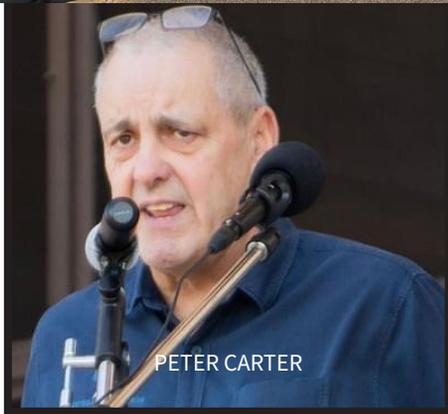


THE CIRCUIT

AUTUMN / WINTER 2022 NEWSLETTER



Welcome to the Circuit Newsletter, Autumn / Winter 2022

Our branch has grown nearly 15% over the last 3 years with many campaigns conducted on behalf of our membership.

Just recently our WA News members were locked-out for 7 weeks by their boss & billionaire media baron Kerry Stokes, yet endured that to secure their EBA with no reductions to entitlements. Furthermore Western Power members are about to vote on their EBA after 18 months of negotiations which also included their first strike action in almost 20 years to win considerable increases to wages, allowances and job security conditions. Well done to them, and all other members, who've taken on their bosses and fought for a decent agreement in these difficult times.

The call for imported labour

With our borders now open we hear the howls from business that temporary skilled migration (of which corporate Australia has relied on far too much in recent years, rather than long term objectives in training

enough of our own people) is the panacea to all their ills. However our recent fight with Austal Ships in Henderson should be a salutary tale in what big business really wants from overseas labour.

In mid-2020 we were organising workers for a Union EBA at Austal's - the lowest paid shipbuilders in the industry - and found they'd brought in over 30 Filipino workers after sacking a score of local workers.

Worse still, they were paying the visa workers about \$90p/d, with no super, overtime and other entitlements.

We got Fair Work Ombudsman involved but had to resort to a Freedom of Information application to discover that these Filipino workers were finally back-paid more than \$200k, which we believe is hundreds of thousands less than they should have been.

That hasn't stopped the Federal Liberal Government from awarding Austal more than \$500m in defence contracts though, or Morrison from a photo opportunity espousing Austal as a beacon of the local business community during the current election campaign.

If any worker in Australia needs any more convincing of why this mob needs kicking out on May 21st this is it.

They do not govern for workers but employers in the big end of town who are allowed to exploit local and migrant workers with impunity unless Unions intervene.

Federal Election – 21 May.

The election campaign is in full flight and there's never been a more important one. After almost 10 continuous years of

Liberal National Party coalition rule our country is at a crossroads. With a decade of anti-union, anti-worker legislation, ordinary Australians have never seen such imbalances in employer/employee rights, or inequalities in the wealth gap between capital and labour.

Corporate profits are up 20%; wage growth and the wage share of national income are at all-time lows. And with inflation now running rampant it puts paid to the lie that they are the best managers of our economy too.

They must be stopped at this election and I implore you to ensure that the Coalition not be allowed to govern again.

It also means that those workers who are sick & tired of politics in general understand that, given our preferential voting system, a 'protest' vote for the likes of Clive Palmer's UAP, or Hansen's One Nation is actually a vote for the LNP Coalition. These cross-senators always vote to support the Coalition's draconian legislation which is responsible for the epidemic of labour hire contracts, baseline agreements and the suppression of workers' wages & entitlements due to these laws, outrageously favouring big business and employers in general.

While we accept that the ALP or Greens, for example, are not perfect, a vote for them is the only way to stop this rotten, corrupt and incompetent rabble from giving us more of the same for the next 3 years. ⚡

PETER CARTER
0403 601 991

CURRENT ETU OFFICIALS

● PETER CARTER	STATE SECRETARY
● BRENDAN REEVE	ASSISTANT STATE SECRETARY SUPPLY
● ANDY GIDDENS	LEAD ORGANISER GENERAL TRADES, UTILITIES, FOUNDRY, MANUFACTURING
● IAN GILL	LEAD ORGANISER ALL ELECTRICAL CONTRACTING AREAS
● ADAM WOODAGE	ORGANISER SHIPBUILDING, KWINANA STRIP & SOUTH WEST REGION
● ASH BAMFORD	ORGANISER APPRENTICES, CITY & NORTH WEST
● DAMIAN CLANCEY	ORGANISER LIFT, METRO AREAS & OFFSHORE
● MARK MOCERINO	ORGANISER GENERAL TRADES & RENEWABLES
● PAUL FERREIRA	ORGANISER MID WEST & NORTH WEST
● RORY CUMINS	ORGANISER METRO AREAS & COMMERCIAL
● DAVID VON KELAITA	POST TRADE TRAINER CSTA POST TRADE TRAINING

VALE COMRADES

Our thoughts are with family and friends who lost loved ones over the past year. We respectfully remember the following ETU members:

KEITH BENNETTS
EDWARD BUCHANAN
TRENT KAURIN
KEITH TURNBULL

ARE YOUR DETAILS UP-TO-DATE?

