

# THE CIRCUIT

SPRING / SUMMER 2020 NEWSLETTER



UGL MEMBERS AFTER SECURING SEVERANCE VIA THE PROTECT FUND, FEBRUARY 2020

## Welcome back to the Circuit Newsletter Spring/Summer 2020

It's been a hell of a year for everyone, but our branch fought on and had many decent wins in the most pressing of times. I want to highlight some here and, throughout the newsletter, your organisers will outline others.

### 1.56 million reasons why being an ETU member is worth it

Wage theft in Australia is endemic with underpayments being a business model in some industries. So, one of our major representative roles is fighting for members who've been underpaid in one way or another. This year I'm proud to report that our branch has put more than \$1.5 million into our members' pockets that they would not have won if we weren't around. Some of the main wins were –

**ECM redundancy pay:** We challenged the Fair Entitlements Guarantee (FEG) and won up to \$1M for our members who'd been laid-off due to ECM going bust.

**Matera members** in the NW won \$226k in disputes over cyclone & redundancy pay

**Apprentices at ATC** were backpaid about \$15k for their travel allowances

**NW member** was paid \$146k for a disciplinary matter

**ADCO apprentices** have been reimbursed thousands of dollars for TAFE fees

Member in Brown Foods was paid a workers comp settlement of more than \$90k. *A tremendous effort by our local organisers and ETU National legal officers.*

**NECA attack on weekend penalty rates, spread of hours and shutdown periods.** When the National Electrical Contractors Association proposed to slash conditions in the ECI Award during the height of the Covid crisis, the ETU mobilised on a national level. And we did some heavy lifting in WA with our campaign being second to none.

As well as contacting all the main players in the state within a day of the attack we also embarked on a social media onslaught, drafting a facebook post along with a petition that created a massive outcry from the membership and was picked-up by the other ETU branches media outlets. **Within 24 hrs it had received more than 4,000 signatures.** An email was sent out to all ECI members and their response was resolute – we will fight this. The pressure was sustained. Then just a few days later ECA WA contacted us to inform that they were withdrawing support and would be advising other ECA branches to do the same. The following day **NECA withdrew their full application!**

It was an outstanding effort of direct interventionist action by the whole of the ETU. And given that there's been 103 awards varied using Covid as an excuse, with similar stripping back of workers'

conditions rubber stamped by the Fair Work Commission, we can hold our heads high with the win in this battle, as other unions weren't able to pull-off anything similar.

**COVID-19** I'm sure we all wake up each morning thanking our lucky stars that we live in Western Australia, particularly when we see the chaos around the globe. But with a State ALP Government that followed the science (as well as guaranteeing special Covid leave with no redundancies in the public sector) and our geographical isolation, we came out of the current phase of the virus as well as anywhere.

While our public sector membership fared well, the ECI, being the crux of our private sector, was hit the hardest. But it didn't stop any of our Organisers from banging the doors of both the employers & government at every turn. The consequences could have been a lot worse if it wasn't for their efforts across all sectors.

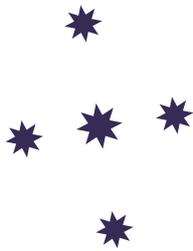
All organisers did an outstanding job during the COVID storm and I couldn't be more proud with the way they operated individually and collectively. Sincerely well done to them all, and that goes for our staff, Kim, Nola & Michelle too. Let's hope a successful vaccine can be found as soon as medically possible.

I'd like to thank ETU officers & staff and all our members for their support and understanding during this most hectic of years and wish you and your families a safe and happy holiday period. ⚡

**PETER CARTER**  
**STATE SECRETARY**



PETER CARTER



# EUREKA LAWYERS

## THE WORKERS UNITED

Eureka Lawyers are dedicated to fighting for workers and their families. We're here to help you with injury compensation claims or trouble at work.

We care about you as an individual and understand your circumstances. We take the time to get you the best results at affordable rates.

Union members are entitled to an initial free appointment and Eureka Lawyers offer a range of costs agreements, including 'No-Win, No-Fee' agreements where that's appropriate.



### FREE INITIAL CONSULTATION for UNION members



#### Workers Compensation

Eureka Lawyers know that getting fair compensation is necessary for people who have been injured at work. The workers' compensation system is complex and often difficult to navigate. We can advise you about your workers' compensation entitlements as well as any negligence claim you can bring against your employer or a third party. If your workers' compensation claim has been rejected, we will assist you with having the claim accepted.



#### Family Law

Divorce or separation can often be a difficult and stressful time, especially when it involves children. Eureka Lawyers understand the issues involved when someone is going through separation. We can help with divorce applications, parenting orders, property settlements and family violence restraining orders.



#### Personal Injury

Eureka Lawyers specialise in all areas of personal injury law, including public liability, criminal injuries, medical negligence and institutional abuse. If you have suffered an injury at the hands of another individual, business or organisation then you should get legal advice. We can help.



#### Criminal Law

Eureka Lawyers are focused on providing the highest quality representation and expert advice. We provide you with easy-to-understand advice and assist with every stage of your matter. We can assist you with criminal matters, traffic matters, restraining orders, coronial inquests and tribunal matters.



#### Industrial Diseases

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. We have the expertise and experience to achieve the best outcome, quickly and with minimal fuss.



#### Motor Vehicle Accidents

Workers who are injured in motor vehicle accidents, whether they are a driver of a vehicle, a bicycle rider or a pedestrian, may be entitled to claim compensation and damages for their injuries. We can help you with a motor vehicle accident claim and maximise the compensation you are entitled to.

