



## Divisional Branch Conference 2019

Day 1 - 10<sup>th</sup> of April

### Branch Presidents Opening and Welcome:

At 08:35 Jason Harrison opened the 2019 CEPU SA Branch Conference and welcomed delegates and guests.

### Credentials:

J Adley welcomed all attendees to the 2019 SA Branch Conference, he explained the purpose of the Branch Conference, the role of the Branch Conference delegates, explained voting entitlements and presented the credential report below:

### 2017 CEPU SA Divisional Branch Conference

#### **Credentials Report**

**CEPU SA members entitled to attend Divisional Branch Conference with voting rights.**

#### **Divisional Branch Conference Sub Branch Delegates (8)**

**Metropolitan Sub Branch (7):** Brendan Raets, Ron Paulus, Jim Morrison

**South East Sub Branch (2):** Chris Paproth, Graham Hearnden

**Mid North/Barossa Sub Branch (2):** Ronnie Leighton, Russell Schutz

**Eyre Peninsula Sub Branch (2):** Pascal Labhart

**Far North Sub Branch (1):** Vacant

#### **State Council Delegates (19)**

**Electricity Supply Industry (4):** Jason Harrison (Branch President), Wayne Weekes, Andrew Nagel, Jason Lailey

**Electrical Contracting Industry (3):** Adrian Valente, Alex Capper, Alastair Carroll

**Defence Industry (2):** Daniel Ramm, Patrick Skeer

**Manufacturing Industry (2):** Andrew Howells, Chris Paproth

**Gas Supply Industry (2):** Bruce Chambers

**General Trade (3):** Darren Brenton (Branch Vice president), Carl Muegge, Scott Pryor

**Transport Industry (1):** Geoff Birrell

**Plumbing Industry and Fire Protection Industry (2):** Garth Bush

**Branch Secretary:** John Adley

Total: **27**      Quorum: **14**

J Adley went through the Union rules about how the number of delegates from the sub branches are determined and the rule relating to the state Councillors being branch conference delegates.

J Adley explained rule changes that have been approved which have the effect that any decisions of the Branch Conference now need to now be referred to the Branch State Council as recommendations and the State Council would need to approve any such recommendation for them to be enacted. He advised the reason for this change is to reduce the number of Officeholders and the associated risk of the Registered Organisations commission (ROC) posing fines on the union for minor administrative misdemeanours.

J Adley advised Conference Delegates that, in line with past practice, the conference should consider the Branch's political affiliation and make a recommendation to the State Council about this.

### Agenda:

A change was required due to availability, the Protect session and the JLT session times have been swapped. Coincidentally a National Day of action was called by the ACTU that coincides with the first day of our conference. A bus will be available to take Conference delegates who wish to attend to a rally being held in Victoria Square during the lunchbreak. This event has meant that the agenda for day 1 has been compressed and some items are not in the usual order.

### Attendance:

J Harrison, J Adley, B Chambers, P Skeer, A Capper, D Brenton, J Lailey, W Weekes, G Hearnden, D Ramm, A Nagel, A Carroll, C Muegge, G Birrell, M Mawby, C Paproth, A Howells

### Apologies:

Brendan Raets, Ron Paulus (Ill health), Jim Morrison, Ronnie Leighton (on army reserves duty), Russell Schutz, Pascal Labhart (overseas), Adrian Valente (parental leave), Scott Pryor, Josh Bell (injured back), Garth Bush

### Guests and observers:

Gordon Penhall, Craig Hams, Leigh Fewster, Michelle Whalan, Shane Moxon, Paul Gray, Ryan Vincent, Mick McDermott (CBUS), Simon Pisoni, Bill Mitropoulos, Josh Elliot, Erin Hennessy, P Scudds, Allen Hicks, Matt Murphy

Moved: B Chambers

Seconded: D Ramm

CARRIED

### Previous minutes:

J Adley noted that the 2017 minutes record that we resolved to participate in the Change the Rules Campaign and today two years later, we will attend a National Day of Action rally in the lead up to a Federal election. All unions have been participating in the campaign over the last two years.

C Paproth asked about the Affirmative Action rules and how J Rogers said at the last conference that this should not be tokenistic. He asked what has happened since then. J Rogers spoke about the women's activism happening in all the branches, women speaking at rallies, events, forming networks (Sparkettes), forming women's committees.

