

THE CIRCUIT

SPRING / SUMMER 2023 NEWSLETTER



ETU State Council, Organisers & guests, bestowing Life Membership on former ETU President, State Councillor & Delegate Bob Manhood upon his retirement.



PETER CARTER

Welcome to the Circuit Newsletter - Spring / Summer 2023

It has been a hectic but successful year across all ETU WA industries.

As you read through this newsletter you'll see how busy your organisers have been in fighting for better wages, conditions and safety standards for our membership, which has grown for the fifth year running. We also welcomed two new organisers in Simon Brezovnik (SW region), and Brant Softley in the NW & ECI patch. Both have hit the ground running as you'll see from their reports.

We've had major wins in all our sectors and have recovered hundreds of thousands of dollars from

employers, who now practice wage theft as a business model, in unpaid or underpaid wages to members.

Particularly pleasing was finalising the claim against UGL at the Karratha Gas Plant where the overall underpayment was in excess of \$200k. Also in the North West our organisers have made progress with members at BHP facilities, with more than 100 joining and willing to fight for the first Union collective agreement there in decades. Next year we also see major EBA campaigns in the Electrical Contracting and Supply industries and I urge members to stay focused and strong in fighting for increased pay and conditions for yourselves and your families.

In the green energy transition from fossil fuel to clean renewable energy, there are significant opportunities in the emerging technologies for our trade to grow **but we're concerned that the skilled labour shortage is not being taken seriously enough by industry and Governments.**

The latest report from Green Energy Generation claims there will be a need for up to 42,000 more electricians

by 2030 and up to 84,000 more by 2050! The traditional cohort of male, school leaving age apprentices won't deliver the amount of new electricians needed to build the infrastructure to make the transition a success. So, we'll have to attract, and then retain, a large proportion of women (currently less than 3% of the workforce) as well as skilled migrants into the electrotechnology trades.

On that note it's pleasing that the Albanese Government has introduced a Migration Strategy aimed at employers gaming the system leading to rampant exploitation of migrant labour. For too long employers have been able to claim a 'skills shortage' in order to use temporary migration as a cheap source of labour and avoid their responsibility to skill up and offer opportunities to local workers.

I'd like to thank all our delegates, activists, staff and organisers for their hard work and dedication to the cause over the year, and wish members and their families a safe and happy festive season. **Merry Christmas.** ⚡

PETER CARTER
0403 601 991

CURRENT ETU OFFICIALS

● PETER CARTER	STATE SECRETARY
● ANDY GIDDENS	ASSISTANT STATE SECRETARY GENERAL TRADES,
● BRENDAN REEVE	PRESIDENT SUPPLY
● IAN GILL	LEAD ORGANISER ALL ELECTRICAL CONTRACTING AREAS
● PAUL FERREIRA	LEAD ORGANISER MID WEST, NORTH WEST & GENERAL TRADES
● ADAM WOODAGE	ORGANISER OFFSHORE HYDROCARBONS
● BRANT SOFTLEY	ORGANISER NORTH WEST & PERTH COMMERCIAL
● MARK MOCERINO	ORGANISER GENERAL TRADES & RENEWABLES
● RORY CUMINS	ORGANISER COMMERCIAL, DRY FIRE AND LIFTS
● SIMON BREZOVNIK	ORGANISER SOUTH WEST & KWINANA
● DAVID VON KELAITA	POST TRADE TRAINER BAYSWATER TRAINING CENTRE
● PAUL O'LOUGHLIN	POST TRADE TRAINER BAYSWATER TRAINING CENTRE

VALE COMRADES

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

- TERRENCE BLAIR
- KENNETH BONE
- LUKE CASEY
- WILLIAM CLEASBY
- BARRY GILBERT
- PHILIP GREEN
- RICHARD HOBSON
- JOHN (JACK) MAGUIRE
- CLINTON OLD
- GERARD O'SULLIVAN



COMMEMORATING THE 1983 ELECTRICAL CONTRACTING STATE-WIDE STRIKE

In October, our Union marked the 40th anniversary of the 1983 Electrical Contractor Strike, a significant moment that shaped our branch and influenced unionism in Western Australia. Led by Secretary of the day Mick Beatty and the late Wally Palmer (eventual successor to Mick Beatty), the statewide dispute lasted nine weeks, showcasing the strength and unity of our members.

Despite not achieving its intended outcome, the connections forged during the strike endured, with many convenors later leading the ETU into the present era. Former ETU WA State Secretary Les McLaughlan, former ETU WA Lead Organiser Terry Hayes,

current EWA Secretary Ian Gill, and Honorary Member Charles MacFarlane reflected on the strike. They acknowledged the efforts of both public figures and behind-the-scenes contributors who supported members and their families throughout the dispute.

Now, four decades later, the lessons from the 1983 strike still resonate. The commemoration highlights that while industrial action is challenging, it remains a fundamental right to be exercised when necessary.

Our Distinguished, Honorary & Life Members came together to remember the struggles of that time and how it has affected our industrial landscape today. The union takes pride in its history

and continues to uphold the rights and well-being of its members. For more information on this historic event, visit

<https://bit.ly/ETU-1983-Strike> or watch the commemorative video here by scanning the QR code below. Proud to be Union.