'NO WIN, NO FEE' agreements where appropriate

## CURRENT ETU OFFICIALS

• PETER CARTER	STATE SECRETARY
• BRENDAN REEVE	ASSISTANT STATE SECRETARY SUPPLY & GENERAL TRADES
• STUART TAYLOR	PRESIDENT
• DON FOWLIE	VICE PRESIDENT
• ANDY GIDDENS	LEAD ORGANISER FOUNDRY, MANUFACTURING, HOSPITALS, UNIVERSITIES, GAS & WATER ALLIANCES
• IAN GILL	LEAD ORGANISER ALL ELECTRICAL CONTRACTING AREAS
• ADAM WOODAGE	ORGANISER KWINANA & SOUTH WEST REGION
• ASH BAMFORD	ORGANISER APPRENTICES, CITY & NORTH WEST
• ALISTER ROBINSON	ORGANISER NORTH WEST & SOUTH WEST REGIONS
• DAMIAN CLANCEY	ORGANISER CITY, LIFT, METRO AREAS & OFFSHORE
• DAVID VON KELAITA	POST TRADE TRAINER CSTA POST TRADE TRAINING
• MARK MOCERINO	ORGANISER SHIPBUILDING, RAIL & TRANSPORT

## 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**

## VALE COMRADES

Our thoughts are with family and friends who lost loved ones over the past year.

We respectfully remember the following ETU members:

TERENCE COOK	LEONARD MURRAY
ERNEST DAVID	KAZIK NIEBIESZCZANSKI
GORDON DAVIDSON	ZIYA OSMAN
RIAAN DE VILLIERS	COLIN PALMER
MARIO GIRBIN	JOHN PARKER
PETER JOHNSON	ALAN PORTEOUS
MURRAY JONES	DEAN SHAW
NICK KISLER	VALENTINO SIMEONE
RICHARD LINDSAY	ARMANDO JR. TRIMOCHA
ANDREW MCIVOR	JOHN WAINMAN

# SUPPLY INDUSTRY



There's a misconception from some quarters that our supply membership at Western Power, Synergy and Horizon Power are quite conservative. This couldn't be further from the truth. Back in 2016 when the Barnett government was intending to privatize the industry, it was our members in these supply companies that strongly and proactively demanded that the Labor Party stand by its policy of NOT privatizing publically owned assets.

Supply members hit the streets in their hundreds, to send a strong anti-privatisation message to the public. They

also attended the annual May Day event, making it one of the best attended May Day's for the ETU in the last 20 years.

Further to that, they got behind Adam Woodage in the seat of Dawesville to get him within a whisker of knocking off the current incumbent, Liberal opposition leader Zak Kirkup. A mighty feat considering the huge margin in the libs favour in that seat.

**Fast forward to the recent EBAs that have and are currently in negotiation...**

– HORIZON POWER

Protected action ballot in their last EBA.

– SYNERGY

Application for PABO which scared the company and government into coming to terms on the outstanding redundancy issues and claims.

– WESTERN POWER

Currently negotiating the new EBA. The high density workforce with over 750 members across 26 sites has voted unanimously – without complaint – to apply for protected action against the company and its treatment of our

members. Members are protesting against the unfair state wages policy that should not apply to an organization that alone, generated over a billion dollars in government dividends that has allowed the McGowan government to recently announce a 1.2 billion surplus. Enough's enough.

**They may not be the loudest membership but by no means are they not militant.**

This is based on the sheer size and density of the political, industrial and social power that this sector wields. This does not come from being apathetic or having a conservative attitude toward Unionism.

At the time of going to print the grenade has been thrown to enter into a period of protected action.

Our supply industry has high density and is well organized through the strong leadership of smart and gutsy delegates who lead the way across the three major companies. They have proved they are arguably one of the most powerful weapons in the ETU's arsenal.

For themselves and the Union at large. They fight, they win. ⚡

**BRENDAN REEVE  
0488 585 227**



WESTERN POWER MEMBERS DURING EBA NEGOTIATIONS, OCTOBER 2020

# GENERAL TRADES

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



ANDY GIDDENS

Project Neon was a little win for the start of 2020 with a win for a member who's company stood him down due to lack of work then took these days from his annual leave balance. This company also docked his annual leave when the member took time off for a funeral instead of first deducting compassionate leave! While we understand mistakes happen, whether intentional or not, the lack of knowledge in some HR

departments regarding industrial matters is frustrating at best. We made sure the member had his entitlements deducted correctly but it highlights a need to double check your pay slips.

2020 has been a busy year for agreements with the commencement of the negotiating process for the following EBA's:

- Alstom MetroNet (Manufacturing)
- Avid Power
- Brownes Dairy
- Bradken (Wundowie)
- Building Engineering Trades Government Agreement (State)
- CBH Group Regional Agreement
- City of Stirling
- Cockburn Cement (Dongara)
- Downer Bombardier
- Inghams Enterprises

- Serco - more to come at Fiona Stanley
- UGL Rail and;
- WA Health Services Engineering Agreement.

This is not an exhaustive list as there are many that are still to be finalised.

Some other significant highlights from the year was the transition of Aroona employees back into Government hands, under Water Corporation. Aroona employees maintained their current wage rates, despite this rate being, on average, \$10k higher than their counterparts at Water Corp.

