for environmental refugees driven from their homes by the effects of climate change or other environmental catastrophes</li> <li>• Close all uranium mines in Australia and cancelling contracts for the export of uranium and oppose the establishment of nuclear waste dumps in Australia.</li> <li>• Transferring appropriate technologies to the people of developing and underdeveloped economies to achieve global equity of energy and resource use, and quality of life in the course of achieving global sustainability.</li> <li>• To strengthen and expand the Commonwealth powers to protect and enhance Australia's environment and heritage including broader oversight of state government decisions with national environmental significance.</li> <li>• To clearly define in domestic law all Australia's responsibilities under international environmental treaties to which we are a signatory, and to contribute to global sustainability through support of international cooperation on environmental issues.</li> <li>• Inclusion of ecological and environmental principles in primary and secondary school curricula.</li> <li>• Reserve systems that are comprehensive, adequate and representative of all of our unique ecosystems, supported by a nation-wide approach to protection and restoration of Australia's natural environment.</li> </ul>



No	CATEGORY	SUBJECT	RESOLUTION
7.2.2 (con- tinued)	Social	Environment & Climate Change	<ul style="list-style-type: none"> <li>To establish a national ecological sustainability commission to focus on issues of ecological integrity. Ensuring the building of strong Australian biosecurity systems to prevent the introduction of pest plants, animals and diseases.</li> <li>To phase out persistent and bio-accumulative chemicals, prevent the release of hazardous chemicals into the environment and rehabilitate affected environments where possible.</li> <li>To develop rigorous evidence-based bushfire research that considers the use of fire, and best environmental and fire risk minimization in building practices. An effective and sustainable strategy for fire-reduction management must protect biodiversity and moderate the effects of wildfire for the protection of people and assets, developed in consultation with experts, custodians and land managers.</li> <li>New forms of resource development such as coal seam gas, fracking, and deep-sea drilling must be properly consulted upon, regulated and monitored and subject to stringent health and safety standards to protect workers, communities, and the environment.</li> <li>Wherever possible, eco-friendly practices should be implemented in our industries and work practices</li> <li>The Maritime Union Of Australia will consider joining the movement to divest super funds and other monies from fossil fuel industries.</li> <li>The Maritime Union Of Australia will work towards the establishment of complete paperless systems and look at ways at offsetting all emissions, becoming carbon neutral and environmentally sustainable.</li> <li>The Maritime Union Of Australia will ensure that all of the measures called upon throughout this entire resolution are implemented through advocacy, planning, and action.</li> </ul> <p><b>Substitute Resolution approved by Committee</b></p> <p>The Quadrennial Conference of Members resolves that National Council shall develop a detailed position, taking into account the work that was done in the draft resolution from Sydney branch before this conference. The policy shall be developed within six months.</p>
7.3.1	Social	Eureka Foundation	<p><b>Eureka Foundation</b></p> <p>The National Conference of Members resolves to support the Eureka Foundation as well as other progressive campaigns that seek to maintain the spirit and memory of the Eureka rebellion.</p> <p>For many years diverse groups within the Australian political, social and industrial spectrum have utilised the iconography of the Eureka Rebellion to demonstrate their particular cultural allegiances, politics, or philosophies. Particularly concerning is the hijacking of the flag by the right wing and reactionary forces who seek to forget the events surrounding the Eureka Rebellion and the nature of the flags design and construction. An effort must be made by the labour movement to realign the understanding of the Australian community as to what the flag and Rebellion means for Australian society. The opportunist reactionary movements seem to either wilfully ignore the true meaning of the Eureka Rebellion or seek to wilfully misrepresent the truth for their own selfish ends.</p>

No	CATEGORY	SUBJECT	RESOLUTION
7.4.1	Social	Family	<p><b>Improved Family Provisions</b></p> <p>The National Conference of Members resolves:</p> <ul style="list-style-type: none"> <li>The Maritime Union Of Australia will continue to negotiate for improved outcomes for working families, with the aim of looking at job-share options, improvements in access to time off and part-time work for members with shared custody of children. Template clauses will be developed to support the negotiation of these provisions in agreements.</li> <li>The Maritime Union Of Australia will investigate (possibly via a survey) the needs of members and implementation of model clauses from other industries covering these issues.</li> </ul> <p>The Maritime Union Of Australia to investigate the potential for crèches to assist Port workers who are usually shift workers with child care. The Maritime Union Of Australia can investigate the opportunities with other Unions operating in the Ports.</p>
7.5.1	Social	Health	<p><b>Health Care</b></p> <p>The National Conference of Members resolves that, the MARITIME UNION OF AUSTRALIA in conjunction with the ACTU and other peak trade Union centres commence a campaign to establish a universal health care system providing health care including dental care, mental health, rehabilitation services, all aged care requirements etc.</p> <p>The MARITIME UNION OF AUSTRALIA investigate more formal support for members dealing with mental health issues, as well rehabilitation for addictions.</p> <p>The MARITIME UNION OF AUSTRALIA will continue to lobby Government and Employers on their obligations to assist in training, support and funding of initiatives to improve the mental health of members, their workplaces and the community.</p>
7.5.2	Social	Health	<p><b>Members Health</b></p> <p>The National Conference of Members notes the significant gaps in community health policy areas and the negative impact this has on members' lives. As such the Maritime Union Of Australia will support organisations that demonstrate a commitment to rehabilitate members and their families in areas of mental health, suicide prevention, drug dependency and abuse and any other areas which warrant support.</p> <p>The Maritime Union Of Australia will continue to assist Hunterlink in ensuring continuity of service for Maritime Union Of Australia members and others within the movement who support it.</p>
7.5.3	Social	Health	<p><b>Men's Health Campaign</b></p> <p>The National Conference of Members resolves to support a men's health campaign to educate members about the health issues facing men. We particularly recognise that men often don't seek medical assistance when they need to, and this campaign would encourage that.</p>
7.5.4	Social	Health	<p><b>Physical and Mental Health</b></p> <p>That we endeavour to introduce more regular Health Campaigns to monitor sleep deprivation, weight gain, weight loss, mental health etc.</p> <p>Fatigue Management to feed of this data to prevent future illness.</p>

No	CATEGORY	SUBJECT	RESOLUTION
7.5.5	Social	Health	<p><b>Fight Forced Income Management</b></p> <p>National Conference of Members to endorse a campaign to fight the implementation of 'Forced Income Management' on welfare recipients. The "Healthy Welfare Card" is to be rolled out on all Ceduna District Welfare recipients, except old age pensioners and veterans, this February 2016 with other areas in Australia to follow.</p> <p>Forced Recipients will have a bank account opened in their name, without their consent, where 80% of their payment will be quarantined. This money will not be able to be withdrawn as cash, nor be able to be used to purchase alcohol etc. There will be no interest paid on these accounts, but balances will be deemed against recipients when calculating their payment. Recipients will be responsible for merchant Eftpos fees, minimum transaction costs etc. eroding their payments.</p> <p>This will be done through "Indue" a second tier financial institution who will scrutinise all transactions on this account, including third party info. This will affect all of the following people receiving: Newstart, disability pension, carers pension / payments, wife pension, widow b pension / allowance, sickness allowance, pension pp. (single), youth allowance, special benefit, Austudy, Abstudy (includes living allowance), parenting allowance, partner allowance, bereavement allowance, benefit PP (partner). This also includes all associated payments, i.e. clean energy payments, family tax benefit, double orphan pension, mobility allowance etc.</p> <p>This will apply to all receiving any of these payments, regardless of circumstance. This is being done despite concerns around privacy, human rights, discrimination, consumer rights etc. This must be stopped!</p>
7.6.1	Social	LGBTIQ	<p><b>1. LGBTIQ Solidarity and Support</b></p> <p>The National Conference of Members resolves that the Maritime Union Of Australia supports and will campaign in support of full legislative rights for the LGBTIQ community including marriage equality and calls upon Government to legislate full marriage rights for LGBTIQ (lesbian, gay, bisexual, transgender, intersex and queer) people, as well as ending any legislative discrimination.</p>