Have you changed any of the following details?

- Employer
- Job site
- Employment Status (unemployed etc.)
- Contact information
- Mailing address
- Payment details

This is important to us as we use this information to better represent you in the workplace.

Please call the office to update your information

08 9440 3522

or

info@etuwa.com.au



RORY CUMINS

Hello to the members of the mighty ETU, as an electrician by trade it is an honour and a privilege to be representing workers of such a well-respected organisation.

Over the past month our lead organiser Ian Gill has been introducing me to several construction sites around Perth and it has been a pleasure to meet many of you and I look forward to meeting many more members in the coming weeks and months.

What I have seen so far is an organisation with a determination to fight from the front, that's what we do at the ETU. I am committed to a responsibility to take up on behalf of our members, on behalf of our families and on behalf of our communities to get on the front foot against the war on workers. It's a war that is going to take some fighting and there is no one better to do it and lead the way than the ETU.

The ETU has a vision for a future that within the Commercial space it has an industry enterprise agreement, so no matter whether you work for labour hire or direct hire our

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WELCOME ON BOARD!

members will not be disadvantaged and I am fully committed to achieving that with our lead organiser Ian Gill.

Over the past few weeks I have been visiting sites where our members EA's are about to expire and we are organising those companies to try to create more density of membership so we can get parity of wages and conditions with other companies who are leading the way with entitlements. By doing so we are creating a level playing field bringing generational stability into the industry and not a race to the bottom for wages and conditions but it needs your support brothers and sisters.

You're the boots on the ground, with your help having conversations in the workplace about supporting our families, then we give ourselves the ability to make it happen. Collectively we all need to go out and inspire your workmates so that we can fight to aspire and achieve a better working life and a better life for our families and our communities.

I couldn't be with a better group of brothers and sisters, a membership and a leadership team who are strong people, real people, dedicated people, representative people of working men and women. What we have is our courage, our determination and our long history of militant trade union activity to provide decency and dignity on the job.

We are not committed to the struggle for

any other reason than that we believe the importance of labour is essential to the future and part of that future is making sure we secure that future.

Let's make sure we secure that future brothers and sisters by making sure that the big end of town identify us and take us on in this war against our rights, lets identify them and together let's reach out to each other and make sure that we go the distance because that way we secure the future and the future is ours. ⚡

In Unity,

RORY CUMINS

0488 653 911

SUPPLY INDUSTRY



BRENDAN REEVE

"I believe we have been clear that we cannot and will not accept those of the union's claims we have already rejected. For the avoidance of doubt, no amount of industrial action will result in Western Power accepting your claims". - Head Of Human Resources Western Power 6th April 2021 via email.

That's what they all say.

He was very wrong. Almost a year to the day, through strikes, bans, rallies and meetings with the Government, the massive Western Power membership, through their resolve, organisation and patience is heading to an in-principal agreement – all lead by their excellent Delegate Leadership.

The "35" claims at the time of this going to print, have now been turned into:

- \$2 site allowance incl. travel to and from site (increases 2.5% or June CPI each year) approx. \$2500 - \$4000 per year – paid at \$2 on all overtime hours;
- New Stop work clause to include "periods of unsafe weather";
- Minimum Standard Accommodation Clause incl. \$50 per day when standard not met (wording to be finalised);
- Higher Duties one day (down from 2 days and down from 5 in 2017);
- Electrical license allowance \$30;

- Remote Depot Weekly allowances varied - \$150 - \$250 + extra 3 days leave;
- Live Line "techniques" allowance \$50.45 per day for Plant Operators/ Lineys operating plant, Live Line Stick;
- Apprentices to pick up wage increases past and future;
- Job at end of Apprenticeship guarantee (provided they aren't a dickhead);
- Redundancy changes to ensure fairer selection process (wording to be finalise , 48 months at same pay if redeployed to lower position, insourcing of affected work before forced redundancy;
- **More commitment to FTE than Contractors – including Western Power First policy;**
- Steering Committee up from once every two years to 4 times a year to discuss among other things – use of Contractors and outsourcing of work;
- Availability Roster and payments guaranteed for "chance" and casual availability;
- 2 extra Public Holidays:
 - May Day - First Monday in May
 - Picnic Day – First Monday in November;
- Allowances Increase 2.5% or June quarter CPI per year even after agreement expiry;
- Availability Allowance paid daily if not on roster and called in to fault situations, or requested to be by the phone;
- Fleet Mechanics Availability Roster and payments trial over life of EBA;
- MOU to complete the new Dual Trade/ Multi-skilled Classification in 2022 (July at this stage);
- RDO banking/reimbursements tightened and guaranteed when on training and availability;
- Discretionary Leave application tightened (for when Protect doesn't pay – up to 3 months leave);
- Parental leave clause tightened to allow up to a month to take 2 weeks after birth/