We expect to have more positive news about the listed agreements in the next newsletter. ⚡

ANDY GIDDENS  
0457 236 555

## LABOUR HIRE: AN ECONOMIC PARASITE...

In recent years we have seen thousands of full time jobs replaced with casual, labour hire based work. With big business becoming more top heavy with massive HR departments, one must ask- **“What the hell are they actually doing?”**

It's rare to see a job advertised these days that will have you working directly for the company, instead workers are having to endure the low rates and poor conditions being offered by parasitic labour hire companies, whose staff have no idea about the roles they are actually trying to fill. **Time and time again we see people working side by side, doing the same job on completely different rates of pay-** the labour hire casual is usually the one worse off, as not only are they on a lesser rate, but they are also missing out on entitlements such as annual leave, sick leave, and job security, something that should be covered by the 25% casual loading but isn't because the labour hire has factored that into the already sub-standard rate.

Not only is this bad for the worker, but it is bad for the economy, with people not being able to afford to spend money on little luxuries that so many take for granted, due to earning so little and not having the job security to enable them the confidence to spend without having to worry how much longer they will have a job and when they might get their next

pay cheque if they do lose their job. It is also so much harder to get finance such as a mortgage, car loan, even a credit card when employed on a casual basis, especially under a labour hire agreement.

It is because of this, that the ETU is committed to encouraging employers to employ directly rather than through labour hire agencies, and where possible offer full time roles over fixed term or casual. In the EBA's currently in negotiation in Shipbuilding and Rail industries, we are coming up with alternative solutions to ensure workers are not exploited by the casualisation of industry and the use of labour hire companies to do the work of the HR department already operating within the business.

Labour hire will never go away, however it can be regulated to ensure workers are not disadvantaged for simply wanting a job. One of the options being considered is to use labour hire purely to recruit at short notice, for a one-off fee, so that once the employee steps on site, they are employed by the employer, not some labour hire company who garnishes their wage each week. This will also ensure that the employees are all under the same pay and conditions for their roles and should they be employed on a casual basis, they receive the 25% loading on top of their hourly rate.

The ETU have already helped long



MARK MOCERINO

term casual employees working at ASC West under Trojan Recruitment and Chandler MacLeod contracts where electricians were paid 3 completely different rates, despite working side by side with each other doing the same tasks. We have also helped a number of EGT apprentices who were facing the potential of losing their apprenticeship by getting them placed in government run departments like Western Power and Water Corp where they now enjoy much better rates and conditions as well as an employer who actually cares about the training these apprentices receive.

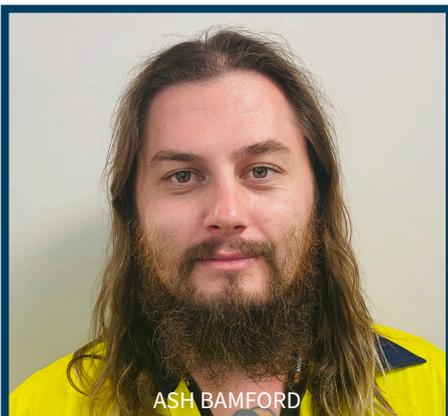
**The ETU will continue to fight for it's members, not only for better pay and conditions but for job security, which is just as important.** ⚡

MARK MOCERINO

ETU WA BRANCH / 5

# THE FUTURE OF OUR TRADE

## THE APPRENTICE REPORT



ASH BAMFORD

We have been able to avoid the worst of COVID here in WA thanks to the hard border and quick thinking of the McGowan Government, but that didn't stop employers from using this opportunity to attack workers and their conditions. Some of the worst affected in our industry were also the most vulnerable, Apprentices. **At the peak in WA we had over 2000 terminations and suspensions of training contracts.**

Apprentice farms or Group Training Organisations (GTOs) as they're officially known were the worst offenders. The likes of EGT and Skillhire had little to no regard for their employees and were dropping apprentices like there was no tomorrow without any attempts to find them new placements. They also refused any assistance that we as the ETU could offer.

Skillhire went straight for the throat and unlawfully suspended apprentices without their consent.

NECA/EGT with their horrible 2009 agreement that still applies to some, initially stood down their apprentices and left them chewing through whatever leave entitlements they had. Thankfully with continued pressure we were able to get them to pay their apprentices their ordinary hours until JobKeeper payments started.

But NECA wasn't done with that. They also made an application to modify the Federal Electrical Contracting Award. Thereby lowering the bar on the minimum conditions we as electricians can be paid.

**The proposed changes included the removal of penalty rates, changing the spread of ordinary hours from 6am-6pm Monday to Friday to 5am-7pm Monday to Sunday, and allowing**

**for workplace shutdowns with zero notice.**

I'm proud to report that thanks to the swift action of our branch and other ETU branches around the country we were able to knock this proposal off in a matter of days!

A petition that I started managed to gather over 4000 signatures in under 48 hours. NECA had to send out media releases and ultimately withdrew their application. Great work to all involved!

**But through all the chaos and attacks from employer bodies we have managed to change the lives of a number of our apprentice members for the better.** These apprentices had all been thrown on the scrapheap by their employers when COVID hit and were left wondering how they would finish their apprenticeships.

Initially we had five apprentice members who made contact with us. After leaning on our State Government contacts we were able to place these members at Western Power where they have received not only a substantial pay increase and all the improved conditions that come with a fully Unionised workforce and a Union EBA, but also quality training and ongoing employment that otherwise would not have been available to them.

We have also managed to secure another four positions for group training apprentices with WaterCorp. Initially these

positions were only a temporary solution until it became evident that there was around a \$22 per hour difference in the rates being paid to the EGT apprentices compared to direct employees of the WaterCorp at the same stage in their apprenticeships. The four members were soon signed over as direct indentured employees of the WaterCorp where they now receive the same Union EBA rates and conditions as other employees. In addition to this, those four members are now going to be trained as dual qualified instrumentation electricians and have ongoing employment as tradesmen.