No	CATEGORY	SUBJECT	RESOLUTION
7.7.1	Social	Nuclear	<p><b>Nuclear Issues</b></p> <p>The National Conference of Members resolves the following:</p> <ul style="list-style-type: none"> <li>• The Maritime Union Of Australia recognises the unique threat the nuclear industry poses to the environment, local communities and workers involved in mining, transportation and handling of radioactive materials.</li> <li>• The Maritime Union Of Australia will work to ensure that its members are not exposed to the hazards of radioactive and nuclear materials. This exposure can occur through the movement of radioactive cargoes or through exposure to contaminated cargo and shipping as some members experienced in the aftermath of the Fukushima nuclear incident.</li> <li>• The Maritime Union Of Australia recognises the ongoing disaster at the Fukushima Dai-Ichi nuclear plant in Japan and acknowledges that uranium mined in Australia was present in all of the crippled reactors.</li> <li>• The Maritime Union Of Australia is unequivocally opposed to the mining and transportation of uranium.</li> <li>• The Maritime Union Of Australia also strongly opposes attempts by nuclear industry advocates to paint nuclear power as a 'clean' technology that can mitigate climate change and will campaign against development of a nuclear power industry in Australia.</li> </ul> <p><u>Nuclear waste</u></p> <ul style="list-style-type: none"> <li>• The Maritime Union Of Australia opposes consistent attempts by the Commonwealth government over the past two decades to establish a remote national radioactive waste dump in Australia.</li> <li>• The Maritime Union Of Australia calls for a transition away from the production of nuclear medicines using a nuclear reactor at Lucas Heights towards production through non-nuclear reactor based means like cyclotrons. We oppose the importation of nuclear fuel assemblies for Lucas Heights and the export of spent fuel for reprocessing.</li> <li>• The Maritime Union Of Australia calls on the government to initiate an independent inquiry into waste production and all options of waste management. Intermediate level waste currently being produced at Lucas Heights should be stored onsite pending this inquiry.</li> <li>• Maritime Union Of Australia notes with deep concern the recent 'Tentative Findings' of the SA Royal Commission that recommends importation of international high-level nuclear waste for storage and final disposal. The Maritime Union Of Australia has long-standing opposition to importing nuclear waste from overseas. Maritime Union Of Australia welcomes the Federal ALP's clear opposition to importation of international radioactive waste, and urges Federal Labor to clearly and actively oppose any move to change this policy.</li> </ul> <p><u>Nuclear weapons</u></p> <ul style="list-style-type: none"> <li>• The Maritime Union Of Australia recognizes the deadly threat of nuclear weapons and the necessity for complete global disarmament.</li> <li>• The Maritime Union Of Australia acknowledges that export of uranium from Australia can further nuclear insecurity as seen by the debate over uranium sales to India and other nuclear weapons states.</li> </ul> <p><u>Solidarity</u></p> <ul style="list-style-type: none"> <li>• The Maritime Union Of Australia will support and act in solidarity with workers and communities opposing nuclear projects in Australia, including Traditional Owners across Australia on the frontline of resisting projects.</li> </ul> <p>1. The Maritime Union Of Australia will actively support moves by workers or communities to resist the expansion or further development of the nuclear industry in Australia including through provision of financial or in-kind advocacy and campaign support.</p>



No	CATEGORY	SUBJECT	RESOLUTION
7.8.1	Social	Peace	<p><b>World Peace</b></p> <ul style="list-style-type: none"> <li>• The National Conference of Members resolves that the reaffirms our commitment to world peace and reaffirms that Peace is Maritime Union Of Australia and Union business. This slogan should be resurrected to promote peace within the union and the community. The Maritime Union of Australia states our ongoing opposition to imperialist war and supports bringing home all troops not engaged in humanitarian missions.</li> <li>• The Maritime Union Of Australia supports global disarmament of all weapons of mass destruction including nuclear weapons in all their various forms, cluster munitions and landmines.</li> <li>• The Maritime Union Of Australia opposes any foreign military bases within Australia.</li> <li>• The Maritime Union Of Australia will campaign wherever the purpose is to improve global solidarity and peace and will campaign against imperialist aggression, whether by our country or any other.</li> <li>• The Maritime Union Of Australia will establish a national peace committee to coordinate activity and events.</li> </ul>

No	CATEGORY	SUBJECT	RESOLUTION
7.9.1	Social	Refugees	<p><b>Refugees</b></p> <p>The National Conference of Members notes that under both Australian and International law, there is no such status as an illegal refugee. Australia is the only OECD country that imposes mandatory detention of asylum seekers while their claims are being examined. It is the only country that expels asylum seekers to third countries to be processed and refuses resettlement to those found to be refugees. This policy, which is largely based on racism at government level, must be changed to one that accepts the legal rights of refugees and provides community housing, care and work rights while their claims are investigated.</p> <ol style="list-style-type: none"> <li>1. The National Conference of Members notes that offshore third country processing on Manus Island, Nauru or anywhere else is a policy adopted by successive Labor and Liberal governments which is designed to avoid Australia's obligations under the Refugee Convention to properly process and protect asylum seekers and refugees in Australia. Amnesty International has described conditions in offshore detention run by Australian as, 'tantamount to torture.'</li> <li>2. The National Conference of Members notes that mandatory detention has been condemned by both the UN Office of the High Commissioner for Human Rights, the UN High Commission for Refugees and by Australia's own Human Rights Commissioner. There are alarmingly high level of attempted suicide and self-harm in Australia's detention system. This discriminatory treatment of asylum seekers violates the Refugee Convention. The United Nations High Commissioner for Human Rights, Zeid Ra'ad Al Hussein states that Australia's policy of offshore processing and boat turn backs is 'leading to a chain of human rights violations, including arbitrary detention and possible torture following return to home countries'.</li> <li>3. The National Conference of Members notes that the Australian government, by refusing claims of asylum seekers arriving by boat, administers two systems to process asylum seekers – one for those who arrive on-shore by plane and another for those intercepted at sea or who arrive on Australian territory. The off-shore processing system of asylum seekers on Nauru and Manus Island is discriminatory, and lacks transparency and independent oversight.</li> <li>4. The National Conference of Members notes that the Coalition government has maintained an official policy of secrecy around the interception of asylum boats and the treatment of asylum seekers in detention centres. In particular we note the introduction of the Border Force Act, which was supported by Labor Members of Parliament, which imposes a penalty of up to two years jail for workers who reveal information regarding conditions in detention.</li> <li>5. The National Conference of Members notes that the <i>Migration and Maritime Powers Legislation Amendment Act 2014</i> facilitates boat turn backs and gives the Immigration Minister the power to secretly suspend the application of Australian maritime law and international maritime conventions to any vessel.</li> <li>6. The National Conference of Members notes the introduction of a fast-track refugee determination assessment process which limits assessment procedures, removes appeal rights and denies funding for legal assistance for asylum seekers.</li> <li>7. The National Conference of Members also notes that companies are using the exclusion of Australian territory from the Migration Act to reduce conditions for offshore workers in those excluded areas.</li> </ol> <p>The Maritime Union Of Australia calls for:</p> <ul style="list-style-type: none"> <li>• The end of all off-shore processing, and to immediately bring all asylum seekers from Manus Island and Nauru to the Australian mainland abolish and create one transparent and accountable system for processing the applications of all asylum seekers and workers in Australia. Abolish the exclusion of Australian territory from the effect of the Migration Act.</li> <li>• unequivocal opposition to the Coalition's policy of temporary protection visas;</li> <li>• The complete opposition to the policies of both Liberal and Labor parties to intercept and turn-around refugee boats at sea without a proper assessment of people's claims for protection. Such policies needlessly put both asylum seekers and seafarers in danger.</li> </ul>