BREAKING NEWS Dutton's plan to slash sparky's wages with influx of foreign trades

The Liberal Party's plan to scrap labor market testing for electricians will flood the Australian economy with foreign sparkies and slash wages, the ETU has warned. Electricians nationwide are horrified by Dutton's plan to decapitate the local workforce. "Rather than training young Australians and allowing them to build a trade and a career path, Peter Dutton wants to slash the wages of electricians in a cost of living crisis," said Michael Wright, ETU National Secretary. "This cheap and nasty plan will dilute the living standards of electricians by

making them compete with foreign sparkies on short term visas who can not enforce their labour rights. "Mr Dutton's plan to cut electricians' wages is clear from his rhetoric. He has complained about the cost of trades because he wants to slash living standards. If he thinks electricians are paid too much, he should just come out and say so. "The ETU is issuing an open invitation to Mr Dutton. We will happily host you at any union worksite in the country. Come and outline to our members why you think bosses shouldn't even have

to try and hire locally. That is the reality of what he's saying." The Liberal Party created a mess in office by trashing vocational education and training. Jobs & Skills Australia has found that we need an extra 32,000 electricians by 2030 and more than an extra 80,000 on top of that by 2050. We've had a temporary shortage of electricians for over 30 years, including whilst Peter Dutton presided over the most broken immigration system in modern history. If skilled migration was going to fix the skills crisis, it would have already.



Dare to struggle, dare to win - Distinguished and Honorary Members gathered in October 2023 to commemorate the state wide ECI strike of 1983.



ANDY GIDDENS



GENERAL TRADES

FOUNDRY, GAS, HOSPITALS, MANUFACTURING,
UNIVERSITIES & WATER ALLIANCES



ANOTHER SUCCESSFUL YEAR OF BARGAINING

The negotiations with Water Corporation, lasting nearly six months, have culminated in a favorable agreement that has been accepted by the membership. Despite being a GTE (Government Trading Enterprise) and therefore falling under the Government State Wages Policy, the achieved outcomes are considered to be very reasonable. The key elements of the agreement are outlined below:

Terms and Wage Increases:

The agreement spans two years and nine months, with a provision for a 3% wage increase. For employees earning an equivalent base salary of \$104,000 or less, a higher fixed annual increase of \$3,130 is offered. Additionally, a cost-of-living payment of \$3,000 in the first year is proposed following a positive vote.

Salary Employees:

For salaried employees, a one-off additional pay point increment is provided in 2023, effective from the first full pay period after a favorable vote. Those at the top of their classification level receive a 2% gross lump sum payment in 2023, and an additional 2% gross lump sum payment is scheduled for the first full pay period from July 1, 2024.

Trades and Wages Employees:

A new Trades and Wages Site Allowance of \$2.00 per hour, applicable to all ordinary hours of work (\$1.00 for apprentices), is introduced. This allowance covers various scenarios, including annual leave, paid personal leave, compassionate and well-being leave, and time off in lieu (TOIL). It aims to compensate for field/on-site work conditions. Notably, it wraps



up ACL1 & ACL2, construction site work allowances. The value of this allowance is \$152.00 per fortnight or \$3,952.00 per year, with the exception of periods on Long Service Leave.

Leave Entitlements:

Paid Parental Leave is expanded, offering 18 weeks for the primary caregiver and 3 weeks for the non-primary caregiver. Members have the flexibility to take 3 weeks at birth or adoption, with an additional 15 weeks if they become the primary carer within the first year. Leave entitlements also include accruing Long Service Leave during paid parental leave. Compassionate Leave sees an increase from two to five days for genuine travel needs beyond 300km from the place of residence. An additional day of leave on December 24 is granted to full-time and part-time employees.

Allowances:

Several new allowances and increases are introduced, such as the Gas Fitting Allowance for supervising gas fitters, HV Authorised Allowance extended for salary employees, and various increases in wastewater-related allowances. Shift loading rates

are also increased, with afternoon shift rising from 18.75% to 23.75%, and night shift from 22.5% to 25%. Notably, the weekday night shift penalty rate is increased from 118.25% to 125%.

The agreement covers 3,845 employees, and an impressive 81% of those who voted did so in favour of the agreement. In addition to these benefits, the agreement includes a commitment from Water Corporation for a complete skills audit in the trades area, aiming to develop a new trades framework that provides a clearer progression path for members.

The agreement ensures significant earnings increases with potential earnings upwards of 21% over the specified two years and nine months. A great win for our members here and a good base to negotiate from in the future.

In other news an agreement has been reached with UGL Rail, currently in the access period, featuring a three-year term ending on June 30, 2026. The proposed package includes a cumulative 15% wage increase over the term, with the first year's raise retroactively applied from July 1, 2023. Specific adjustments include

an elevated hourly rate for Electrical C8 classification in the third year, indexed Electrical License Allowance, an increased Employment Service Allowance for long-serving employees, a new Shunting Allowance, and a boost in night shift loading from 20% to 30%.

For Serco at Fiona Stanley Hospital, negotiations faced initial rejection by 100% of covered employees in the first vote and 80% in the second. Serco's proposed changes, attempting to retract entitlements from the previous negotiation, were met with resistance.