- adoption;
- Mechanic Allowance increase to \$5 per day;
- Backpay 6 years on Incidentals incorrectly applied;
- Back pay 2 years on allowances incorrectly applied;
- Drug Testing to go to swab/saliva; AND,
- Protect IP to remain

That's why any members out there doing their first EBA – looking at you South 32 – need to be organised, strong and up to the fight – if you don't you lose

Horizon Power have their EBA going out to a vote after a tough 12 months of negotiations with their first offer voted down by the membership. The new offer is endorsed by the ETU and delegates and members can be proud of what they have achieved:

- An additional public holiday for the nominal term of the agreement (see new clause 19.2). The additional day will apply based on an applicable regional agricultural show or other significant event. Employees on call for this additional day will be entitled to receive a day in lieu.
- Allowances (availability, overtime, meal & others) will increase by 2.5%
- Horizon Power employees may receive a \$50 per day allowance (subject to set criteria and via policy) for working under emergency situations
- Criteria for receiving overtime meal allowances for unplanned work to be expanded
- Employees to claim a day in lieu of leave for up to 11 actual public holidays when on the paid on-call rosters (up from 6).
- Substantial increase in the Electricity Subsidy for Esperance and Carnarvon employees (offered via policy). \$2000 uplift to the Esperance location allowance in lieu of additional weeks leave (via policy).
- Premium on-call arrangements to continue for the Agreement's nominal term.
- Updated Wages Competency Framework with the inclusion of new classification Power Worker – NR.
- Government State Wages Policy increases and backpay
- 11% Superannuation
- Crew Leader \$2 per hour uplift on rate all purpose

The focus for the ETU Supply Team now will be the Contractors who are way below Industry Standard and most on baseline agreements. The Horizon power and Western Power will be good benchmarks for those workers who carry out exactly the same risky work at a bargain bottom price – time to wind back the clock to the first two decades of this century where the Industry as a whole, was on a level playing field. ⚡

BRENDAN REEVE
0488 585 227

ETU WA BRANCH / 3



GENERAL TRADES UPDATE



ANDY GIDDENS

West Australian News

After two (2) years of negotiating with WAN and 10 weeks of employees being locked out by their Employer, WAN putting offers out to vote three (3) times and getting voted down
The latest offer went to vote with an 80%

yes vote.

- Rollover of most terms and conditions.
- Four (4) Year term of Agreement from approval in FWC.
- Wage increases 2% per-year = 8%.
- 20 days paid personal leave, with ability to carry 50% over into the following year.
- Redundancy - Three (3) weeks' pay per year of service capped at 52 weeks for the first 12 months of Agreement. 2,3 & 4 year the redundancy will be, three (3) per year of service capped at 36 weeks. The above redundancy will be paid at 122.5% of the applicable base weekly pay.

Bradken - Foundry

With Perth CPI increasing to the high mark of 5.7% in the December quarter, our member at the Wundowie foundry facility will be receiving a greater increase this year.

They were expecting 1.5%, however with the safety net clause (years 2 & 3 increases will be 1.5% or Perth CPI December quarter, whichever is greater) that was negotiated into their agreement back in 2020 they will now receive 5.7%.....**Great win for our members.**⚡

ANDY GIDDENS
0457 236 555



LOCKED OUT BUT STAYING STRONG - WORKERS AT WA NEWSPAPERS, FEBRUARY 2022

POWER GENERATION & RENEWABLES



MARK MOCERINO

After a year off I am glad to say I am back on board at the ETU.

With major works under way across WA with upgrades to the power network and

the renewables sector growing rapidly, I will be working with contractors in these fields throughout WA

We have already been successful in getting Vestas to agree to bargain with the ETU and it's members for an EBA which will be our branches first EBA in the renewable space.

Then we have the contractors working on the Western Power and Horizon Power networks doing everything from horizontal drilling, overhead to underground conversions, pole replacements and overhead line work. With the government set to spend

big dollars getting our networks up to scratch it is essential that the employees of contractor companies aren't left behind when it comes to the pay and conditions that Western Power and Horizon workers have fought so hard for.

After 2 years filled with uncertainty due to the pandemic and border restrictions it is exciting to see the scales being tipped in favour of the worker once again with so much work both happening now and in the near future.⚡

MARK MOCERINO
0438 792 865

ELECTRICAL CONTRACTING UPDATE



IAN GILL

Membership in the ECI sector is going well, and at 8 April this year we have more than 150 new members. A great effort by all the ECI organisers wherever they tread. While we are still to get a delegate structure in place, more regular site visits have seen some of the members within these Union EBA companies, step up to get new starters (and some former members) into the club.