No	CATEGORY	SUBJECT	RESOLUTION
7.9.1 (continued)	Social	Refugees	<ul style="list-style-type: none"> <li>All governments to commit to receive and process all asylum seekers requesting protection in Australia.</li> <li>Legislation that protects the rights and security of all asylum seekers.</li> <li>The immediate end of the mandatory detention of asylum seekers and for all asylum seekers to live and work in the community while their claims are being processed. Enhanced funding to ensure adequate needs are being met for refugees and asylum seekers. All detention centres to be closed and reopened as socially useful infrastructure in the interests of communities;</li> <li>the repeal the <i>Border Force Act</i>, and the <i>Migration and Maritime Powers Legislation Amendment Act</i> which outlaw whistle-blowers and which empowers restricts appeal rights for asylum seekers and empowers the Commonwealth to intercept asylum boats on the high seas in contravention of international maritime conventions;</li> <li>All governments to refrain from deporting asylum seekers to Iraq, Syria, Afghanistan and Sri Lanka.</li> <li>Ending all forced deportations of refugees and asylum seekers.</li> <li>The immediate removal of all children from detention and to end children in detention forever.</li> <li>An amnesty for all those who have been found guilty of crimes linked with protesting the inhumane policies of the federal government.</li> <li>Decriminalise people smuggling, free the Indonesian boat crews, no mandatory sentencing. Safe alternatives to boat transport include providing asylum seekers with plane tickets or alternatively allowing any individual a visa to have their claims processed so they can catch regulated transport.</li> </ul>
7.10.1	Social	Violence	<p><b>Violence</b></p> <p>The National Conference of Members resolves to support the elimination of violence, including domestic and family violence. The Maritime Union Of Australia will continue to develop policies and clauses to ensure we, as an organisation, is doing everything practicable in delivery in this area, including the insertion of template clauses into Enterprise Agreements.</p> <p>The Maritime Union Of Australia believes strongly in the dignity of all people, only via the elimination of violence, discrimination and intimidation can society flourish. It is for these reasons the Maritime Union Of Australia will continue to agitate in all spheres of influence to eliminate all violence and discrimination.</p>
7.10.2	Social	Violence	<p><b>Oppressed Trade Unionists and activists</b></p> <p>The National Conference of Members resolves to urge the ITUC to campaign significantly harder creating more urgency and global industrial and political campaigns to stop the continued violence and abuse of trade Union activists and leaders. This should include coordinated solidarity actions, boycotts, sanctions and any form of action that stops the oppression and violence against workers and their representatives.</p>
7.11.1	Social	White Ribbon	<p><b>White Ribbon</b></p> <p>The National Conference of Members resolves to endorse the Union's involvement in the White Ribbon campaign and calls on each Branch to become engaged with activities in their Branch and State and congratulates and calls for all male Officials, Officers, Organisers and Staff of the Maritime Union Of Australia becoming Ambassadors of the White Ribbon Foundation and encourages other members and delegates to do the same.</p>

No	CATEGORY	SUBJECT	RESOLUTION
7.12.1	Social	Workers Media	<p><b>Workers' Media</b></p> <p>The National Conference of Members resolves that the Union will push the ACTU and State peak trade Union centres to create National and State based workers media, via electronic and print media sources, examples are a Workers radio channel or TV channel (could be internet radio or internet TV), webcasts, workers weekly newspapers both print and electronic.</p> <p>The Maritime Union Of Australia will investigate the possibilities of creating an electronic newspaper or other web based media platforms such as Maritime Union Of Australia TV (internet based).</p> <p>The Commissions should develop their own media communications platforms or they could be released concurrently together.</p>
7.13.1	Social	Working Class	<p><b>3. Industrial, Political, Social Solidarity partners</b></p> <p>The National Conference of Members resolves that the Maritime Union Of Australia is to work with any organisation that seeks to promote, advance, maintain or win outcomes for working class people across all areas in our communities. The Maritime Union Of Australia will continue to support mass working class campaigns and events to ensure we strive for a peaceful world, the elimination of exploitation and discrimination, in defence of our environment and for the full emancipation of human beings from capitalism.</p>
8.1.1	Solidarity	International	<p><b>y) International Solidarity</b></p> <p>The National Conference of Members resolves that the Union unequivocally reaffirm our commitment to International and global solidarity in all forms, politically, socially and industrially, and promotes this within the Union in all our activities.</p> <p>That the Union will participate in all activities directed towards building solidarity between all peoples and for the elimination of violence, war, poverty, exploitation and environmental destruction.</p>
8.1.2	Solidarity	Cuba	<p><b>Solidarity with Cuba, the Caribbean, Central America and Latin America</b></p> <p>The National Conference of Members resolves, to continue our longstanding solidarity and support for Cuba, the Caribbean, Central and Latin American countries including the following particular campaigns:</p> <ul style="list-style-type: none"> <li>Calling upon the Federal Government to support an end to the US Blockade of Cuba</li> <li>Sending a Maritime Union Of Australia delegation on the Cuba Solidarity Brigades each year;</li> <li>Condemning crimes against the working class and actively campaigning for the end to violence and assassinations of workers representatives throughout the region;</li> <li>Call for the release of all political and industrial prisoners throughout the region;</li> <li>Denounce all current governments installed by US Government or backed up by US military throughout the region.</li> <li>Greater solidarity ties with Maritime Unions throughout this region;</li> <li>Continued support for the Venezuelan people and their continued revolution for socialist change despite US attempts to destabilise the country through hostile interventions and backing counter revolutionary elites in the country;</li> <li>Support for ALBA and its campaigns for justice throughout region.</li> <li>Support all progressive or revolutionary campaigns of solidarity with this region.</li> </ul>