We are continuing to work with the State Government to find additional placements for our members who are still at the behest of the apprentice farms and unsecure apprenticeships. This has also led to additional discussions with Government Ministers and the Departments they look after into future apprenticeship opportunities both in the metro area and regionally.

### North West

Our North West members have been dealt a rough hand this year with many companies changing rosters to twice the length or more overnight. For those from the Eastern states getting back to their families and loved ones or continuing to earn a wage was a decision that many had to make in a short period of time.

Not long after coming onboard as an

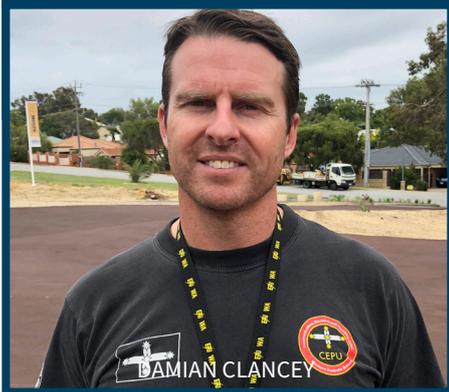


MONADELPHOUS INFLOW CREW AT SOUTH FLANK, OCTOBER 2020

organiser in February, COVID hit and that limited my ability to get up to the NW until recently.

**I am now fully settled into my role as Alister's back to back in the North West. This now means that the ETU will have 100% coverage in the NW at all times.**

The delays caused by COVID haven't stopped me from getting out to sites, keeping employers honest, and looking out for our members interests. The extra presence in the NW has meant that employers have had less opportunity to try and screw our members around.



**During 2019 the groundwork was laid for the M Maintenance (Monadelphous Inpex Offshore) EBA.** It was an arduous process, with Monadelphous Management doing all they could to drive a hard bargain. The Agreement was voted up late in the year, and ratified in January 2020. The document delivered a large number of permanent jobs, and significant pay increases over the four years of the Agreement.

It was a great result for the workers involved and for the combined Unions who negotiated the deal, and to be honest, we were certain it would flow immediately on to the rest of the Offshore Industry. We had reached in-principle agreement with Monadelphous in February on an EBA for their workers on the Shell Prelude facility.

The arrival of Covid-19 saw Shell and Monadelphous take everything off the table, and as I write this, Monos employees on Prelude are undertaking their fourth round of Protected Industrial action as a result. That struggle continues.

When Covid-19 landed on us, every offshore operator took the opportunity to slash and burn numbers and conditions. Inpex were/are the worst offender by far, but they're not alone in terms of disgraceful behaviour. We have been negotiating with Chevron since August, and they have dragged the process out for all they're

We have been far more present on sites around the Pilbara and where necessary, we have been conducting 49i safety right of entries to get issues fixed quickly for our members.

Membership overall has been steadily climbing throughout the pandemic and our members are getting more vocal and active when it comes to standing up for their rights and conditions. We have also seen an increase to the number of Delegates on some sites as a result of this as well. After years of sustained wage suppression, we are now starting to see employers raise the rates or put in place

retention bonuses to stop employees from moving to better money.

The next 12 months will see many large construction projects on the go at the same time. These include some decent projects coming up with good Greenfields Union EBAs. This is only going to add to the pressure for companies to lift their rates.

Get in touch with your Organiser or keep an eye on our jobs list to know when these jobs are coming online. ⚡

**ASH BAMFORD**  
**0456 093 158**

## COMMERCIAL, OFFSHORE & LIFTS



worth. We are no closer now to an agreement than we were four months ago.

**Chevron might get a surprise from their workforce in the new year!**

In conjunction with the Offshore Alliance, and through the Fair Work Commission, we have seen a 91% participation rate by Shell employees in a resounding "YES" vote for EBA negotiations with Shell. We also had to go through the Commission to get negotiations under way with a considerably smaller outfit in Legeneering, but we got there in the end. Sufficed to say it's been a busy year for the legal department.

On the Commercial front we arrived at a decent EBA with Fredon earlier in the year, and full credit must go to Ian Gill for his efforts there. We have been negotiating with Everett Smith since August, and we are close to seeing a document put out for vote. The ESCO workforce have

been active and engaged during the EBA process and it's fantastic to see. We expect to begin talks with Nilsen in the new year, and ideally with TES also.

In the lift industry, the Thyssen Krupp and Schindler EBA'S expire on 30/06/21, while Otis and Kone expire on 31/12/2021, so it will be a busy year on that front too. The lads in the lift industry don't tend to take a backward step, so I'm looking forward to representing them in negotiations.

It has been a very busy and challenging year, but overall a successful one. Next year will be even better. **Thank you to my fellow Organisers and to our champion office staff for all their support in 2020, and a huge thanks to all of you great members out there.** ⚡

**DAMIEN CLANCEY**  
**0411 261 124**



# Cbus. Helping build towards Australia's recovery.

## Federal Budget 2020

### – new super measures

#### The Government announced four significant changes\* to superannuation:

\*All the changes announced are what the Government plans to do. No changes are law, and none are implemented purely off the back of being presented in the Federal Budget. Before making any decisions, you need to check whether any of these announcements have become law.

#### 1. Stapling

- Members will be stapled to their existing fund when they change jobs. This measure is expected to be implemented over 4 years commencing 1 July 2021.
- The ATO will have new systems that direct employers to use an employee's existing super account (with the details being provided automatically to employers).
- Only if an employee does not have an existing superannuation account or does not make a decision regarding choice of fund, will the employer pay the employee's superannuation into their nominated default superannuation fund.