The resulting in-principal agreement involves a roll-over of the current agreement, a three-year term, a 12% wage increase, and improvements to parental leave. Electricians will see an hourly rate of \$48.70 in two years, surpassing rates at other hospitals in Perth.

Ramsay Health Care (Joondalup) struggled to reach an agreement, and the current proposal, pending a vote, outlines a three-year term, a 9% wage increase, and essentially a rollover of existing conditions with some enhancements. Notably, a previous workplace victory resulted in

a member's reclassification, yielding a 35% pay increase and six months of back pay.

For CBH Metro Grain Centre & Kwinana Zone, a tentative agreement is subject to final drafting and will go to a vote in the New Year.

This proposed three-year agreement includes a 15% wage increase, with specific increases for shift workers and electricians. Additional provisions cover overtime rates, a new camping allowance, and a transition to retirement.

Similarly, CBH Regional Maintenance has reached an in-principal agreement, set for a vote in the New Year. The proposed three-year term involves a 15% wage increase, specific adjustments for shift workers and electricians, and new provisions for overtime rates, a camping allowance, and a transition to retirement.

In a unique development, CBH agreed to reclassify six Terminal Day Shift Employees in Geraldton to Country Maintenance Employees, resulting in a wage increase of 6%.

A new Even Time Roster has also been introduced, offering a 7 days on & 7 days off schedule with associated

allowances and the option for employees to request a 12-month trial.

These negotiations showcase the challenges and achievements in securing favorable terms for employees across various sectors, highlighting the importance of preserving entitlements and achieving competitive compensation for our members.

I'd like to thank our delegates, particularly those at CBH, Water Corporation, UGL Rail & Serco who have been invaluable to the negotiating process – channelling information and keeping up morale, it is often a thankless position, but your efforts are greatly appreciated.

Without our delegate structure, Union bargaining would be near on impossible.

So, to our delegates, thank you for your dedication to your fellow workers and to the betterment of the conditions in your workplace. And Merry Christmas to our members and their families.

Wishing you all a safe, festive season and see you all in 2024.⚡

ANDY GIDDENS
0457 236 555



Water Corporation negotiations meant many meetings were held across the state and were well attended by ETU members keen to get their claims across the table. Pictured depots clockwise from top left - Mandurah, Northam, Merredin & Canning Vale.

NORTH WEST REPORT



PAUL FERREIRA



ONWARD & UPWARD

2023 has been another big year for the ETU WA in the North West with many projects starting to mobilise and to help with coverage, earlier this year we welcomed Brant Softley (an experienced Union organiser) to the team to extend the ETU love.

Brant will be joining me in the North West on a “2 weeks in the NW/2 weeks in Perth” roster, to service our members and keep up momentum in our target areas. Brant has been doing some great work within the BHP and Rio Tinto coastal space and has signalled our intent with the members of both companies to expand this further in 2024.

In the project space, the ETU WA North West Rates flyer continues to

highlight what rates are being paid & where. Not only are we seeing an upward shift with rates, but contractors are also using 2/1 rosters, working 12-hour days, as a means to attract skilled Electrical trades to their projects.

This visual tool has been thorn in the side of CIVMEC, Bechtel & their employer-Union representative in WA Chamber of Commerce & Industry CI as they scrape the bottom of the pay scale in the North West. 2024 will be an even bigger year for the ETU WA in the North West as we entrench our footprint in every part of the region. ⚡

PAUL FERREIRA
0417 484 000

ETU NORTH WEST RATE SUMMARY		HOW DOES YOUR RATE COMPARE?		WA BRANCH		
FULL TIME	SITE/S	HOURLY RATE (WITH PENALTIES)	SITE ALLOWANCE	SEVERANCE/RETENTION	ROSTER	APPROX. WEEKLY NETS
PRIMERO	FLORIDA PEARLWOOD	\$49.50*	\$4.00	100% NES	2/1*	\$4,300
MONADELPHOUS	BHP (MONADELPHOUS CO)	\$50.07*	\$4.00	100% NES + \$20/WEEK P2P	2/1*	\$3,600*
MONADELPHOUS	CHRISTMAS CREEK	\$50.07*	\$4.00	100% NES + \$20/WEEK P2P	2/1*	\$3,600*
MONADELPHOUS	FMG TIL (CONCRETE PROJECT)	\$50.07*	\$4.00	100% NES + \$20/WEEK P2P	2/1*	\$3,600*
WAY ELECTRICAL	MACEDON GAS PLANT	\$48.00*	\$4.00	100% NES + \$20/WEEK P2P	2/1*	\$3,600*
LABOUR HIRE	FMG HIGH PRESSURE SCALAR FARM	\$85.00 FLAT	\$4.00	100% NES + \$20/WEEK P2P	2/1*	\$3,500
SCEE	TOM PRICE PROJECT WORK	\$48.65	\$4.00	100% NES	2/1	\$4,600*
MRL	ASHBURTON HUB	\$50.78	\$4.50	100% NES	3/1	\$3,500*
BECHTEL	WOODSIDE PLUTO TRAIN 2	\$53.97*	\$5.40	100% NES + \$20/WEEK P2P	3/1	\$3,200
CIVMEC	RIO TINTO WESTERN RANGE	\$50.77*	\$4.00	100% NES + \$20/WEEK P2P	3/1	\$3,200
GENUS GROUP	FMG SCALAR FARM	\$50.00*	\$5.00	100% NES	3/1	\$3,100