No	CATEGORY	SUBJECT	RESOLUTION
8.1.3	Solidarity	KTWU	<p><b>Korean TWU Solidarity</b></p> <p>The National Conference of Members resolves to mobilise support and solidarity in Australia and internationally for the struggles of the KTWU, especially those protests and struggles against the use of irregular work at the expense of full time permanent jobs, and all other democratic Unions fighting for justice at work and in society. The regular imprisonment of democratically elected worker leaders is an outrage to the entire trade Union movement and we will respond powerfully and appropriately to these repressive actions.</p> <p>The Maritime Union Of Australia resolves to further the development and deepening of the relationship with the KCTU and the Korean Transport Workers Union (KTWU).</p>
8.1.4	Solidarity	Middle East	<p><b>z) Solidarity with the Middle East</b></p> <p>aa) The National Conference of Members resolves the following:</p> <ul style="list-style-type: none"> <li>• The Maritime Union Of Australia calls for the end of all imperialist wars and interventions in the region</li> <li>• Calls for global Union federations, the ITUC, the Australian Parliament, and Australian peak Union bodies to end all support for imperialist intervention in the region</li> <li>• Calls upon all Australian political parties to end all support for imperialist intervention in the region</li> <li>• Support campaigns for Palestinian self-determination and a State that complies with UN Resolutions, particularly ending the illegal Israeli occupation of Palestine and ending the blockade of Gaza;</li> <li>• Tearing down the Apartheid wall;</li> <li>• Call upon Australia to endorse and support all UN resolutions relating to Palestine and Israel;</li> <li>• That the Maritime Union Of Australia campaign and support all campaigns called upon by the Palestinian trade union movement including the BDS Campaign; and</li> <li>• Support for peoples movements across the Middle East calling for greater democratic and social justice rights and an end to State violence against people campaigning peacefully throughout the region.</li> </ul>
8.1.5	Solidarity	PAME/ Greece	<p><b>Solidarity with PAME</b></p> <p>The Quadrennial Conference of members resolves that the Maritime Union of Australia expresses its international solidarity with PAME (All Workers Militant Front) in Greece.</p> <p>PAME has been on the frontline for the workers' and the broader masses' struggle against the unprecedented and unrestrained attacks by Capital, the Greek Government, the International Monetary Fund, and the European Union. These groups are attempting to eliminate the rights and conditions of workers and the broader masses, that they won by hard and long class struggle.</p> <p>ab) We support your fight to defend workers' rights and we will stand with you until we achieve our final victory.</p>
8.1.6	Solidarity	PNG	<p><b>Papua New Guinea Solidarity and Organising</b></p> <p>The National Conference of Members recognises the work of the Maritime Union Of Australia, AMWU, AWU, TWU, CFMEU, and the ACTU - along with the regional office of the ITF -for their work in assisting the development of capacity building for organising around the development of their resource sector, particularly LNG, in Papua New Guinea.</p>

No	CATEGORY	SUBJECT	RESOLUTION
8.1.7	Solidarity	PNG	<p><b>Solidarity with West Papua</b></p> <p>The NT Branch moves that the Maritime Union Of Australia Quadrennial National Conference of Members resolves that we will speak out against the atrocities being perpetrated on the West Papuan people by Indonesia and that we will support the struggle of the West Papuan people for independence both morally and publicly.</p>
8.1.8	Solidarity	Timor Leste	<p><b>Timor Leste Solidarity and Organising</b></p> <p>The National Conference of Members recognises the great work that has been done over a number of years in assisting the development of SMETL and endorses continuing work with our Timorese comrades. That we condemn the actions of the Australian Government in denying the Timorese people of their resource wealth in the Timor Sea and that we will actively pursue justice for the Timorese people in all our spheres of influence.</p>
8.2.1	Solidarity	Worlds Workers	<p><b>US Attacks on workers and their Trade Unions</b></p> <p>The National Conference of Members resolves the following: We acknowledge the tremendous challenge of the US trade union movement in the most powerful capitalist nation on earth. We commit to building solidarity with our sisters and brothers in the United States in their campaign against 'Right to Work' States, the smashing of the public sector, the dismantling of the rights of workers, the inspirational struggle to lift the minimum wage across the country to \$15 per hour, and all other progressive campaigns being waged by the industrial, social and political movements.</p>
8.2.2	Solidarity	Worlds Workers	<p><b>Solidarity with the Worlds workers</b></p> <p>The National Conference of Members resolves to stand with all workers in struggle for their rights, for dignity, and justice in their workplaces and communities. We pledge to stand in solidarity and uphold the finest traditions of the working class, including, peace, unity in struggle and socialism.</p>
9.1.1	Stevedoring	32 hour week	<p><b>Shorter hour roster/Family friendly roster</b></p> <p>With the advent of IT/Technological advancement and advanced work practices the time has come to campaign for the implementation of a family friendly roster to allow our members to operate in a safe and fatigue balanced Roster that takes into account the stresses and strains that shift work places on their family/social/work Environment and also to create more permanent positions to alleviate the scourge of casualisation that has Pervaded our industry.</p>
9.1.2	Stevedoring	Employment	<p><b>a. Stevedoring and Outsourcing</b></p> <ul style="list-style-type: none"> <li>• Maritime Union encourage that stevedoring maintenance work be pushed back to major operators and get away from the practice of using contractors or outsourcing.</li> <li>• The Union to campaign for the maintenance tradesman to be directly employed by the Stevedore.</li> </ul>
9.1.3	Stevedoring	Employment	<p><b>Gearman</b></p> <p>b. That the Union strengthen the existing role of Gearman between positions that have been lost, identify where there could be more than one dedicated Gearman, and return the Gearmans position lost to Management back into Union coverage. Also to identify and represent the Gearman role in any National Stevedore training in relation to the upcoming National Stevedoring ticket. This will be pursued by the Union as a priority in a safety critical area.</p>

No	CATEGORY	SUBJECT	RESOLUTION
9.1.4	Stevedoring	HPA	<p><b>4. Hutchison Dispute</b></p> <p>The National Conference of Members of delegates recognises the significance of the 2015 Hutchison Dispute. Special tribute must be paid to all members who participated in this important struggle against transnational thuggery and intimidation. Hutchison attempted to destroy organised waterside workers by contracting out their own work to their competitors, manipulating the market in their favour in an attempt to force a race to the bottom in the industry, their attempt failed spectacularly.</p> <p>Whilst the bravery and courage of Maritime Union Of Australia members began the fight back, the victory belonged to the working class as all its forces both nationally and internationally played a significant role and assisted the Maritime Union Of Australia leadership in resolving this dispute in favour of the workers, proving that the workers united in class struggle can take on the world and win.</p> <p>The 135 days that the community assemblies continuously existed is a testament to the will and solidarity of our movement. With Hutchison members from start to finish, trade unionists and their unions, progressive political parties from social democrats, to anarchists, socialists and communists, the community resolve to ensure victory was always present.</p> <p>Arguably one of the longest disputes in the history of the Maritime Union Of Australia, its significance must be documented for future generations of membership. Accordingly, this National Conference of Members resolves that the Maritime Union Of Australia film unit be commissioned to produce an hour long documentary on the dispute for historical purposes as well as other artistic and media platform recognition.</p>
9.2.1	Training & Education	Conference	<p><b>International Conference of Members – Education</b></p> <p>The National Conference of Members resolves that the Union continues to promote rank and file delegations to national and international trade Union conferences to assist with delegate education and development.</p>
9.2.2	Union Governance & Rules	Conference	<p><b>Conference Resolutions</b></p> <p>The National Conference of Members resolves to give a minimum 28 days' notice of requirement of resolutions for all conferences.</p>
10.1.1	Aboriginal & Torres Strait Islander, Women & Youth	ATSI	<p><b>Section 116</b></p> <p>Given the current debate around Constitutional Change and the need to bring the Australian Constitution into 2016, the Expert Panel on Constitutional Change also proposed a process to rid the Constitution of its out-dated and racist provisions.</p> <p>In line with the position of the Maritime Union Of Australia on these matters, the following resolution is proposed for consideration and adoption.</p> <ul style="list-style-type: none"> <li>That this National Conference of Members call on the Australian Government to amend its Constitution in line with the recommendations of the Expert Panel, to insert after section 116:</li> </ul> <p><b>Section 116 A Prohibition of Racial Discrimination</b></p> <p>(1) The Commonwealth, a State or a Territory shall not discriminate on the grounds of race, colour or ethnic origin;</p> <p>(2) And does not preclude the making of laws or measures for the purpose of overcoming disadvantage.</p>
10.1.2	Aboriginal & Torres Strait Islander, Women & Youth	ATSI	<p><b>Recognition of Tradition Owners</b></p> <p>That the Maritime Union Of Australia at all of its meetings held under the rules commence with an acknowledgement to the traditional owners of the land with each Branch ensuring that the correct tribal name for the particular area is identified and recognised.</p>