Down at Kemerton, we still wait for the OGS MSD from Commissioner Beaumont, which is an appalling lack of fairness, considering the hearing was in December last year and the petitions signed in September 2021. OGS have now raised a new company entity and sought to get a new baseline EA approved in the FWC. We are challenging this.

SCEE's baseline EBA is expiring in April,

so we have begun a multi-state-wide effort to get a majority support petition signed in readiness for lodging in the FWC for an MSD. Paul and Ash have the vast NW sites covered, Strawbs in NT will get the Gove crew, while I sort Kemerton and Boddington. If we do nothing, nothing will change. This effort has seen a spike in new members.

SCEE recently got a new baseline EA (FMC) approved in FWC. This occurred largely because no one from SCEE at Sino nominated the ETU as a bargaining rep and there were little to no replies from our calls, once we were alerted. **The SCEE Sino crew have their own annexure of rates well beyond what the rates are for the rest of Australia in this agreement. This will no doubt cause further headaches on future projects and is a disappointing result.**

At Kwinana/Rockingham we have the two Acciona WTE sites. We have begun negotiating with WAY for a genuine EA, not a baseline as at present. Key bargaining claims are industry rates, Protect IP and Severance and a 36hr week. Paul and Ash are covering their Roy Hill site, while Adam and myself cover the Rockingham site. WAY want to continue down the baseline EA path, so the employees and members

have some decisions to make.

At the Kwinana WTE we have Genus/ GIS/ECM and we are now seeking an injunction on them with their desire to force employees to use RDO and AL hours when they seek a few hours off their 54-hour rostered work week, when they have family commitments. This is based around the 'reasonable overtime' argument, already working 38 hours, with significant overtime performed on a weekly basis, but being forced to use leave for any time off, rather than LWOP. Armen is running this for our good members on this shitshow of a job.

Downer EDI at Chevron's BWI and WHS sites up north have rolled out their version of an EA (after 5 meetings with the ETU/OA) for the next four years, which will see a sparky move from \$36.55 to \$39.29 with 2.5% per year after that. Simply not good enough, so the ETU and OA ran a strong NO VOTE campaign. **Last week the ballot was run over an only 12-hour window. The vote results were delayed by Downer for some 36 hours, and we know why. A 97% No Vote was recorded, so next steps are a return to the negotiating table.** We still have work to do to get more members and educate and ready them for any potential protected industrial action.

We have been in dispute with Nilsen over their definition of CPI increases and their failure to pass on a promised \$5 site allowance for the MX Quarantine Facility Project at Bullsbrook. After applying to and fronting the FWC, the Commissioner (Williams) was inclined to agree with our case on the CPI increase definition, and the following day, Nilsen rolled and decided to follow the Commission's advice and fix the pay increase issue. ⚡

**IAN GILL
0403 601 996**



FREDON CREW AT ONE SUBIACO, DECEMBER 2022

Market Update

In its May meeting, the Reserve Bank of Australia (RBA) increased the cash rate, from a record low 0.10 per cent to 0.35 per cent, for the first time since November 2010. This follows the US Federal Reserve raising interest rates for the first time since 2018.

The RBA noted in its March meeting that the global economy was continuing to recover from the pandemic. However, it highlighted that the war between Russia and Ukraine was a major new source of uncertainty.

Despite the ongoing concerns over rising interest rates, high inflation and the ongoing war in Ukraine, global share markets have rebounded in recent months. The resources sector continues to be a major contributor to the positive performance of the Australian share market, driven by high commodity prices.

The Federal budget was delivered during the latter part of March. Notable government commitments were seen in sectors such as infrastructure and cybersecurity.

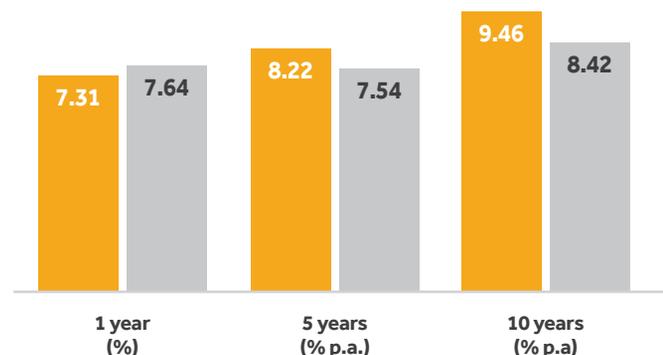
Performance

The Growth (MySuper) investment option has approximately half its assets invested in listed share markets including Australian shares, global shares and emerging market shares. Movements of share markets tend to be the largest driver of short-term investment performance. Although share markets can have short-term price volatility, they are expected to deliver strong positive returns over longer time periods which is why they make up a larger allocation of the portfolio.