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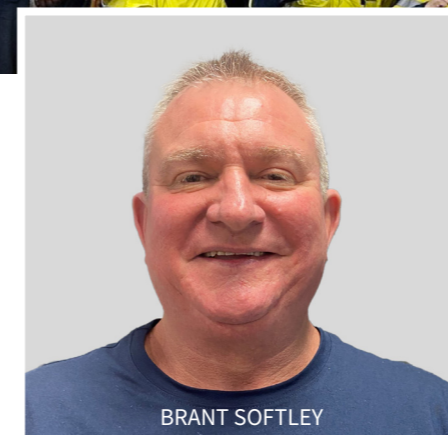
THANKS TO INCREASING UNION DENSITY AND MEMBER ENGAGEMENT, RATES ARE RISING IN THE NORTH WEST. WANT TO KNOW WHAT'S HAPPENING ON OTHER SITES TO SEE HOW WELL YOU'RE FARING? JOIN US. WORK TOGETHER. WIN TOGETHER.

JOIN THE ETU NOW. NOT A MEMBER YET? SCAN THIS CODE AND JOIN TODAY.



WELCOME ON BOARD

INTRODUCING BRANT



BRANT SOFTLEY

My name is Brant and some of you, particularly our southwest members, may know my face from my time as a Organiser for the AMWU.

Since joining the ETU in June earlier this year, there has been a lot that has occurred in a very short time and it has been very enjoyable on a personal front. I would like to take this opportunity to thank everyone in the ETU including staff and members for making me feel welcome.

Starting out working a roster of 2 weeks per month in the Northwest teaming up with Paul Ferreira and 2 weeks per month in Perth working alongside Ian Gill and Rory Cumins in Commercial and covering the Kwinana Strip, there is always plenty to do in representing our ETU members.

NORTH WEST

It has been a hectic yet successful second half of 2023 in the Northwest as, together with Paul Ferreira, we have expanded the ETU membership in the

maintenance crews of both BHP and Rio Tinto.

BHP PORTS: Port Hedland – Nelson Point / Finucane Island

Following a positive meeting with members in July, Paul and I were directed by said members to work towards the creation of the BHP Ports Electrical Maintenance Enterprise Agreement.

Progress is going well and after 72 on site meetings across 5 months, we are going strong, having gained over 100 new BHP members.

This coupled with a significant uptick in engagement from BHP members is proving that workers are ready to fight for better conditions and wages. We now have the majority of electrical trades at the Ports and I've notified BHP of our intention to bargain for an Enterprise Agreement on behalf of our membership.

I am sure BHP will play hard ball so this campaign, that was officially launched at the Port Hedland ETU Xmas Party on 10th December, will make for an interesting 2024.

RIO TINTO PORTS: Karratha Coast – Parker Point / Cape Lambert

We have commenced a campaign to target a Rio Tinto Ports Maintenance that mirrors the BHP Ports Campaign. Preliminary visits have occurred and

the interest from members and non-members have been positive. I'll report more in the new year.

PERTH / KWINANA

I have been conducting visits to sites with Rory Cumins and Ian Gill. Campaigning on the proposed Commercial EA targeting Everett Smith, Fredon, and Nilsen membership.

WESTERN POWER

I also helped Brendan Reeve with some Western Power regional depot visits recently and was really pleased to meet some of our fantastic Western Power ETU regional members. As the new year will bring EBA negotiations at Western Power, it was great to have had the opportunity to visit depots and receive feedback regarding the upcoming EBA.

I'm happy to say to the transition to being an ETU Organiser has been very smooth thanks to my colleagues and I hope all members and their families have a good Christmas break (if you're able to have a break!). I'm sure bargaining will bring about some challenges in the coming year but it's good to know our members will be keen to meet them with us. ⚡

BRANT SOFTLEY
0492 484 495



Pictured clockwise from top left: Both Paul and Brant in the NW planning their targets for the year; Genus crew at KWTE; Western Power Albany; and, the Port Hedland ETU Xmas party 2023.





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Whatever challenges we face, our top priority will always be delivering the best retirement outcomes for our members.

A special shout out to our members in the ETU for your ongoing support. Through our strong partnership with your union, we are helping to increase member awareness and engagement about super. These important links help us to be the leading fund for the building, construction and electrical, energy and power industries and provide strong retirement outcomes for our members.



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*Growth (MySuper) investment performance is based on the crediting rate, which is the return 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 isn't a reliable indicator of future performance. This information is about Cbus Super and doesn't take into account your specific needs. You should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Product Disclosure Statement to decide if Cbus Super is right for you. Call 1300 361 784 or visit cbussuper.com.au for a copy. Also read the relevant Target Market Determination at cbussuper.com.au/tmd. United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 as Trustee for the Construction and Building Unions Superannuation Fund ABN 75 493 363 262 (Cbus and/or Cbus Super)



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SUPPLY INDUSTRY



Preparing for the next EBA. Meeting with Western Power crews across WA over the past few months starting at the South Metropolitan depot (pictured here and inset) and catching up with the Northam crew (below).