No	CATEGORY	SUBJECT	RESOLUTION
10.1.3	Aboriginal & Torres Strait Islander, Women & Youth	ATSI	<p><b>Aboriginal and Torres Strait Islander clauses in EA Negotiations</b></p> <p>The National Conference of Members resolves that future EA negotiations shall have a section/clause that consist of the following classifications:</p> <ul style="list-style-type: none"> <li>Cultural Awareness training (mandatory)</li> <li>Increase numbers of Aboriginal and Torres Strait Islander workers in workforce</li> <li>Cultural appropriate rights (Compassionate leave increase, Bereavement increase, Cultural Celebrations e.g. NAIDOC &amp; MABO Day and cultural appropriate counselling).</li> <li>Aboriginal and Torres Strait Islander representative involved in EA negotiations</li> <li>Aboriginal and Torres Strait Islander training</li> <li>Mandatory local Aboriginal and Torres Strait Islander employment.</li> <li>That all future EBA negotiations to include a clause that has a minimum 10% recruitment of local Traditional Owners and in the absence of the TO component other Aboriginal or Torres Strait Islander People in the Agreement, with an intent to the employment being permanent.</li> </ul>
10.1.4	Aboriginal & Torres Strait Islander, Women & Youth	ATSI	<p>That the Maritime Union adopts a policy to oppose any decision by any Government to "Compulsory acquire" land from Traditional Owners which has a Native Title determination.</p>
10.1.5	Aboriginal & Torres Strait Islander, Women & Youth	ATSI	<p><b>Support of ACTU Indigenous Committee and Maritime Union of Australia Aboriginal and Torres Strait Islander Committee</b></p> <p>The National Conference of Members resolves to acknowledge the ACTU indigenous committee and support their campaigning and policy changing ideals for the betterment of Aboriginal and Torres Strait Island workers and their communities.</p> <ul style="list-style-type: none"> <li>Maritime Union Of Australia Branches will facilitate the program of the ACTU Indigenous Committee, the Maritime Union Of Australia Aboriginal and Torres Strait Islander Committee and the Maritime Union Of Australia Aboriginal and Torres Strait Islander Officer.</li> <li>The National Conference of Members resolves to maintain the position of Indigenous Employment Liaison Officer on an ongoing basis to further the great work undertaken by Terry O'Shane in building strong, sustainable relationships with Indigenous Communities, Traditional Owners and working towards consolidating indigenous employment rights through the signing of Social Compact agreements with Traditional Owners.</li> <li>That the Maritime Union Of Australia make every effort to employ an Aboriginal and Torres Strait Islander Officer to facilitate the work of the Aboriginal and Torres Strait Islander Committee, develop campaigns for the advancement of the Maritime Union Of Australia policies around Aboriginal and Torres Strait Islander and provide support for Aboriginal and Torres Strait Islander members.</li> <li>As part of recognising the traditional owners of the land, each Maritime Union Of Australia workplace, amenities and office buildings shall have information placed in a prominent place acknowledging the Aboriginal and Torres Strait Islander people on whose land such amenities and buildings are built on.</li> </ul>
10.1.6	Aboriginal & Torres Strait Islander, Women & Youth	ATSI	<p><b>Social Compacts</b></p> <p>National Conference of Members resolves that our union continue to lead the union movement in the work being done to establish social compacts with Australia's First Nation's people to strategically deliver joint outcomes for both Aboriginal and Torres Strait Islanders and union members alike. It is also resolved that all Maritime Union Of Australia Branch's shall have the full support of the National Office in resourcing campaigns that arise from Social Compacts and in maintaining relations.</p>



No	CATEGORY	SUBJECT	RESOLUTION
10.1.7	Aboriginal & Torres Strait Islander, Women & Youth	ATSI	<p><b>Mapping</b></p> <p>National Conference of Members recognises that the mapping of ATSI, Women and Youth membership numbers is important to our ongoing campaigns. It was a resolution to map the ATSI, Women and Youth numbers at the 2012 Quadrennial National Conference of Members, and that has not been fully achieved. National Conference of Members resolves that the Mapping will be completed in 2016 by way of a nationally resourced campaign.</p>
10.1.8	Aboriginal & Torres Strait Islander, Women & Youth	ATSI	<p><b>Maritime Union of Australia Aboriginal and Torres Strait Islander Policy</b></p> <p>The National Conference of Members resolves to reaffirm our longstanding commitment to Aboriginal and Torres Strait Islander solidarity and support for recognition, respect, equality and equal opportunity.</p> <ul style="list-style-type: none"> <li>• We declare forthrightly that the land we know as Australia always was and always will be Aboriginal and Torres Strait Islander land. We admire the enormous cultural heritage, tradition and legacies that have been built up over 60,000 years of continuous civilisation and independent sovereign nations. We will continue to stand alongside our Aboriginal and Torres Strait Islander comrades in their continued struggle for justice.</li> <li>• We recognise the irreparable damage of the invasion of this country, the genocide, the stolen generations, deaths in custody and continued neglect by Australian Parliaments and Governments of the Aboriginal and Torres Strait Islander people.</li> <li>• The Maritime Union of Australia commits to the following: <ul style="list-style-type: none"> <li>○ The establishment of formal negotiations for Treaties with Aboriginal and Torres Strait Islander nations, and the provision of reparations and compensation.</li> <li>○ The rejection of any weakening or dismantling of the Racial Discrimination Act.</li> <li>○ The adoption and implementation of the UN Declaration on the Rights of Indigenous Peoples</li> <li>○ The adoption of a national education programme to combat Racism in all its forms as well as cultural underpinnings of the local Aboriginal or Torres Strait Islander people including bilingual language training that begins when the child enters into an education environment, and continues throughout all education institutions in the country.</li> <li>○ Creation of a newly elected national Aboriginal and Torres Strait Islander committee determined by the Aboriginal and Torres Strait Islander community to be a voice for Aboriginal and Torres Strait Islander people fully resourced by the Federal Government</li> <li>○ Creation of a new national cultural heritage framework to protect all Aboriginal and Torres Strait Islander sacred sites.</li> <li>○ That at the very least an acknowledgement of country occurs at the commencement of every Maritime Union Of Australia meeting.</li> <li>○ That in every Maritime Union Of Australia Branch, Office or property an acknowledgement via artwork or other means of the ownership of the land of the local Aboriginal and Torres Strait Islander people and a demonstration of the bond between us.</li> <li>○ Complete opposition to the Intervention and the extension of the intervention into non indigenous communities. Calling on the Federal government to abolish it the intervention; and the States and Territories not to expand it.</li> <li>○ Greater investment in Aboriginal and Torres Strait Islander communities to ensure proper health, education, housing opportunities and other social inclusion and infrastructure needs are being met. These may include Aboriginal and Torres Strait Islander designed centres to ensure a needs based approach and that cultural requirements are being dealt with appropriately <ul style="list-style-type: none"> <li>○ Support for remote Aboriginal communities who have resisted destruction of their rights and sought self-determination;</li> <li>○ Calling for further legislation to protect Aboriginal and Torres Strait Islander people from high incarceration rates, and deaths in custody;</li> <li>○ Reaffirm the Maritime Union of Australia's commitment to support Aboriginal and community groups who work to eliminate prejudice, racism and injustice.</li> </ul> </li> </ul> </li> </ul>