Cbus is concerned that changes to default fund settings could see building and construction workers left without industry specific insurance that they would otherwise receive if directed into Cbus.

#### 2. Choice of fund

- The Government plans to develop an online portal called YourSuper to enable workers to compare funds on the basis of fees and returns and, choose a fund.
- It is not clear whether workers will be required to use the tool, whether it will be offered proactively or how information will be presented to users. For example, people could choose a fund based on lowest fees instead of comparing all features of the fund including investment returns and benefits such as insurance.

#### 3. Underperformance

- Funds to be benchmarked against a new annual performance test. Funds that do not meet the test will need to notify members and give them the option of choosing a new fund.

- The proposal includes Funds that do not meet the annual performance test for two consecutive years will be banned from accepting new members until they can demonstrate they've improved sufficiently in subsequent years.
- This requirement is expected to apply to MySuper products from July 2021 and to some choice products from July 2022.
- If implemented, this will increase pressure on underperforming default super funds to merge.

#### 4. Fund expenditure

- The Government is planning to clarify to ensure that expenditure is motivated solely by the best financial interests of members and require superannuation funds to disclose how they are spending members' money.
- Key information will need to be provided to members ahead of Annual Members' Meetings. While not explicit, this may have the effect of discouraging expenditure on advertising by individual funds and related parties.
- It could extend to advocacy and membership of peak bodies. It has been reported that the tighter requirement to act only in members best financial interests could make it harder for super funds to "raise broader social concerns."<sup>1</sup>
- If implemented, this measure could significantly impact our ability to campaign against other changes to the super system further down the track.

#### What was not included in the Budget

##### The Treasurer did not:

- expand or extend the temporary early access to super under the Government economic response to COVID-19 (although this could be done at a later date via regulation not legislation). The scheme is due to end on 31 December 2020.
- release the **Retirement Incomes Review report**
- announce changes to the **legislated Super Guarantee**, currently at 9.5%, the rate is due to increase to 10% from 1 July 2021, climbing to 12% by 2026
- permanently increase the **Jobseeker rate**.

1 <https://www.smh.com.au/politics/federal/winners-and-losers-in-the-federal-budget-20201001-p56154.html>.



For the latest developments on Cbus' role in the road to recovery for Australia visit [cbussuper.com.au/campaigns/road-to-recovery](https://cbussuper.com.au/campaigns/road-to-recovery).

## Super Guarantee increases

Although the Government did not defer or abandon the compulsory increases to 12%, this remains part of the Government's longer-term plan. The Prime Minister, Treasurer and Minister for Superannuation have all flagged that this is on the table. The Prime Minister has flagged an announcement about this next year.

## Stimulus for building and construction and infrastructure spending

The Government also announced the following stimulus measures:

- The **First Home Loan Deposit Scheme** will be expanded to include 10,000 additional borrowers. The value of eligible properties will also be increased. Properties worth up to \$950,000 in Sydney will be covered under the scheme, up from \$700,000. Melbourne's cap will be increased to \$850,000 and Brisbane to \$650,000. Under the Scheme first home buyers with a 5 per cent deposit won't have to pay lenders mortgage insurance.
- \$7.5 billion of **transport infrastructure spending** spread across all the states and territories. The government has also committed \$4.5 billion to extend the NBN, taking fibre all the way to the home for more dwellings.
- \$1 billion for **affordable housing** to be administered through the National Housing Finance and Investment Corporation and an independent review of that organisation.

## Support for job creation

The major new programme aimed at supporting employment growth is a wage subsidy for new jobs over the next year where the hired worker is aged under 35. The total cost is projected to be \$4 billion, and around 450,000 jobs are expected to be covered by the programme.

**There is also \$1.2 billion to cover 50% of the wages of up to 100,000 new apprentices or trainees.**

## Cbus response

Cbus continues to digest and analyse the budget announcements and work with our peak bodies to understand the implications for industry super funds and the superannuation sector more broadly.

Our focus will be on understanding the impacts on Cbus members and advocating strongly to ensure changes do not negatively affect our members.



For more information about the Federal Budget and how some of the key proposals could impact Cbus super members read our factsheet here: [cbussuper.com.au/cs/budget-2020](https://cbussuper.com.au/cs/budget-2020)

Full details on the 2020–21 Federal Budget are available from [budget.gov.au](https://budget.gov.au)

Cbus. Australia's leading fund for the Building and Construction Industry.

### Your local Coordinator's contact details are:



Don Fowlie

 0417 971 593

 [Don.Fowlie@cbussuper.com.au](mailto:Don.Fowlie@cbussuper.com.au)



Phillip Milne

 0412 406 348

 [Phillip.Milne@cbussuper.com.au](mailto:Phillip.Milne@cbussuper.com.au)

This update is intended to keep readers informed of current developments in superannuation and is not intended to be used as a substitute for professional advice. 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 to decide if Cbus is right for you. Call us on **1300 361 784** or visit [cbussuper.com.au](https://cbussuper.com.au) for a copy.

While all care has been taken to ensure that the information in this update is correct, United Super Pty Ltd ABN 46 006 261 623 expressly disclaims all liability and responsibility to any person who relies, or partially relies, on the content, any error or misprint, or for any person who acts on this information.