G Penhall asked about the proposed CWU merger into the CEPU Electrical Energy and services Division. J Adley gave brief overview for delegates about discussions, joint meetings and joint resolutions with the Comms Division to progress to a merger. Unfortunately, the CWU changed their abruptly mind and completely reversed their previous position on this matter. J Adley and S Pisoni attended a CWU committee of management meeting to ascertain why the CWU SA NT Branch changed their position but did not receive a satisfactory explanation. He advised there is no update and any further progress is unlikely whilst the current CWU SA NT President holds that office.

'The minutes of the 2017 CEPU SA Branch Conference are read received and confirmed'

Moved: C Paproth

Seconded: D Brenton

CARRIED

### Expenses:

J Adley advised that sitting expenses were \$90 per day last year and that amount has been paid to conference delegates per day unchanged for several conferences. All delegates that require it are provided accommodation and meals. Asked delegates what is reasonable to cover their expenses.

Discussion occurred about what expenses there were. J Adley advised that travel expenses were covered in line with the Branch Travel Policy.

J Harrison explained that travel expenses have always been always paid. The \$90 has been a per diam payment to attend the conference and cover incidental out of pocket expenses.

All travel costs petrol/ferry/flights and accommodation costs are paid

A Capper suggested the allowance should be \$0. Was some further discussion.

'That no sitting fees to be paid, but all expenses incurred by delegates attending the conference will be paid upon provision of receipts or explanation of expenditure, this includes all travel costs'

Moved: A Capper

Seconded: W Weekes

CARRIED

### Deputy Chair:

'That D Brenton be appointed deputy chair for the conference'

Moved: J Adley

Seconded: A Nagel

CARRIED

‘That D Brenton assume the chair’

Moved: A Carrol

Seconded: D Ramm

CARRIED

### Branch Presidents Report – Jason Harrison:

J Harrison welcomed attendees to conference. Advised attendees of location of the new office. Named Bobs’ Place – a fitting tribute to Bob Donnelly and Bob Geraghty. The SA Branch has had successful last year – sale of old property, purchase and refit of new offices. Financial figures are looking good. The anticipated loss in overall membership from the ship building ‘valley of death’ has not eventuated, we have gained members instead.

Jason thanked all of the CEPU SA officials, Administration Team staff, the Branch Industrial Officer and John as Secretary. Massive undertaking moving office. Lots of hours put in, thanked everyone for their time and effort and emphasised how much work was involved in going through all the unions files. Especially thanking John for all his heartache and effort with the move.

Jason noted that the CEPU SA Team is operating as strong cohesive unit, supporting each other with the best interests of the Union at heart.

2019 is a Quadrennial Election year, find out in July who the nominees for positions will be. The Union is a democratic organisation, and it is vital that members can decide what happens. Hopes for united ticket with current team as they are doing a good job and it saves a lot of time and money not having to go through a contested election.

Spoke about the Change the Rules rally today and asked everyone to get behind the Change the Rules campaign. Fears for the union movement if the current conservative government stays in power, this would be a terrible outcome for workers.

2019 is the centenary year for the nationally federated Union and 100 year celebrations will be held at our National conference this year.

Thanked attendees for giving up their time. Thanked long serving councillors and new. Great mix of experience and youth. Active participation is fantastic, encouraged all members to ask questions and speak up on any topic.

Moved: B Chambers

Seconded: A Nagel

CARRIED

‘That J Harrison assume the chair’

Moved: G Birrell

Seconded: B Chambers

CARRIED

J Adley spoke about Major sponsor Cbus, other sponsors Protect, JLT and Unity Bank. Supporters Union shopper, RT Health and L&W. He thanked these sponsors and supporters and encouraged all members to speak to representatives from these organisations throughout the conference.

### Protect – Joyce Simitzis and Stephanie Nielsen:

Joyce spoke about the Protect severance scheme, and her role as Employer Manager. She explained that the Protect severance payment fund established by the ETU Vic Branch. It has grown to become

a National fund and includes other industries now too. Set up as a result of companies in construction industry going into liquidation. Way of safeguarding entitlements. Protect offers an ATO approved redundancy account. Provided some stats on money paid out to workers.

Stephanie spoke about the Protect income protection scheme. It provides 100% of your wage with only 14 day waiting period if you are injured or ill and cannot work. Don't have to use sick leave before starting income protection, no drug and alcohol exclusion. \$400,000 death benefit. Additional broken bone benefits and dental benefits. Dental benefits include dependants. Funeral benefits, domestic duties assistance and chauffeur benefits.

### Morning Tea Break 09:40 – 10:00

#### Australian Naval Shipbuilding Industry - Matt Murphy, CEPU National Industry Coordinator:

Acknowledged the Kurna people as the traditional custodian of the land we meet on.