No	CATEGORY	SUBJECT	RESOLUTION
10.1.9	Aboriginal & Torres Strait Islander, Women & Youth	ATSI	<p><b>Aboriginal and Torres Strait Policy</b></p> <ul style="list-style-type: none"> <li>• That Delegates from this National Conference of Members call on the Australian Government to amend its Constitution to allow Agreement making/ Treaty making between the Government and Aboriginal and Torres Strait Islander Peoples.</li> <li>• That Delegates from this National Conference of Members call on the Australian Government to rid the Native Title Legislation of this noxious policy of 'extinguishment' and enhance the Rights and Interests of Aboriginal and Torres Strait Islander People by ensuring the Native Title Legislation is free from the threat of the use of an executive power to extinguish our Native Title.</li> </ul>
10.1.10	Aboriginal & Torres Strait Islander, Women & Youth	ATSI	<p><b>Section 51</b></p> <ul style="list-style-type: none"> <li>• That Delegates from this National Conference of Members call on the Australian Government to amend its Constitution by the repeal of section 51(xxvi) and that a new section 51(a) is inserted.</li> <li>• That this National Conference of Members supports the Panel's recommendation that the repeal of Section 51(xxvi) and the insertion of a new head of power, Section 51(a), be proposed together, that is, in a single referendum question</li> </ul> <p><b>Background on Section 51</b></p> <p>The founding fathers of the Australian Constitution inserted a set of Race Provisions in the Constitution at Section 51(xxvi), following the 1967 Referendum, at which time the people of Australia voted overwhelmingly for a "Yes" vote, Section 51(xxvi) became out-dated, in fact Section 51(xxvi) was always a blight on the freedoms of a democratic society, how these out-dated, spiteful, racist provisions stayed in the Constitution is beyond any free minded persons comprehension.</p> <p>The Expert Panel on Constitutional Change has looked at and taken on board broad representations on the existing Section 51(xxvi) and have formulated a Recommendation to repeal Section 51(xxvi) and replace it with Section 51(a) with a set of words that focus Section 51(a) in a beneficial way when passing laws for and on behalf of Australia's First Peoples.</p> <p><b>Section 51(a) Recognition of Aboriginal and Torres Strait Islander Peoples</b></p> <ul style="list-style-type: none"> <li>• <b>Recognising</b> that the continent and its islands now known as Australia were first occupied by Aboriginal and Torres Strait Islander peoples;</li> <li>• <b>Acknowledging</b> the continuing relationship of Aboriginal and Torres Strait Islander Peoples with their traditional lands and waters;</li> <li>• <b>Respecting</b> the continuing cultures, languages and heritage of Aboriginal and Torres Strait Islander Peoples;</li> <li>• <b>Acknowledging</b> the need to secure the advancement of Aboriginal and Torres Strait Islander Peoples; the Parliament shall, subject to this Constitution, have power to make laws for the peace, order and good government of the Commonwealth with respect to Aboriginal and Torres Strait Islander Peoples.</li> </ul>
10.2.1	Aboriginal & Torres Strait Islander, Women & Youth	ATSI, Women & Youth	<p><b>Meetings for National ATSI Women and Youth Committees</b></p> <p>These national committees should meet face-to-face at least once a year. These meetings could be lined up with a branch conference or other event at a particular branch to enable the committee to also participate in another event of the union and to save costs.</p>
10.2.2	Aboriginal & Torres Strait Islander, Women & Youth	ATSI, Women & Youth & Vets	<p><b>Women's, Youth, Aboriginal and Torres Strait Islander, and Veterans Committees</b></p> <p>The National Conference of Members resolves for the implementation of Women's Youth, Aboriginal and Torres Strait Islander and Veterans Committee/s where applicable at a Branch and National level.</p>

No	CATEGORY	SUBJECT	RESOLUTION
10.2.1	Aboriginal & Torres Strait Islander, Women, Youth & Vets	ATSI, Women & Youth &	<p><b>Youth, Women, Aboriginal and Torres Strait Islander, and Veterans Conference</b></p> <p>The National Conference of Members resolves that the Maritime Union Of Australia National Youth, Women, Aboriginal and Torres Strait Islander and Veterans Conference to be integrated into the National Conference of Members every four years. This is in addition to other programmed conferences determined by the relevant committees at National Council and we recommend that the Committees should meet at least once annually.</p>
10.3.1	Aboriginal & Torres Strait Islander, Women & Youth	Women	<p><b>Branch Committees</b></p> <p>The National Conference of Members resolves that subject to the direction of the Branch Executive, the Branch Committees shall have, as full voting members, a Maritime Union Of Australia Women's Committee representative, an Aboriginal and Torres Strait Islander Committee representative, a Maritime Union Of Australia Youth Committee representative and a Maritime Union Of Australia Veteran's representative.</p>
10.3.2	Aboriginal & Torres Strait Islander, Women & Youth	Women	<p><b>Women's Representative(s)</b></p> <p>Women's representative(s) to meet with the women rank and file on a regular basis as follows:</p> <ul style="list-style-type: none"> <li>• State every 6 months;</li> <li>• Federal once a year.</li> </ul>
10.3.3	Aboriginal & Torres Strait Islander, Women & Youth	Women	<p><b>Equality in Decision Making Bodies</b></p> <ul style="list-style-type: none"> <li>• We the Maritime Union of Australia resolve to continue to strive for equality.</li> <li>• We resolve to continue our commitment for affirmative action within our union, amongst employer groups and across maritime industries.</li> </ul> <p>We resolve to include women on decision making bodies including but not limited to: National Council, branch committees, site/ship committees, and port committees where there are women members. All workplace committee's where there are women employees should have at least one woman on the committee. An additional designated spot should be added to all committees for this to be enacted. Further, we encourage women to be active on OH&amp;S Committees.</p>
10.3.4	Aboriginal & Torres Strait Islander, Women & Youth	Women	<p><b>Participation in Delegations</b></p> <ul style="list-style-type: none"> <li>• We resolve to continue to encourage, nurture and support our women members to become activists and leaders within our union, workplaces and communities.</li> <li>• We resolve to identify and encourage women activists and will endeavour to include them in rank and file delegations locally and internationally.</li> </ul> <p>We resolve that the National Women, Youth and ATSI committee representatives are included in the branch delegations to National Conference of Members.</p>
10.3.5	Aboriginal & Torres Strait Islander, Women & Youth	Women	<p><b>Branch Women, Aboriginal and Torres Strait Islander, Youth and Veterans Committees</b></p> <p>The National Conference of Members resolves that all Branch Women, Aboriginal and Torres Strait Islander, Youth and Veterans Committee/s are to elect executive structures and should encourage youth members to be involved in Committees.</p>