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

**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 2019*

<b>ASSETS</b>	<b>Note</b>	<b>2019</b>	<b>2018</b>
		<b>\$</b>	<b>\$</b>
<b>Current assets</b>			
Cash and cash equivalents	5A	535,727	234,336
Trade and other receivables	5B	312,470	230,764
<b>Total current assets</b>		<b>848,197</b>	<b>465,100</b>
<b>Non-current assets</b>			
Land and buildings	6A	1,397,348	356,073
Plant and equipment	6B	237,559	177,024
Other financial assets	6C	3,678,617	4,748,736
<b>Total non-current assets</b>		<b>5,313,524</b>	<b>5,281,833</b>
<b>Total assets</b>		<b>6,161,721</b>	<b>5,746,933</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade payables	7A	801,126	550,176
Other payables	7B	80,698	73,224
Employee provisions	8A	317,924	314,388
<b>Total current liabilities</b>		<b>1,199,748</b>	<b>937,788</b>
<b>Non-current liabilities</b>			
Employee provisions	8A	-	32,201
Provision for hardship relief	9A	66,128	-
Other non-current liabilities	9B	-	-
<b>Total non-current liabilities</b>		<b>66,128</b>	<b>32,201</b>
<b>Total liabilities</b>		<b>1,265,876</b>	<b>969,989</b>
<b>Net assets</b>		<b>4,895,845</b>	<b>4,776,944</b>
<b>EQUITY</b>			
General funds	10A	-	-
Retained earnings		4,895,845	4,776,944
<b>Total equity</b>		<b>4,895,845</b>	<b>4,776,944</b>

**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 2019*

	Note	2019 \$	2018 \$
<b>Revenue</b>			
Membership subscription		2,900,498	3,037,535
Capitation fees and other revenue from another reporting unit		-	-
Levies / (Refunds)	3B	246	(24,781)
Interest	3C	28,774	32,156
Other revenue	3D	161,922	155,535
<b>Total revenue</b>		<b>3,091,440</b>	<b>3,200,445</b>
<b>Other income</b>			
Profit on Sale of Assets		2,601	-
Grants or donations	3E	54,544	12,273
Revenue from recovery of wages activity	3F	-	-
<b>Total other income</b>		<b>57,145</b>	<b>12,273</b>
<b>Total income</b>		<b>3,148,585</b>	<b>3,212,718</b>
<b>Expenses</b>			
Employee expenses	4A	1,623,205	1,617,260
Capitation fees	4B	399,451	372,929
Affiliation fees	4C	65,554	84,342
Administration expenses	4D	369,075	335,540
Grants or donations	4E	60,874	8,371
Depreciation and amortisation	4F	73,774	75,010
Finance costs	4G	26,052	26,505
Legal costs	4H	92,869	85,951
Write-down and impairment of assets	4I	64,949	(38,384)
Net losses from sale of assets	4J	-	15,475
Audit fees	14	31,531	(12,928)
Other expenses		222,350	249,284
<b>Total expenses</b>		<b>3,029,684</b>	<b>2,819,355</b>
<b>Surplus / (Deficit) for the year</b>		<b>118,901</b>	<b>393,363</b>
<b>Other comprehensive income</b>			
Items that will be subsequently reclassified to profit or loss		-	-
Net gain on available for sale investments		-	-
Items that will not be subsequently reclassified to profit or loss		-	-
Gain on revaluation of land & buildings		-	-
<b>Total comprehensive income for the year</b>		<b>118,901</b>	<b>393,363</b>

# ELECTRICAL CONTRACTING UPDATE



The year 2020 has been a tumultuous one, the arrival of a pandemic, its restrictions, changes to work places/practices and efforts by government and big business seeking to move the industrial relations goalposts foremost in mind. Aside from dealing with these issues, the following bear reporting on:

In August last year, ECM went into administration, being formally liquidated on 20 December that year, not a good way to end the year if one of the hundreds of former ECM employees, many of whom were, and are, still our members.

**Being thrust to the mercy of the Federal Entitlements Guarantee [FEG] and its FEG Laws, it saw several hundred electrical workers denied their entitlement to redundancy pay.**

The ETU WA branch got straight onto our national legal team, who went to work, and with some excellent legal handiwork. ETU National Assistant Secretary Michael Wright was successful in overturning FEG's denial to pay redundancy entitlements to all ECM employees owed through their industrial instruments, being their letters of offer/contracts, the ECM 2015 EA and the NES. It was a huge win, in that now, **all eligible ex ECM employees would be paid**, including those with less than 12 months service. It took around 12 months for this to happen, but now, it is estimated that more than one million dollars has been paid out, pretty handy coin in times like these. So, a big thanks to Michael Wright on this one!!!

This year I have also dealt with numerous disciplinary issues brought up by the big miners like Rio, BHP and Roy Hill. These companies are ruthless when they

decide they don't want someone around anymore, so seeking the best payout possible is sometimes the best option when the member decides so. On this front we have at least managed to allow these members to move elsewhere with the best possible monetary outcome. A much lesser outcome would have prevailed had we not been at the table.

Back in the commercial space, after well over a year, the **Fredon crew voted up their first ever EBA**, delivering a way better outcome to their previous common law contracts. The ETU refused to sign off as we believed the rates needed improvement, however, the Fredon crew now have better rates, better travel, Protect

Income Protection and Severance pay. Membership has increased significantly and leaves them in good stead moving forward.

TES have also been a target and after over 110 site visits by Ash, Damian and myself to their jobs we managed to seek a majority support decision in the Fair Work Commission, seeking to bargain an EBA with TES management, who, typically, had refused to sit down and negotiate. If it does not get up, we will be back out on their sites seeking the required numbers to make this happen. **We are NOT going away!**

The commercial contracting industry is a complete race to the bottom mess.

**Cbus.**  
**Making sure insurance is there when you need it.**

[cbussuper.com.au](http://cbussuper.com.au)  
Call 1300 361 784  
8am to 8pm AEST/AEDT Monday to Friday

**cbus**  
An Industry SuperFund  
Construction & Building Industry Super

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 [www.cbussuper.com.au](http://www.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.