The Growth (MySuper) option has been designed to suit most members and has continued to deliver on its inflation plus 3.25% average annual return objective over a rolling ten-year period. In addition, returns across five and ten years have outperformed the industry average, which given the long-term nature of super, are the most important.

Performance (%) to 31 March 2022

■ Growth (MySuper) option*
■ SuperRatings fund median†



Earlier this year, Cbus introduced an additional six new investment options which included single sector options, two additional diversified pre-mixed options and a low-cost indexed option. You can also access further information on Cbus' investment options from cbussuper.com.au/super/my-investment-options.

* The return for the Growth (MySuper) option is based on the crediting rate, which is returns minus investment fees, taxes and until 31 January 2020, the percentage-based administration fee. Excludes fees and costs that are deducted directly from members accounts. Past performance is not a reliable indicator of future performance.

† (Median) SuperRatings SR50 Balanced FCR Survey, 31 March 2022. SuperRatings is a ratings agency that collects information from super funds to enable performance comparisons – visit superratings.com.au.

This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement and Target Market Determination prior to making any decisions. Call **1300 361 784** or visit cbussuper.com.au for a copy.

Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262.

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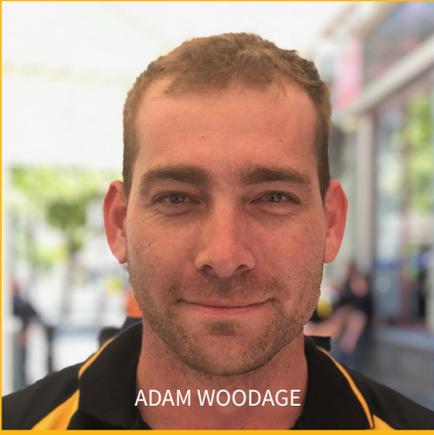
cbussuper.com.au



This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement and Insurance Handbook and related documents prior to making any decisions. Call 1300 361 784 or visit cbussuper.com.au for a copy. Also read the relevant Target Market Determination at cbussuper.com.au/tmd.

Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262.

KWINANA STRIP + SHIPBUILDING



ADAM WOODAGE

I have never seen the industry so busy and demand for skilled licenced labour at a level where we deserve it to be. With this high, it's imperative we as a union, and with our members in tow, continue to strive for better pay and conditions with including things like Protect Severance (tax free) and Income Protection, into agreements we negotiate for our members.

In the construction game for the South West, we expect to see WAY Electrical to continue recruiting over the next 4 months or so. Ertech have started scratching dirt on the wharf upgrade in Henderson. We will continue to see ESCO (aka Everett

Smith) and Fredon look for sparkies on Garden Island and the Henderson accommodation package for the Navy. Genus Industrial Services are attempting to set the worlds longest project time, with ACCIONA at the Kwinana Waste to Energy project... many more months in this one. Genus have also picked up the Battery project at Synergy Cockburn/Kwinana power station, this will be a short project. We have recently spoken with CIVMEC around the next lithium project in Kwinana (behind BP) - Covalent - they have indicated the rates and they aren't too far off the mark. We are keeping up dialogue with them and other Unions in an attempt to get it right and potentially see a Union agreement in the 'South West' again which hasn't been around for over a decade. Well overdue. The Kwinana Lithium site TLK Tianqi, is looking at finishing off train two in the next half of the year; I suspect it may not really crank until after September.

Further in the maintenance realm for the South West we are in the midst of negotiating a maintenance agreement for

South 32; our membership is near on 100 percent here, and the member are hungry to demand what they are worth. We are at the table demanding higher wages for member at Wespine as well.

Greenbushes made the uneducated decision in management to offer a pay rise to operators above a certain level but not a dime to the licenced trades on site. We will continue to represent our members here and continue to demand the rates they deserve with lithium - the next best thing - our members are deserving the best wages! We have continued to see growth in the South West throughout multiple industries and sites and this only comes down to the work and education our members on the ground continue to have with fellow tradespersons and apprentices, keep these conversations up and let's continue to grow the ETU movement in the South West. Thank you all for your assistance and hunger for a bigger and stronger ETU. ⚡

ADAM WOODAGE
0403 601 997



HONOURING MARTIN HERBERT (HOLDING CERTIFICATE) ON HIS LAST DAY OF WORK - 45 YEARS OF MEMBERSHIP, MARCH 2022

LOOKING FORWARD - **IN THE NORTH + APPRENTICES**

As we are already well into 2022, there is no shortage of work in the North West. Construction of the Gap Ridge Camp is underway and Woodsides' Pluto Train 2 Project should start recruiting towards the end of this year. Clough will be building the Perdaman Urea Plant with hiring to crank up towards the back half of next year.

Rates & FIFO rosters will be the main focus for a new EBA on this project.