No	CATEGORY	SUBJECT	RESOLUTION
10.4.1	Aboriginal & Torres Strait Islander, Women & Youth	Youth	<p><b>Educating Youth Members on Maritime Union Of Australia Protocols and History</b></p> <p>The National Conference of Members resolves that the Union formalise the framework to provide all members, delegates and new members with resources to understand and apply MARITIME UNION OF AUSTRALIA processes and protocols, with the main portal being the MARITIME UNION OF AUSTRALIA website and use of the intranet. The youth committee will work with the National Communications Team to help develop these tools and their distribution.</p>
10.4.2	Aboriginal & Torres Strait Islander, Women & Youth	Youth	<p><b>Training for Youth Committees</b></p> <p>The National Conference of Members resolves that public speaking, rules of debate, communications and delegate training will be provided to all members of the youth committee to educate members in Union processes and the tools of representation.</p>
10.4.3	Aboriginal & Torres Strait Islander, Women & Youth	Youth	<p><b>ACTU – Youth Initiatives</b></p> <p>The National Conference of Members resolves that the MARITIME UNION OF AUSTRALIA continue its commitment towards the development of national trade Union youth initiatives such as youth committee meetings with affiliated Unions, ACTU youth forums and the development of trade Union youth networks. The relevant Branch Officials should approve any such initiatives.</p>
10.4.4	Aboriginal & Torres Strait Islander, Women & Youth	Youth	<p><b>Youth and International</b></p> <p>The National Conference of Members supports and endorses the formation of Youth committees in every Branch.</p>
10.4.5	Aboriginal & Torres Strait Islander, Women & Youth	Youth	<p><b>Youth Representation on International Solidarity Trips</b></p> <p>The National Conference of Members resolves that a Member of the Maritime Union Of Australia youth will attend any International Conference of Members that have an Maritime Union of Australia contingent. Where the Union sends representatives from each Branch an effort will be made to ensure youth representation extends across all Branches present.</p>
10.4.6	Aboriginal & Torres Strait Islander, Women & Youth	Youth	<p><b>Youth Exchange Program</b></p> <p>The National Conference of Members resolves that the Maritime Union Of Australia explores the setting up of an International exchange program with other ITF affiliates for youth to work in other Unions overseas.</p>
10.4.7	Aboriginal & Torres Strait Islander, Women & Youth	Youth	<p><b>Youth Support for Tas Bull Foundation</b></p> <p>It is recommended that the Youth Committee of each Branch will organise a fundraiser once a year for the Tas Bull Foundation.</p>
10.4.8	Aboriginal & Torres Strait Islander, Women & Youth	Youth	<p><b>Youth Proxies</b></p> <p>The Maritime Union Of Australia Youth Movement moves that it ensure a proxy for every National Youth Committee Member is nominated to ensure full participation from each branch in all National Phone Hook-Ups and to ensure that all states are represented evenly for meetings. This will grow the Youth Movement and broaden opportunities for greater participation of Maritime Union Of Australia Youth activists.</p>



No	CATEGORY	SUBJECT	RESOLUTION
10.4.9	Aboriginal & Torres Strait Islander, Women & Youth	Youth	<p><b>National Youth Committee</b></p> <p>The Maritime Union Of Australia Quadrennial Conference of members resolves that a National Youth Committee will be maintained with a constitution, rules etc. to facilitate the advancement of young worker initiatives and campaigns in accordance with National Conference of Members determinations. Young workers will be deemed those members 35 years or under. A Young Worker policy will be developed to implement National Conference of Members determinations and other campaigns and initiatives that the Committee determine.</p> <p>National Office will facilitate the funding of the National Youth Committee in carrying out its tasks, functions and responsibilities.</p> <p>Conference notes the importance of facilitating rotation of Executive positions to ensure young workers have opportunities to develop.</p>
11.1.1	Ports	Ferries	<p><b>National co-ordination of ferries in the Maritime Union Of Australia</b></p> <p>This National Conference of Members recognises the growth in Maritime Union Of Australia membership in a number of key ferry operators around the country including but not limited to Brisbane Ferries, SPOT ferries and Harbour City Ferries (Sydney Ferries). It is further recognised that these three operators represent private operators conducting their business under license to the respective State Governments.</p> <p>This National Conference of Members recognises a significant benefit in having a national approach to regulation, licensing process, skills and qualification development as well as customer service delivery across ferry operators.</p> <p>Accordingly, this 2016 National Conference of Members resolves that the Maritime Union Of Australia should bring together National co-ordination across all ferry operators with a view to bring together a ferry conference of delegates to strengthen the Maritime Union Of Australia position in this area of work.</p>
11.2.1	Ports	Linesmen	<p><b>Linesmen Qualifications</b></p> <p>The National Conference of Members resolves that the Union will seek through Enterprise Agreements to have all members engaged in mooring activities trained to qualification of MAR20116 Certificate II in Maritime Operations (Linespersons)</p>
11.3.1	Ports	Mooring	<p><b>Mooring</b></p> <p>To improve Safe minimum mooring numbers consistent with other States to protect an erosion of conditions and prevent an increase of injuries in a heavily casualized workplace.</p>
11.4.1	Ports	Ports	<p><b>Port Workers</b></p> <p>The National Conference of Members resolves that where Maritime Union Of Australia members carry out work, that work will not be undertaken by another workforce unless by agreement between the two Maritime Union Of Australia workforces effected.</p>
12.1.1	Shipping	Employment	<p><b>Seafarers employment</b></p> <p>That the Maritime Union Of Australia will create a clause in seafaring agreements that would entitle members picked up for employment to be paid a standby payment until the swing commences. Employers are then held to account and stop them from having a database of people for the same position and then cancelling at a later date thereby denying the member an opportunity to gain work elsewhere.</p>

No	CATEGORY	SUBJECT	RESOLUTION
12.1.2	Shipping	Employment	<p><b>Commissions - Seafarers Job Security Campaign</b></p> <p>The National Conference of Members resolves that the Maritime Union Of Australia is to carry out the strongest possible campaign with organisational support from the Seafarers Commission to win employment opportunities for Australian Seafarers. That this campaign maximise the level of activity to lobby governments, companies and the Australian public for the need to invest in Australian employment opportunities as well as industry outcomes. That the Maritime Union Of Australia through the Seafarers Commission investigates the use of Australian registered seafarers on all vessels using any Australian port or shipping facility, taking into account issues such as wages and conditions, communication issues, safety issues, cultural issues and other agreed parameters.</p>
12.2.1	Shipping	Inspections	<p><b>Ship Inspections (excluding those carried out by Maritime Union Of Australia stevedoring workers)</b></p> <p>The National Conference of Members resolves that only qualified seafarers will carry out ship inspections where an Official is not available.</p> <p>When an official is not available then the appropriate Official will allocate a qualified member from the Branch Committee to carry out the inspection.</p>
12.3.1	Shipping	IR Tag Books	<p><b>IR TAGS Books</b></p> <p>The National Conference of Members resolves to review the IR TAGS books' content with the intention to improve it in line with the needs of the industry and workers.</p>
12.4.1	Shipping	Shipping Campaign	<p><b>Reinvigorate the Shipping Campaign</b></p> <p>This conference confirms the Maritime Union of Australia calls for the reestablishment of a National shipping line to be integrated into the Maritime Union of Australia's current shipping campaign and all political and campaign resources to be committed to this end.</p>
12.4.2	Shipping	Shipping Campaign	<p><b>Shipping v Trucking</b></p> <p>That this National Conference of Members request National Council examine and consider the many papers completed by various federal and state authorities to highlight the necessity for a review of Australian transport logistics in favour of shipping over road haulage.</p> <p>This would be in step with measures taken by China and other large economies to meet the standards adopted at the Paris Climate talks by strategic as well as economic means.</p> <p>The costs of road haulage go further than the use of internal combustion engines; the damage done to roads by heavy vehicles is proportionately hundreds of times more than the simple weight of passenger vehicles. This then multiplies the greenhouse emissions used in road maintenance.</p> <p>There have been many overtures by commercial logistic operators to play a role around the Australian coastline. These plans work hand in hand with the road transport industry to get products door to door. This also takes demand off road transport workers who are pressured to meet unsafe schedules.</p>