NECA or the ECA here in WA, refuse to sit down and discuss stopping this wage downward spiral that now sees licensed sparkies being paid, in many companies, less than carpenters, brickies, ceiling fixers, scaffolders and even labourers on some jobs. It's time sparkies realised their true worth and sought to halt this pathetic slide. If you don't fight, you lose, plain and simple!

Metronet is expanding on several lines, and CPB/Downer (NUwest) have two lines and Laing O'Rourke one. This will bring much needed work for many trades, including electrical trades. We will be seeking to sit down with both these mobs to negotiate decent rates and conditions. We will be out and about on sites as much

as possible. If your site needs a visit or has issues that need dealing with – call your organiser. The best way forward is to work collectively and refuse to accept sub-par rates of pay. We must maintain the integrity of our electrical licenses and push back at any attempts to water down our trade.

An attempt by NECA to vary the Electrical Contracting Award earlier this year, to the detriment of electrical workers, was quickly snuffed out by strong coordinated action by the ETU. The same applies with your licence if the Federal Government comes after it.

I would like to take this opportunity to thank all our members who have stuck fast with their ETU WA Branch in tough times,

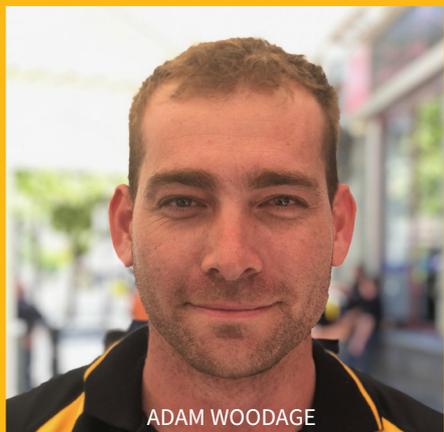
and ask that you help us and yourselves by encouraging any fellow electrical workers on your site to join the ETU if not a member. There is still much to do and the bigger we are, the stronger we are. We will continue the fight to push wages back to where they should be.

### Join us in that fight!

Thanks also to Alister, Adam, Damian and Ash who work right across our state seeking the best for our members in the contracting patch.

**Lastly, a Merry Christmas to you all, stay safe and keep in touch moving forward. If the shit hits the fan, call us! ⚡**

**IAN GILL**  
**0403 601 996**



ADAM WOODAGE

### Firstly I'd like to thank the South West members for their support throughout this trying year.

It won't be one forgotten anytime soon I'm sure. I am expecting a huge year to come in 2021, with projects expected to man up or continue, such as Waste-to-Energy Kwinana contractor ECM, Kwinana Nickel Refinery continued works with Aerison,

## KWINANA STRIP + SOUTH WEST

Waste-to-Energy Rockingham very early still may know the E&I contractor by this time next year if not sooner, Puma Tanks Farm E&I contractor to be announced early next year and Albemarle/Kemerton Lithium contractor SCEE to continue manning up.

I expect us to continue to the fight for our members at South 32 with their battle for an enterprise agreement it has become clearly evident throughout this process that South 32 would much rather spend big cash on lawyers than give the work force pay rises.

With the recent announcement of BP shutting down the ETU has an obligation to our members and the community to ensure a Just Transition away from refining

to storage is smooth one and to ensure we hold BP to account that they do indeed turn it into a renewable hub as they've stated without any substance as yet.

In the South West we will continue to keep pushing the boundaries with unscrupulous bosses and ensure our members continue to get paid the wages they are worth!

If you currently feel that you are not being remunerated correctly contact your organiser to see what options may be available to you to get that pay rise that you do deserve or an enterprise agreement to lock in your rates and conditions. ⚡

**ADAM WOODAGE**  
**0403 601 997**



ETU, AMWU & CFMEU MEMBERS FROM THE BP & BROADSPECTRUM AT THE BP REFINERY, DECEMBER 2020

# ELECTRICAL POST-TRADE TRAINING



Combined Skills Training Association (CSTA) is owned and operated by the Electrical Trades Union WA branch.

We offer post-trade training for Electrical Nominees & Contractors, Installation testing and specialised electric shock investigation courses.

See our website for more details -

[www.combinedskills.com.au](http://www.combinedskills.com.au)

2020 has certainly been a year like no other and has definitely presented us with many challenges. No industry, sector or person for that matter has been left unaffected by COVID-19 and if you're anything like me, then, bring on 2021! In saying that, we are lucky here in WA. We managed to remain relatively unscathed by all the drama that gripped the rest of the world and mostly, for CSTA, the second half of the year was business as usual.

As a matter of fact, CSTA has some big news for 2021. We are moving to a brand new, specifically-built training centre which is due for completion early next year. We are anticipating our first training

course at our new premises at 3 Focal Way, Bayswater will take place in May. This is exciting news for us as this newly built facility will enable us to expand our training and ensure that we are future ready with a range of extra courses we are looking at introducing.

Currently, we deliver the Nominee/ Contractor course, Service Apparatus Connection Scheme (SACS), Electric Shock and Accident Investigating, Low Voltage Rescue (LVR), Cardiopulmonary Resuscitation (CPR), Electrical Construction Wiring course (AS/NZS 3012) and Checking and Testing an Installation. Next year, at our all new, bigger, better

facility we are preparing to introduce Instrumentation and Hazardous Area associated courses, with Renewable energy also on the cards. So, there are some exciting new things to look forward to.