FMG Iron Bridge is ongoing with this project expected to continue for at least two years. This will include the construction & port upgrade in Port Hedland.

MRL should start building its Ashburton iron ore mine out of Onslow in the second half of this year. This will be a mine some 125kms east of Onslow with port facilities next to the Chevron Wheatstone Gas Plant.

The Rio Tinto Winu Copper mine should be starting soon. The logistics to getting onto that site may prove to be an issue

due to its location & time spent getting out there.

The BCI Mardie Salt & Potash Project south of Karratha is just kicking off but it's mainly civils at this stage.

Rio Tinto should be starting construction of their Western Range project later this year out Paraburdoo way.

This is on top of all the mine upgrades that are happening in the North West; there will be no shortage of work above 26th Parallel with rates for electrical trades moving from \$39.00 per hour in January 2021 to cracking the \$50.00 per hour a year later. We're not slowing down on that though and there's more work to be done in increasing the wages and conditions for electrical trades, which should flow onto other trades.

Covid-19 still giving North West locals & FIFO workers grief with time spent in isolation. Those FIFO workers that stay at camp are expected to do 7 days quarantine



PAUL FERREIRA

in a 16 sqm room with no consideration to workers mental health. Equally insulting is the likes of Woodside & Chevron refusing to pay workers for time spent in isolation for contracting Covid-19 on site, despite making massive record profits during the pandemic! ⚡

PAUL FERREIRA
0417 484 000



ASH BAMFORD

It's no secret that apprentices are some of the most mistreated and underpaid workers in our industry.

The ETU has had an increased focus on holding bosses accountable, and educating apprentice members on their rights and entitlements at work. This campaign has seen a sharp rise in new apprentice members not only joining the ETU but also taking on issues in their workplaces.

In fact over 30% of our current apprentice membership has joined this financial year.

It has been a busy start to the year which has seen the likes of EGT members working on the Chevron tower and One Subiaco jobs getting their multistorey allowance paid with backpay, and also collecting an additional \$5/hr site allowance.

There has also been an increase in dodgy bosses using Covid as an excuse to try and screw our members over. From unlawfully trying to force them into using their annual leave to cover Covid isolation, to trying to get them to do work outside of the scope of their apprenticeship and the usual underpayments we frequently see. **Fortunately we have been able to get these types of issues fixed for our members, including one member who successfully claimed back just over 16K in underpayments from their boss.**

We have also seen an increase in females taking up the trade which is great to see. Unfortunately for them it seems that there are some Neanderthals in charge of their sites which has meant they needed the ETU to get involved to ensure that they

have access to toilets on site when they need to use them.

The worst offender so far this year would have to be Skill Hire with the litany of dodgy things they have tried on our apprentice members working for them in the North West. There isn't enough space to list all that they have done but rest assured that we will do all we can to hold them to account.

One thing is for certain, if the current trend of apprentice electricians joining the ETU continues at this rate, and if the calibre of the current crop is any indication of things to come, then rest assured that the ETU is in good hands moving forward.

ASH BAMFORD ⚡
0456 093 158



**COMMUNICATION, ELECTRICAL, ELECTRONIC,
ENERGY, INFORMATION, POSTAL, PLUMBING AND
ALLIED SERVICES UNION OF AUSTRALIA,
ELECTRICAL, ENERGY AND SERVICES DIVISION,
WESTERN AUSTRALIA BRANCH**

Statement of Financial Position

As at 31 December 2021

		2021 \$	2020 \$
ASSETS	Note		
Current assets			
Cash and cash equivalents	5A	2,130,527	3,370,071
Trade and other receivables	5B	237,167	324,394
Contract assets	5C	-	-
Total current assets		2,367,694	3,694,465
Non-current assets			
Land and buildings	6A	3,890,788	2,521,732
Plant and equipment	6B	346,744	194,073
Other financial assets	6C	1,000	1,000
Total non-current assets		4,238,532	2,716,805
Total assets		6,606,226	6,411,270
LIABILITIES			
Current liabilities			
Trade payables	7A	51,597	78,437
Other payables	7B	147,947	56,839
Employee provisions	8A	384,014	344,560
Contract liabilities	5C 7C	560,515	517,333
Total current liabilities		1,144,073	997,169
Non-current liabilities			
Employee provisions	8A	-	-
Provision for hardship relief	9A	245,330	154,473
Other non-current liabilities	9B	-	-
Total non-current liabilities		245,330	154,473
Total liabilities		1,389,403	1,151,642
Net assets		5,216,823	5,259,628
EQUITY			
General funds	10A	-	-
Retained earnings		5,216,823	5,259,628
TOTAL EQUITY		5,216,823	5,259,628

The above statement should be read in conjunction with the notes.

THE ETU WA is committed to transparency on how we use our members money and we welcome any questions regarding our financial position.

Financial statements are made available at the request of our State Secretary.