BRENDAN REEVE

As we approach the coming year, the energy sector is poised for significant developments with three major EBAs set to cover around 1300 workers state-wide. This outlook will be challenging as it is marked by a substantial skills shortage across various companies, demanding a strategic approach from stakeholders.

Western Power:

Preparations are underway for the upcoming negotiations at Western Power, scheduled for February 2024. Members are actively leveraging the prevailing skills shortage to emphasize key claims. These include a proposed 36-hour work week, exploration of a 4-day work week, integration of a \$2.26 site allowance, and the establishment of site convenors. Further claims encompass uncapped redundancy, restrictions on contractors for fault work, and enhancements to various allowances and leave structures. The overarching goal is to fortify the rights and conditions of workers. The workplace at Western Power is grappling with notable

challenges, mostly from incompetent management. This has resulted in a noticeable decline in worker morale and an unsettling workplace culture. Issues within the Safety Department, particularly concerning Asbestos and Fatigue Management, are being addressed with a concerted effort to rectify these concerns. Plans are in motion to tackle management incompetence and rejuvenate workplace morale.

Horizon's EBA Kickoff:

Horizon is set to commence negotiations for its new EBA, set to expire in February. Eager members are anticipating negotiations with claims aligning with those at Western Power, particularly seeking pay parity. Delegate training is a crucial component, ensuring representatives are well-prepared for the upcoming negotiations.

Genus EBA and Market Dynamics:

Genus is facing heightened competition following Western Power's release of new contract work. Mark Mocerino met with some of our members out in Leonora who highlighted the poor supervision ratio of apprentices to trades and worthless allowances as issues to tackle first

thing in the new year.

UGL Greenfields EBA:

UGL are in the spotlight with the release of a major contract for the supply network. A new Greenfields EBA with UGL, reflecting Western Power conditions with certain exclusions, has been filed. Ongoing negotiations will determine the impact on workforce attraction and wage competitiveness.

Transition in Energy Ministry:

The stepping down of Energy Minister Bill Johnston poses a unique challenge due to his historical knowledge. Establishing positive relations with the new Minister, Rhys Whitby, will be critical going forward so we'll get in some face time with him in the new year.

The energy sector will have an interesting year ahead with dynamic challenges, and strategic moves that will shape the future for supply workers. The supply sector has never been one to shy away from a fight if it comes to it so we'll see you back in the new year at the negotiating table! ⚡

BRENDAN REEVE
0488 585 227

THE SHIPBUILDING FILES

A YEAR OF
- WINS
- FRUSTRATIONS
& NEGOTIATIONS!



MARK MOCERINO

The ASC Trade Planners have achieved an initial agreement for their first Enterprise Bargaining Agreement (EBA) after a five-day PIA (Protected Industrial Action). The members secured the desired classification structure, receiving back pay rates effective from July 1, 2023. Despite not achieving the expected increases, members are content with the overall package, which includes an uplift to the redundancy clause.

The Submarine Safety and Certification Group (SCG) at ASC has also reached an in-principle agreement, opting for a three-year term with similar annual increases as the Trade Planners. The SCG members seek a "pay parity" clause to align with future increases achieved by other groups.

BAE Systems negotiations are at an impasse, with the company refusing to improve their offer. PABO is in place, and site-wide strikes are pending AMWU and MUA conciliation. Members are determined, issuing PIA notices for minor bans and strategically planning



strikes.

BAE Systems' current offer includes a 4% increase in the first year, a \$3500 one-off cost of living payment, and 3% in subsequent years. **The union's claim remains at 9%, 5%, and 5%, reflecting dissatisfaction with past broken promises.**

Ventia Defence is at the PABO stage, offering 11.5% over four years. Despite no pay rise since May 2022, employees reduced their initial claim from 25% to 10% in the first year. Some groups within Ventia Defence are reluctant to participate in industrial actions.

MRL is set to bargain the replacement Lithium Operations EA, awaiting confirmation for the first meeting. Genus membership is growing, especially in remote locations, with an ongoing legal case against Genus

regarding employee training cost repayments.

Austal Ships secured a substantial contract to build landing crafts for the Australian Army, generating long-term employment opportunities. Our ETU National Legal Counsel identified miscalculations in Pacific Energy's leave accrual system and awaits the company's response before potential legal action, pending the outcome of the Simpec case.

Overall, the union is actively engaging in negotiations across various industries, facing challenges and successes in their efforts to secure fair wages, working conditions, and benefits for their members. ⚡

MARK MOCERINO
0438 792 865



ELECTRICAL CONTRACTING INDUSTRY

YEAR IN REVIEW



IAN GILL

This year has been another very active one, with constant site visits all over Perth, Kwinana strip, Midwest, South West and Barrow Island to get amongst our members and grow our branch membership. There have been plenty of issues on sites to resolve around safety, as well as all the legal issues that arise when employers roll out dodgy baseline agreements or don't conform to the specifics in their agreements. On the former, we have been successful in knocking off baseline EA's for Clough with their Sharp Resources EA and Acciona for their WA based agreement. On the latter, Genus was challenged on why they were paying employees

fortnightly, when their underpinning agreement said weekly pay. That got fixed, following good work from Adam Woodage.