#### Continuing Professional Development (CPD)

CPD has been discussed for some time now, with the basic idea being that before you renew your electrical licence (due every 5 years), you would need to demonstrate that you have kept up-to-date with current legislation and the wiring rules. Debate and difference of opinion has always stalled progression on this matter, but I'm happy to report that progress has been made which will ensure that WA will lead the country in ensuring our electricians are up-to-date with all changes to legislation, regulations and amendments to our wiring rules by having to attend a one day refresher course within 2 years of their licence expiry.

This one-day course will be made available at CSTA when it is implemented which will cover all the relevant theory and practical components necessary to renew your licence. Our industry is quite vast and sometimes we can find ourselves in a position where we are not using our electrical and legislative knowledge to its full potential and may forget some of

the important rules and regulations that we need to comply with. That's what this CPD is all about, we all need a refresher sometimes. This change is anticipated to commence as early as mid 2021.

There is also a move by our regulator, Building and Energy (EnergySafety) to ensure that you are also current with Low Voltage Rescue and Cardiopulmonary Resuscitation [LVR & CPR], which you will also have to prove before being issued with a licence renewal. As licenced electricians, we need to ensure that we are always up to date with all the latest changes in our industry and when faced with an emergency such as a LVR, we only have seconds to react and if the victim is in a cardiac arrest, would you know what to do? Practice and training are how we maintain competence, like the saying goes, "if you don't use it, you lose it".

I truly believe that the steps that our regulator is taking are good for our industry and will ensure that all electricians with a WA licence, whether they are currently in the industry or not, are fully aware of the changes and amendments to our industry.

#### **New requirements for an electrical workers licence**

The Electrical Licensing Board has adopted a new "Fit and Proper" Guideline for Electrical Workers, that has come into effect as of Monday 4 May 2020. The

guideline requires all new applicants for an electrician's, electrical training or restricted electrical licence to provide a statutory declaration confirming that they have not been convicted of any offences under Australian law, excluding motor traffic offences. Should an applicant disclose criminal convictions, then they must also provide a National Police Clearance, no more than three months old, in support of their application. The requirements do not apply to a person who holds an electrical worker's licence applying for a renewal. This requirement is also being considered for new Electrical Contractor applications, not Contractors applying for renewals.

#### **Transferring of electrical contractor licence numbers**

On the 23 July 2020, the Electrical Licensing Board ceased the practice of transferring electrical contractor licence numbers. Although this has been commonplace in the past, there is no provision in the Regulations which allows for the transfer of an electrical contractor licence number.

According to Building & Energy, license numbers are considered to be a unique identifier and, should a business decide to sell, the purchaser is required to apply for a new electrical contractor licence. They will not be allowed to retain the existing

number.

By ensuring that each electrical contractor retains a unique identifier Building and Energy can more effectively monitor the activities of an electrical contractor as part of our commitment to safeguarding our community. This is also true if a sole trader changes their business structure from a sole trader to a company (Pty. Ltd.), a new electrical contractor number is issued to the same owner. So extra consideration needs to be given when deciding on your business structure, as once you have printed your electrical contractor number on your business cards, advertising material, workshop, uniform, vehicle etc, changing your business structure will mean changing your electrical contractor number as well.

#### *-- Season's Greetings --*

At the time of writing this article, there are talks of WA boarders opening up to the rest of Australia, just in time for the festive season. Here, at CSTA, we would like to wish you and your family a wonderful and safe Christmas holiday and a most happy new year. Hopefully you get to spend it with your family, locally and interstate.

**May 2021 be nothing like 2020!!! ⚡**

**DAVID VON KELAITA  
0416 261 198**



# Meanwhile in the North West



ALISTER ROBINSON

Since our last magazine report, we have seen some changes regarding upcoming work; we have the South Flank Project which is situated roughly 165 kilometres to the West of Newman.

This is a major project in which yet again we see the likes of Monadelphous, Clough, Decmil, Downer and Leightons all running around winning contracts with those grubby baseline agreements. The challenge we have or - better put - the opportunity we have, is to show our

members just how broken the system is and the rules with it.

In saying this we will be contacting the employers on the project and asking for a site-specific agreement and if we get a negative response then we will work towards a Majority Support by petitioning those affected.

We have seen the start of the accommodation being built for the Koodaideri Project which is a Rio Tinto, 1700-person camp being built by Pindan. **The electrical contractor is Fredon who are paying rates that are not reflective, or deserving of the employee's skills.**

Further down the road, we have the Lithium mines, 3 in total, one of which is still under construction. Those are Wodgina (CSI)-(Mineral Resources), Pilgangoora, Altura (Pilbara Minerals). The Ports of Hedland are seeing some action with the recent developments of South Flank and Port upgrades which may be extended due to the recent cyclone activity.

We have finally reached agreement

with UGL at the Karratha Gas Plant with our members. This agreement was voted on for the 5th time with a resounding YES vote of 78% a 22% NO and an 84% participation rate, The ETU members on site have 2 out of 3 major maintenance contractors negotiate union agreements and, we are working on the third as this goes out to you all.

I would also like to share with all our other branches, a side snippet of feedback from one of the ETU Bargaining Reps with UGL. We don't expect gratitude as we see it as our job to defend and fight for our members but sometimes its just nice to hear and share with others as it makes you get up time and time again and FIGHT LIKE HELL. See the above email which includes other members from UGL and also thanks the AMWU.

**IF YOU DO NOTHING, NOTHING CHANGES**

I don't believe that the ETU are a Union that does nothing so let's have a go. ⚡

ALISTER ROBINSON  
0488 015 615



GOODLINE CREW AT ELIWANA, OCTOBER 2020

The ETU wishes all of it's members and their families a safe and happy festive season.