**COMMUNICATION, ELECTRICAL, ELECTRONIC,
ENERGY, INFORMATION, POSTAL, PLUMBING AND
ALLIED SERVICES UNION OF AUSTRALIA,
ENGINEERING AND ELECTRICAL DIVISION,
WESTERN AUSTRALIA BRANCH**

Statement of Profit and Loss and Other Comprehensive Income

for the year ended 31 December 2021

	Note	2021 \$	2020 \$
Revenue from contracts with customers	3		
Membership subscription		3,152,788	2,937,182
Capitation fees and other revenue from another reporting unit		-	-
Levies / (Refunds)	3B	-	-
Other sales of goods or services to members	3D	167,423	158,300
Total revenue from contracts with customers		3,320,211	3,095,482
Income for furthering objectives	3		
Grants and donations	3E	35,120	147,650
Total income for furthering objectives		35,120	147,650
Other income			
Profit on Sale of Assets	4J	14,341	75
Rental Income		700	-
Revenue from recovery of wages activity	3F	-	-
Interest income		8,471	12,461
Total other income		23,512	12,536
Total income		3,378,843	3,255,668
Expenses			
Employee expenses	4A	1,891,241	1,579,925
Capitation fees	4B	434,102	375,522
Affiliation fees	4C	72,576	69,494
Administration expenses	4D	391,570	308,907
Grants or donations	4E	31,153	27,020
Depreciation and amortisation	4F	137,429	75,151
Finance costs	4G	23,170	29,376
Legal costs	4H	174,276	166,618
Write-down and impairment of assets	4I	-	3,115
Net losses from sale of assets	4J	-	-
Audit fees	14	33,621	33,851
Other expenses		232,510	222,906
Total expenses		3,421,648	2,891,885
(Deficit) /Surplus for the year		(42,805)	363,783
Other comprehensive income			
Items that will be subsequently reclassified to profit or loss		-	-
Net gain /(loss) on debt instruments at fair value through other comprehensive income (FVTOCI)		-	-
Items that will not be subsequently reclassified to profit or loss		-	-
Gain on revaluation of land & buildings		-	-
Gain /(loss) on equity instruments designated at FVTOCI		-	-
Total comprehensive income for the year		(42,805)	363,783

COMMERCIAL, OFFSHORE & LIFTS



Hydrocarbons Sector

It has been a busy year so far in terms of negotiating EBA's, and I'm pleased to tell you that we have put up some great results. This is mainly thanks to the efforts of committed Bargaining Representatives and high member density within the effected workforces.

We have recently reached agreement on Brownfields decommissioning EBA's with UPS and Monadelphous, as well as landing a fantastic maintenance EBA with Inpex for their offshore and

onshore facilities.

The Inpex Bargaining Representatives were absolutely first rate. I can honestly say that I have never seen that level of commitment from the shop floor. Full credit and congratulations must go to them for their massive contribution.

The Inpex EBA outcome took eighteen months to achieve and will set an industry standard for the tier one Oil and Gas companies. Shell, Chevron and Woodside are on notice, and I expect to achieve similar EBA's with them all in the near future.

I recently became involved in the onshore hydrocarbons sector with my North West colleagues Ash Bamford and Paul Ferreira. Monos, Matera's and UAJV at Karratha Gas Plant and Pluto are the first cabs off the rank, and UGL Santos won't be far behind them.

Lift Industry Majors

Back in August 2021 we finalised

an EBA with Schindler Lifts after several months of negotiations which culminated in sixteen days of protected industrial action. The result was an 11.5% increase in wages and allowances over four years, and no reduction in conditions.

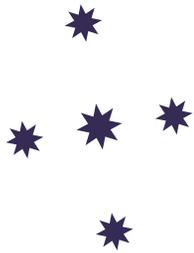
This result set the standard for ensuing negotiations with Thyssen Krupp, Otis and Kone where we have subsequently negotiated increases of 11.75%, 12% and 11% respectively. In all of these EBA's we have maintained existing conditions, and in respect to the after-hours provisions for the Thyssen and Kone Service crew's, we have markedly improved conditions.

These are fantastic results made possible by very high ETU member density within these companies, and a willingness to fight for their claim. ⚡

DAMIAN CLANCEY
0411 261 124



THYSSEN KRUPP CREW - FEBRUARY 2022



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Workers who have the highest risk of asbestos exposure are those who worked in mining and manufacturing of asbestos, in construction of buildings, shipbuilding, railway carriage building and power industries.

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We can help you with a motor vehicle accident claim and maximise the compensation you are entitled to.

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DID YOU KNOW?

WA WHS Act 2020 – A Guide to 6 Key Changes

On Tuesday 3rd November 2020, workplace health and safety laws in Western Australia made their biggest jump in decades. On this day, Parliament passed the Work Health and Safety Bill 2019, meaning WHS was about to change for businesses, employers and employees throughout WA.