Spoke about wins in SA – 1SAPN Campaign, Air warfare destroyer and Collins class submarine projects.

Future domestic build programme – 12 subs starting in 2021, 9 frigates starting in 2020 (includes some interstate build), 2 offshore patrol vessels (OPV) underway (some OPV work in WA).

Gave a PowerPoint presentation on the state of the shipbuilding industry and union engagement.

Spoke on the importance and impact that our alliances with unions in other countries is having with these multinational defence manufacturing projects. Ships float they don't have to be made in any particular location. It is vital that we are involved internationally and advocating for a local build programme.

#### Change the Rules - Geoff Derrick ACTU Campaign Coordinator:

Highlighted the economic ideology that has been used to deliberately orchestrate all the problems we are seeing. The laws are crafted to allow inequality and they need changing.

Showed video on some of the outcomes of the banking royal commission and the things that Scott Morrison did to try and stop the commission.

Heart of the CtR agenda:

1. More secure jobs
2. Fair pay rises
3. Fairness for working women

1500 EA's have been terminated seeing workers and pushed back onto the Award system (the legal minimum).

5 step plan:

1. Win public opinion
2. Win public support
3. Win the election
4. Get the legislation through the parliament
5. Maintain public opinion

## Cbus - Mick McDermott:

Spoke about the history of Cbus and industry funds. These were created by workers for workers and that remains their purpose.

## Lunch Break and Change the Rules campaign event Victoria Sq. 11:30 – 2:00

## Branch Secretary's Report - John Adley:

J Adley briefly highlighted some notable events and some of the achievements of the CEPU and its members since the last conference in 2017.

- SAPN EA campaign February 2017 leading into the 1SAPN Campaign
- Whyalla steel works handover September 2017
- Elon Musk opens the Jamestown Tesla battery September 2017
- Max Mawby wins SA Unions Delegate of the Year November 2017
- Apprentice Campaign November 2017
- Patrick Skeer wins inaugural Bob Donnelly Award December 2017
- PEER re-launch February 2018
- CEPU BIRST Apprentice Project commences April 2018
- BAE signs MoU with ASFU April 2018
- Launch of HMAS Sydney May 2018
- CEPU SA joins FNWA May 2018
- Life and 50-year members dinner May 2018
- ETU National Conference in Canberra June 2018
- Delegate Training August 2018
- ACE goes bust September 2018
- Last Holden rolls off the line at GMH October 2017
- Change the Rules Rally Parliament House October 2018
- CEPU wins SA Unions best Industrial Win award November 2018
- International Ship Building and breaking Conference November 2018
- CEPU moves to Pt Adelaide after 30 years at Richmond December 2018
- Adrian Valente wins Bob Donnelly Award December 2018

John noted that Bob Donnelly passed away on the 24th May 2017 and is missed by all at the CEPU.

He spoke about the sale of property at 312 and 314 South Rd and the relocation to Port Adelaide. He explained purchase of units in the 87 St Vincent St trust and part ownership of the 87 St Vincent St property.

Increase in union cash reserves. Went through costs associated with the purchase of the building and fit out costs that were paid from cash reserves in the trust fund.

He went through the financial and unfinancial membership figures of the Branch:

- 2937 Financial members
- 3417 total members
- 245 unemployed members

Explained there is an expected cash result surplus of \$12,000 for 2019.

The next quadrennial term 2019-2021 presents exciting opportunities for the S.A. Branch.

- Renewable energy projects
- Transmission projects
- Whyalla steelworks upgrade
- Potential Roxby downs expansion

- Naval shipbuilding industry
- Contracting industry growth plan

J Adley spoke about integration with other small branches (Tas & WA) and opportunities to combine services to reduce costs.

Moved: P Skeer

Seconded: C Paproth

**CARRIED**

C Paproth proposed the following motion:

‘That this conference congratulates John Adley on his sterling role in the Branch’s stewardship in the period since the last conference, indeed the last four years. His guidance and leadership of this branch has seen the move to the new premises, and the great financial position that we are in. Whilst he couldn’t have done it all by himself, his leadership has been the catalyst that’s not only held this branch together but seen it successfully grow and become a strong and stable Branch.’

Moved: W Weeks

Seconded: M Mawby

**CARRIED**

**Peter Barry – me Bank:**

Introduced himself and spoke about the experience of a union member who was a customer of one of the big 4 banks. He was going to lose their home because he lost his job. The bank wouldn’t let him have any say in selling his house. No human element or customer care with the big 4 banks. Me bank is different. me don’t spend huge amounts of money on advertising. They provide financial education programs for me members online.