No	CATEGORY	SUBJECT	RESOLUTION
12.4.3	Shipping	Shipping Campaign	<p><b>The Kirki and Jones Act</b></p> <ul style="list-style-type: none"> <li>• That this National Conference of Members continue to campaign to highlight the Kirki Incident of 25 years ago to bring to the attention of people all over the globe the dangers posed to world-heritage listed Great Barrier Reef by sub-standard shipping and inadequately trained crews on vessels carrying oil and other dangerous and damaging cargo through the reef.</li> <li>• That this National Conference of Members highlights the <i>Kirki</i> incident to bring to the attention of the Australian Government the need to have a coastline serviced in all aspects by our own shipping industry with Australian crews protected by the Navigation Act of 2012</li> <li>• That this National Conference of Members calls on the Maritime Union of Australia to utilise all its resources including the film of the <i>Kirki</i> incident and related pamphlets and contacts with unions in Australia and internationally, politicians local, state and federal, sports and tourism bodies, environment organisations and community organisations to put into effect the above resolutions.</li> <li>• To examine introducing the Jones Act in the interests of national security</li> <li>• To include the QLD Branch campaign to engage in extra tonnage from Rio Tinto shipping as per Maritime Union of Australia – Rio Tinto agreement in 2009 to carry 70% bauxite trade on the Gladstone Weipa trade.</li> <li>• To campaign in support of the proposal by Aussie Ships to introduce Australian built, Australian manned fast ferries to carry road trucks between QLD Ports</li> <li>• To continue to push for manning on LNG tankers in the export of LNG from Gladstone and expand to potential jobs or manning on LNG tankers from WA and NT.</li> <li>• To campaign for protection of remaining tonnage on the coast and especially campaign the right wing agenda to flag out the Bass Strait trade.</li> <li>• To properly engage our membership to involve the community and other unions.</li> </ul>
12.5.1	Shipping	Training	<p><b>1. Skills, Training and Workforce Development</b></p> <p>The National Conference of Members recognises that the loss of blue water employment opportunities is destroying the nursery of Australian seafaring skills, training and development. The loss of this industry is as a result of political thuggery coupled with employer opportunism and satisfied by the continuous exploitation of third world labour.</p> <p>The Maritime Union of Australia must strengthen its resolve against the exploiting class and develop a more radical path to secure jobs for seafarers on our coast under the conditions that have been fought for, for decades.</p>
EM1	Solidarity	Shipping	<p><b>2. Emergency Resolution: MV Portland</b></p> <p>In light of the circumstances around the removal of the crew of the MV Portland that have become evident through the presentation at this conference, we, the Maritime Union of Australia, demand the Victorian Government hold an enquiry into those events.</p>

No	CATEGORY	SUBJECT	RESOLUTION
EM2	Solidarity	Refugees	<p><b>Let them stay campaign</b></p> <p>The National Conference of Members congratulates the Queensland union movement for their role in supporting the nurses, doctors and staff at Lady Cilento Children's Hospital in Brisbane. These health professionals refused to release Baby Asha from the hospital if the government was going to send her back to the Nauru detention centre. The Manus and Nauru detention centres are not safe for children, women, or any person.</p> <p>The National Conference of Members notes that for many years governments have used refugees as scapegoats for their failure to provide jobs, or properly fund housing and health care. This creates hatred and racism that poisons our workplaces and communities. The government is talking about making cuts to spending on health, education, parental leave and pensions while it wastes billions on refugee detention.</p> <p>The #LetThemStay movement arose to stop the government from sending 267 asylum seekers who needed medical attention in Australia back to Nauru (including 91 children, 37 of whom are babies born in Australia (like Asha); and 36 at school). These 267 people have spent around two years in detention yet their claims for refugee status have not been processed.</p> <p>The #LetThemStay movement has won an important victory as Baby Asha and her family will now be moved to community detention in Australia (although the government may still decide to send them to Nauru at a later date). The movement has shifted public opinion and provided an important example of the power of united community and union action. Malcolm Turnbull has also had his lowest ever poll results in the wake of this dispute.</p> <p>The National Conference of Members:</p> <ol style="list-style-type: none"> <li>1. Calls for the government to give Baby Asha and her family permanent protection in Australia and to allow the 267 asylum seekers presently in Australia to remain in Australia.</li> <li>2. Opposes any asylum seeker or refugee presently in Australia being sent to Nauru or Manus Island. Accordingly we: <ol style="list-style-type: none"> <li>(i) call on the government not to send any asylum seeker or refugee to Manus Island or Nauru;</li> <li>(ii) call on state and territory governments to not cooperate with any attempt by the Federal government to return any of the 267 to Nauru;</li> <li>(iii) Will provide all appropriate moral, financial and material support for the 'Let Them Stay' campaign by community and refugee advocacy groups to prevent asylum seekers being returned to Manus Island and Nauru.</li> </ol> </li> <li>3. Endorses the Palm Sunday Welcome Refugees rallies taking place around Australia on Sunday 20 March.</li> <li>4. Calls on the ACTU and labour councils to convene meetings of relevant unions to discuss what can be done to support the 'Let Them Stay' campaign.</li> </ol>



No	CATEGORY	SUBJECT	RESOLUTION
EM3	ATSI	ATSI Officers	<p><b>ATSI Officers</b></p> <p>The National Conference of Members of Women, Youth and ATSI have heard reports of the activism, achievements and challenges regarding ATSI peoples across matters such as:</p> <ul style="list-style-type: none"> <li>• Closing the gap</li> <li>• Education</li> <li>• Training</li> <li>• Employment</li> </ul> <p>We note that despite the positive gains made by the Australian Trade Union Movement there is still quite a way to go in terms of Indigenous rights.</p> <p>The Maritime Union of Australia notes the work of the QCU and their commitment to ATSI struggle and recognises their commitment to that struggle through the full time engagement of a full time Indigenous Officer.</p> <p>The Maritime Union of Australia notes and recognises the commitment and work of the ACTU with their Indigenous Officer in regards to the advancement of ATSI peoples.</p> <p>The Maritime Union of Australia is concerned that outside of the ACTU and QCU there are no other full time Indigenous Officers employed in any peak union councils.</p> <p>The Maritime Union of Australia calls upon the ACTU to engage with peak unions bodies to explore the possibilities of having all peak union bodies and councils committing to exploring a full time Indigenous Officer to advance the interests of ATSI people nationally.</p> <p>It is the view of the Maritime Union of Australia that ensuring that Indigenous Officers were employed by peak union councils will not only promote the advancement of ATSI objectives, it will also present opportunities for the trade union movement to engage with ATSI communities and will help promote the achievements of the movements values.</p>
EM4		ATSI National Council reps	<p><b>Aboriginal and Torres Strait Representation on National Council</b></p> <p>National Conference of Members notes the success in the addition of a Women's National Councillor. National Conference of Members recognises the need to ensure that our Aboriginal and Torres Strait Islander members are also represented and that they have a voice on the Maritime Union of Australia National Council.</p> <p>This National Conference of Members resolves that National Council will consider amendments to the rules of the union to provide one full voting Aboriginal or Torres Strait Islander member representative on National Council. Criteria for selection and election of this position should be examined so as to meet the union rules.</p>
EM5		Redundancy EBA Clause	<p><b>Redundancy EBA clause</b></p> <p>That the National Conference of Members requires all future EBA's to have a redundancy procedure clause written in and to reiterate and reflect Union policy of redundancy priority to be 1) Voluntary, 2) reciprocal, and 3) forced redundancies to be first on last off</p>
EM6		Women's International Delegation	<p><b>Women's international delegations</b></p> <p>Conference resolves that respective branch executives ensure that all attempts are made with future international delegations to ensure an increased level of participation by women.</p>
EM7		LGBTIQ Conference	<p><b>LGBTIQ Conference</b></p> <p>That the National Conference of Members resolves to hold a LGBTIQ conference within 2 years, in line with its inclusive union objectives and ongoing support for equality issues for the LGBTIQ community. This will enable us to properly address these workers issues as our issues.</p>