When the supporting regulations were finalised in March 2022, the Work Health and Safety Bill 2019 became the WHS Act 2020.

The new legislation has now become law, so they may change how you do business.

I have broken down six key changes so you can understand what this will mean for you and your organisation, and how you can prepare.

Firstly, what is the WA WHS Act 2020?

The WA Work Health and Safety Act 2020 (WHS Act) is the first major overhaul of Western Australia's WHS laws for over 30 years.

14 / AUTUMN - WINTER 2022

The new laws are intended to improve the protection of workers by factoring in modern employment agreements, higher penalties for companies and individuals, and introducing the term 'person conducting a business or undertaking' (PCBU).

For our friends outside of WA, this is familiar territory. This Act is harmonising WA with Australia's other States and Territories (excluding Victoria) and will replace:

-the current Occupational Safety and Health Act 1984

-WHS elements of the Mines Safety and Inspection Act 1994

-WHS elements of the Petroleum and Geothermal Energy Safety Levies Act 2011

Who Will be Affected?

The short answer is everyone. Moving forward, this single Act will cover all aspects of safety in every WA workplace and it will be easier to prosecute individuals.

6 Key Changes

1. Increased Penalties

Yes, that's right, all penalties are increasing.

But the most significant in the entire legislation is the gross negligence/ industrial manslaughter penalty. The current maximum penalty for a company is \$2.7 million. Under the WHS Act this jumps to \$10 million.

Penalties are just as detrimental for individuals. If you're found guilty of industrial manslaughter, previously you faced a maximum fine of \$550,000 plus five years in prison. When the WHS Act took over, you could be hit with a \$5 million fine and up to 20 years in prison.

2. PCBU & Worker

PCBU is a new term to WA's WHS laws and stands for Person Conducting a Business or Undertaking. This is a fairly broad term used throughout WHS legislation to describe all forms of modern working arrangements.

As well as an employer, a PCBU can be a:

- Corporation
- Association
- Partnership
- Sole trader
- Volunteer organisation that employs people to carry out work
- Local government council
- Independent school
- Government department and authorities

PCBUs must meet obligations to ensure the health and safety of their workers and others like visitors and volunteers.

Speaking of workers, the term "worker" is also broader under the WHS Act, and includes:

- An employee
- Subcontractors and casual workers
- Employee of a contractor or subcontractor
- Employee of a labour hire company
- Outworker
- Apprentice or trainee
- Volunteer
- Student on work experience

PCBUs have the equal duty of care to a worker, even if there are multiple PCBUs involved. For example, if you employ a contractor who brings in a labour hire worker, you, the contractor and the labour hire company all share the same duty of care to that labour hire worker. So if an incident occurs, you can all be prosecuted under the WA WHS Act.

3. Industrial Manslaughter

This is the one that everyone is talking about.

As you know, penalties for industrial manslaughter are increasing under the WA WHS Act, but there's more.

The criteria for convicting someone for industrial manslaughter under the WHS Act is the same as convicting someone under our current gross negligence law. But the WHS Act states that prosecutors no longer have to convict the company to be able to convict individual company officers.

The industrial manslaughter provisions came into effect in WA

in 2004. Since then, there has been 421 workplace fatalities in WA and one completed gross negligence prosecution, which happened near the end of 2020.

4. Positive due diligence

This new legislation has made it administratively easier to prosecute company officers. Most companies go into liquidation when faced with a WHS prosecution. Under our current laws, if your company goes into liquidation it can't be prosecuted. This means the WA Supreme Court has to get your company reinstated in order to prosecute the company officer.

However, under the WHS Act the company doesn't have to be convicted of an offence to be prosecuted. There doesn't even have to be an accident or an incident. If you as a company

officer have shown you have not met your obligations of due diligence, you can be prosecuted.

5. Insurance

If you're prosecuted under the current OHS Act, your insurance can pay for your legal fees and your penalties.

When the WHS Act comes into effect, your insurance can still pay for your legal fees, but when it comes to paying the penalty, company officers and PCBUs cannot take out insurance to cover fines for breaches. Companies cannot indemnify employees, so if you're handed a penalty, you're on your own.

6. WHS Advisors

There is a new section in the WHS Act specifically for external WHS advisors (that's advisors outside of your company employed to give advice). If

an external WHS advisor gives advice about health and safety in your business, they have to ensure that their advice doesn't create hazards in your business. If hazards are created as a result of poor advice, advisors can be sued for negligence, sued under public liability insurance and prosecuted.

But, it is not a defence to say, "I got bad advice".

As an employee or business owner, you cannot simply point the finger at your safety advisor and get off with a slap on the wrist if an incident occurs.

The new WHS Act and Regulation can be downloaded from:

www.legislation.wa.gov.au ⚡

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