Civmec at the Covalent Lithium Project in Kwinana were challenged on the 'withdrawal of overtime notice' provisions on an inclement weather day, and the ETU was the only winner in this dispute after it went to a hearing. If you don't fight, you lose!

Numerous disciplinarys and a general protections case was performed, with one member walking away with more than \$5200 after getting proper support from his Union. There are multiple EBA negotiations underway, not least of which is the ECI Commercial EBA 2024 campaign kicking off with Fredon in December 2023.

The ongoing cost of living crisis has certainly had an impact on working people and a good EBA is what our members require to meet these challenges and live with a decent standard of living, including

apprentices. Corporate greed and price gouging have been the root cause of all this, and working people are being forced to pay the price.

On another front, the ETU WA Branch submitted a detailed submission for the State Government review into changes to the Construction Industry Portable Long Service Leave Act 1985, seeking to expand on and deliver better outcomes for our members in this space. We should know more on this in 2024.

There should be plenty of work in the ECI space next year in the commercial and industrial space, as renewables projects begin to gather pace, while the hydrocarbons space also remains busy.

I wish to thank all the good members for their ongoing assistance and support on their respective jobs, especially the delegates, and wish everyone a great festive season and a bright and happy 2024. ⚡

IAN GILL
0403 601 996



IN THE TRENCHES: FIGHTING THE WAR ON WORKERS RIGHTS



RORY CUMINS

Hello to the members of the mighty ETU. What a year it has been and congratulations for collectively joining each other during a booming year and deciding to fight from the front. **That's what we do at the ETU, we have a responsibility to take up on behalf of our families, on behalf of our community, on behalf of electrical workers.** We have a responsibility to get on the front foot against the war on workers. The war

on workers is predicated upon taking away permanent jobs, its based on replacing skilled workers with casual workers. It's fundamentally about removing strong trade Unionism from a capacity to negotiate decent conditions of employment. It's about the exploitation of how work is done and the security of the future and decency of employment and respect from the employer. 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.

It's been a huge year during 2023 supporting members in the Electrical Contracting Industry, Lifts, Dry Fire and Communications sectors and we have done that legally, Industrially and politically. Examples are a Communications company getting fined \$12000 for not complying with paying into MyLeave Portable Long Service Leave, representing

apprentices who were being stood over by their employer, negotiating several enterprise agreements and campaigning with Lead Organiser Ian Gill and new organiser Brant Softley for the 2024 ECI Commercial Sector Agreement and we could not have done that without you, the members supporting your Union in a mature and responsible way.

I look forward to supporting members during 2024 which is going to be just as busy if not busier than 2023, with several large billion-dollar projects just starting or due to start such as Alkimos Desal, the Kalgoorlie Fimiston Processing Plant upgrade and the continuation of the ECU campus in the city centre. I would like to wish you all a joyous festive season and Happy New Year. ⚡

RORY CUMINS
0488 653 911



Pictured clockwise from top left: Civmec Covalent crew, Clough/Webuild members; Rory Cumins in Kalgoorlie outside the original Trades Hall & Nilsen membership on the ECU campus Perth project (Inset - Nilsen supporting Fredon members in their EBA campaign)

ETU ECI COMMERCIAL SECTOR ENTERPRISE AGREEMENT 2024 CAMPAIGN WA BRANCH

HOURLY RATES OF PAY*	APPRENTICES	1st year	2nd year	3rd year	4th year
Senior Electrician \$52.70 Electrician \$49.00	Junior - completed Year 10 \$18.69 Adult Apprentice \$32.11	\$24.44 \$33.55	\$30.11 \$34.98	\$35.86 \$36.86	

CONDITIONS WORTH FIGHTING FOR!

- YEARLY RATE INCREASES 4.2% or Perth CPI, whichever is greater. Term of 3 to 4 years.
- 36 HOUR WEEK 100% site dependent but 1 RDO per 4 weeks, no less.
- JOB SECURITY CLAUSE Preference of direct, full-time. Labour hire paid at same rates.
- PARKING FEE REIMBURSEMENTS Up to \$150/week with receipts (incl GST)
- IMPROVEMENTS TO INCLEMENT WEATHER CLAUSE
- CASUAL WORK CONVERSION Maximum 6 weeks on the job before permanency.
- INCOME PROTECTION \$1,600 p/wk (Up to \$1200 p/wk Apprentices) With Protect
- SEVERANCE / REDUNDANCY \$75 p/wk with Protect
- HSR & UNION DELEGATE TRAINING CLAUSE
- LAHA AND RBR CLAUSE FOR DISTANT WORK

NEED MORE INFO? UNION MEMBERS CAN CALL THEIR ORGANISERS TO FIND OUR MORE. ADD THEIR CONTACTS TO YOUR PHONE!

ARE YOU A MEMBER? IF NOT, SCAN THIS QR CODE TO JOIN THE ETU NOW!

ETU ELECTRICAL CONTRACTING RATES & CONDITIONS COMPARISON WA BRANCH

CONTRACTOR	SITE/S	HOURLY RATE	SITE ALLOWANCE	SEVERANCE/ RETRICTION	PIP / PCP / AFFRANCA	TRAVEL	INSURE PROTECTION
CLOUGH E20	WATERLOO INDUSTRIAL	Elect: \$55.13 Elect: \$52.80	\$4.00	2WRS	\$300/wk	N/A	YES
SIEMEC	COCKSHAM INDUSTRIAL	Elect: \$51.45 Elect: \$50.61	NO	2WRS	\$2.50/hr	\$30.00	NO
UVEL B. MONABELOS	ALBERTVILLE	Elect: \$50.31 Elect: \$48.13	\$4.20	2WRS	\$100/wk	\$41.60	YES
CIVMEC	CONYNGHAM	Elect: \$48.67 Elect: \$46.61	\$4.00	\$95/wk \$10	\$100/wk	\$29.13	YES
GENUS	AREES	Elect: \$48.55	\$4.00	2WRS	\$150/wk	NO	YES
FRBC ENGINEERING	QUARRY HILLS	Elect: \$48.00	\$2.00	NES	\$75/wk	NO	NO
WAY ELECTRICAL	ERTHLY	Elect: \$45.92	\$4.00	\$35/wk NES	\$100/wk	\$28.00	YES
GENUS	AREES	Elect: \$43.99	\$4.00	2WRS	\$100/wk	NO	YES

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ETU YOUR UNION OFFICIALS

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KEEP YOURSELF INFORMED WITH OUR COMPARISON FLYERS. WE UPDATE THESE REGULARLY SO GET IN TOUCH TO GET ON OUR MAILING LISTS FOR THE THE LATEST VERSIONS.





SOUTH WEST REPORT



ADAM WOODAGE

In recent months, negotiations for the Chevron Enterprise Agreement (EA) have concluded successfully, ushering in a series of notable changes aimed at benefiting our members. This agreement signifies a commitment to enhancing the work environment and is a positive step for the company.

Some key aspects of the Chevron EA is the elimination of behavioral expectations (providing employees with increased career autonomy), fixed 38-hour work week with clear provisions for meal breaks, and a 10-week roster system (to accommodate irregular schedules). The remuneration structure has seen significant improvements, with enhanced overcycle payments and a transparent framework being implemented. Members can now anticipate guaranteed annual pay increases tied to the Wage Price Index, ensuring their salaries keep pace with

the cost of living. Continued eligibility for the Chevron incentive program also remains in place.

Career progression opportunities have been reinforced, accompanied by a provision for salary continuance for up to 2 years and superannuation contributions have been increased to 12-13%. Overall the negotiation process has resulted in a substantial wage increase, with members now experiencing a life-changing annual income of \$87,000.

OTHER AREAS

It's not all positive news though in my area though as concerns have arisen regarding unlicensed work on the Noble Deliver drill rig by the company Axess. Foreign workers have reportedly been exploited at \$30 per hour offshore, prompting our close monitoring and attention to this issue. Looking forward, negotiations for FPSO agreements for Woodside members have commenced, and discussions are underway for a potential offshore supervisor agreement with ATLAS Professionals. Members' inquiries, particularly on the Kwinana strip, regarding upcoming projects and project durations, have increased.

Legal developments include the progress of the Austal hindering and

obstruction case, with a determination that physical refusal of entry constitutes hindrance or obstruction. The case is now with Justice Colvin for penalty determination. Vigilance is required to monitor ongoing developments in recent poor agreements, including the NRP agreement, Programmed agreement, and AWU Bechtel solar farm agreement, to safeguard the rights of our members.

The Kwinana Battery Storage Project (KBESS Stage 2) has been a recent focus, with safety walks revealing non-compliance issues. Necessary actions have been taken, and efforts are underway to boost project membership and ensure adherence to standards.

In conclusion, the past few months have been marked by successful negotiations, addressing critical issues, and preparing for upcoming bargaining sessions. The dedication and support of our members remain integral to our collective success. Merry Christmas to all our members and their families. Next year is shaping to be another busy one and I look forward to representing you.⚡

ADAM WOODAGE
0403 601 997



SIMON BREZOVNIK

2023 has been a busy year for the ETU in the Southwest, moving from strength to strength and negotiating some great EBAs along the way which resulted in our members winning significant improvements to not only their pay, but equally of import, their conditions.

Our members have stood strong and united against corporations driven by greed and their army of HR and IR managers, lawyers, and the un-Fair Work Act.

South32 threw everything they could at the Worsley Alumina dispute to try and stop our members right to negotiate an EBA and then, once we got to the table, threw millions of dollars at trying to prevent workers getting a fair deal! **In the end we prevailed and after 28 years of individual contracts, we now have a Union EBA.** The feedback I've received from our members is overwhelmingly positive, and why wouldn't they be happy with on-commencement pay rises of up to 26% and another 4% in the same year?!

Over at Laminex, workers are celebrating improvements, such as a 4% per year pay rise, 62% increase to the supervisor's allowance, training on days off at double time and a 30-minute paid lunch break for any worker on a 12-hour shift.

Significant improvements have also been won for UGL ETU members working at the Alcoa Refinery. **It took the application of a little bit**

of pressure in the form of a 100% union shop and UGL suddenly found money for an immediate cost-of-living increase of 6.2%.

This agreement solidifies decent wage increases with benefits like income protection and severance through Protect.

Our members at Talison Greenbushes were sitting on a long-expired agreement and it took the steely determination of ETU members to exercise their industrial rights to force Talison to commence bargaining for a replacement EA. Members are receiving an early Christmas present with an increase of 8.75% to their base and shift allowance, the introduction of \$3K electrical licence allowance, \$2K HV allowance, 7.5K leading hand allowance, all overtime to be paid at overtime rates for the first time and many more improvements in employment conditions and guaranteed pay rises.

There are too many great outcomes to fit into the space I'm allocated.

Once again, it was the unwavering willingness of the ETU members to exercise their workplace rights and industrial muscle which was the critical factor in getting our EBA claims agreed to.

When members stand united and put trust in the ETU we have been able to gain significant and substantial industrial outcomes that we can all be proud of. The ETU will always put member representation first and focus on our collective workplace power to lift wages and conditions.

If you're sitting in a workplace that is paying below market rates using individual contracts and retention bonuses with more terms that a home loan, you should consider joining the collective and reaping the benefits of organised labour.

It pays to be Union!

I wish all our members a Merry Christmas and Happy New Year.⚡

SIMON BREZOVNIK
0418 638 718



It's been an eventful year. Pictured: The Worsley crew out the gate (above), the Laminex crew (pictured here) celebrating their uplift after successful bargaining and South32 members fighting hard for their claims (left).



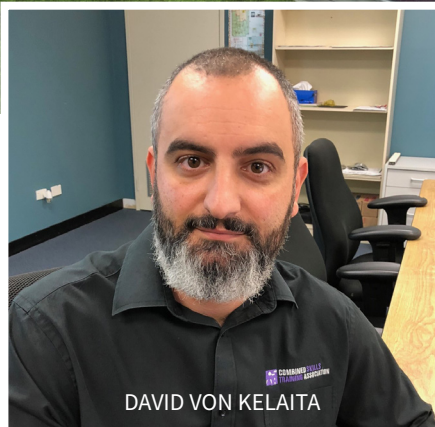
POST TRADE TRAINING

2023 WRAP UP



Our state-of-the-art custom-built training facility is located next to the ETU WA office and is equipped with large, modern classrooms and quality testing equipment.

**CS
TA** **COMBINED SKILLS
TRAINING ASSOCIATION (Inc)**
Electrical Industry Training Specialists RTO 4525



DAVID VON KELAITA

I know I say this at the end of every year, but, my goodness, 2023 was another busy year for CSTA. I had honestly thought we would have been a little quieter this year, especially since we took on a new full-time instructor (Paul O'Loughlin), but, I was wrong. **2023 continues the trend of each year being busier than the previous.**

Make no mistake about it though, I'm not complaining. On the contrary, being busy at work is good with the problem being is that time seems to fly by, and before you know it – in the blink of an eye – it's Christmas again. I would like to add that Paul has been a great addition to CSTA, we are extremely fortunate to have him, and he has really fitted in well to our little team which has added another dimension to CSTA.

He has of course bought with him years of experience in the electrical contracting industry, having owned and operated his own electrical contracting business for many years and his extensive experience in the

TAFE industry as a trainer. Not to forget, of course, the entire admin staff at CSTA, they are the heart of this place and none of our success would be without them. I would like to say a special thank you to all the staff for all that they do to ensure that CSTA continues strongly onwards in the future.

This year has seen me on the road a fair bit; I have actually travelled the entire state of Western Australia over the last 12 months.

I have been from Albany to Kununurra and everywhere else in between. I have even been to Christmas Island and next year I'm even booked for courses at Cocos Island (sometimes it's tough being an instructor)! I've been flying week in week out, delivering our highly demanded Checking and Testing course. What's that I hear you ask?

Checking and Testing is a course we developed a few years ago to provide electricians with a one-day course to refresh them on the Legislative and Standards changes and amendments that are constantly being added and updated.

This is an intensive one-day course in which we cover WA related Legislation requirements, including Electricity (Licensing) Regulations 1991, WA Electrical Requirements and the Code of Practice for persons working on or near energised electrical installations. Of course, we also cover major changes and amendments

to our wiring rules, including the recent changes to RCD requirements. Throughout the day, we cover topics such as the distribution system to exactly how and why we use the MEN system (TN-C-S) and their relationship with testing procedures.

Discussions and explanations on how and why electric shocks occur, and we introduce electricians, most for the first time, to Independent Earth testing (if you don't know what that is, get on to the course, it's only one day).

Other topics include the different impedance testing and how they relate to AS/NZS 3000 tables 8.1 and 8.2, and appendix B of the wiring rules. Finally, we look at insulation resistance testing and RCD tripping demonstrations.

Like I said, this particular course can be taken on the road and is a great refresher that I believe all sparkies should do as professional development and maintaining currency.

My appointment on the Electrical Licensing Board continues, and I must say that I really do enjoy being a part and a member of the board. Representing electricians and their interests is a great honour for me and I look forward to continuing this work for as long as I can.

Finally, I wish you all a very happy and safe festive season and may the new year bring you joy, happiness and success. ⚡

DAVID VON KELAITA
0416 261 198