**Organisers Report - Bill Mitropoulos:**

Gave a report on each of the areas of his responsibility.

Now looking after Nyrstar.

Outsourcing of SA government work.

Lai industries membership growth campaign.

Membership growth at Spotless.

Site visit to Sonnen batteries at the old GMH site. Only a small operation at present with around 13 employees.

Moved: A Carroll

Seconded: J Lailey

**CARRIED**

**National Secretary’s Report – Allen Hicks:**

Paid respects to traditional owners of the land.

Thanked conference delos and John Adley for the invitation to attend.

Spoke about Change the Rules rallies around Australia.

Spoke about the UGL/ESSO Longford workers 658 days on the picket line. Workers were sacked and offered their jobs back on worse wages and conditions.

Spoke on his focus to get membership figures audit to ensure they're accurate/real figures.

Currently we have 60,984 electrical members and 41,000 plumbing members nationally.

We have lost members in Qld and WA due to large scale resources project work finishing in those states.

Massive opportunities for us around the country. NSW construction. Renewables. Thousands of jobs for our members.

The upcoming Federal election is the most important election for a generation. If the LNP are re-elected with a mandate of anti-worker legislation, they will go after workers and unions. Spoke on the impact of building code to apprentices, female and mature age worker ratios clauses.

Spoke on Registered Organisations Commission – Their sole purpose to regulate employer and employee organisations. No employer organisations are being pursued. We have 551 elected 'officers' in our Union around the country. 35 days to notify ROC of changes to details of office holders. \$61k for each failure to notify breach for us. Companies directors face fines of \$79 for the same breach.

Mindset in Australian community psyche changed from 'fair go for all' to 'as long as I'm alright'. This has been politically driven and needs to change.

Spoke about the importance of voting Labor and the conversations had with Labor and the commitments made so far.

Urged all delegates to have conversations in their communities because we need to stop wage theft, re-balance industrial power and bring back fairness.

100 years as federated Union for the electrical union. Gold coast celebrations in July.

ALP committed to abolish the ROC, building code and the ABCC within the first 100 days.

C Paproth asked Allen to speak about the difference between the national and state policy on uranium mining. A Hicks spoke on the National policy and deferred to J Adley for the State policy. A Hicks spoke on the potential for SA Branch to be directed by National office to cease representing members working in uranium mines.

C Paproth asked about amalgamations into the division. A Hicks said has not progressed it since the SA CWU pulled out. Further progress not likely until current CWU SA NT leadership changes.

Moved: A Howells

Seconded: B Chambers

**CARRIED**

Closure:

CEPU SA President J Harrison closed Day 1 of the conference at 4:53 pm and invited all attendees to remain for the State Council meeting to follow and the Conference Dinner to be held at the British Hotel.



## Divisional Branch Conference 2019

### Day 2 - 11<sup>th</sup> of April

J Harrison opened Day 2 at 8:40am, welcomed everyone to the day and thanked attendees for their continued involvement.

There will be a slight change to the agenda for organisers reports due to availability

Organisation charts provided in folders to assist with understanding the National Union structure

#### Organisers Report - Simon Pisoni:

Responsible for Gas, Water, Manufacturing and Defence industry sectors. Generally low membership numbers but a lot of work and lots of companies. Small numbers spread around different sites.

Spoke about bosses trying to rush through EA's before election. Lowest wages growth in OECD. 10% increase elsewhere but Australia languishing at around 2%.

Gas – APA not training anyone, more and more redundancies and aging workforce. Companies short sighted and only focused on short term profit results.

SEA Gas - spoke about who they are and what they do. The CEPU's reputation got us 4 new members in this company.

Epic energy - membership growth once they saw the CEPU in bargaining.

SA Water - CEPU were successful in getting a competency-based classification process. AMWU now want to change it as their members are being paid less than our dual trade members.

Allwater – spoke about an RDO issue and potential for a large membership growth.

Spoke about electrical license allowance and wins in the battle to get it into the manufacturing industry.

Defence Shipbuilding – Matt Murphy provided a very thorough report about this industry yesterday. Simon spoke about redundancies and the work he has done seeking alternate employment for members through the ASC skills register and being gaining preference for people on this register for jobs coming up. 118 electrical redundancies, a further 25 expected.

Spoke about the effort Erin has put in and how well she has done in her position despite the difficulties she has faced as the first female organiser in of the SA Branch history. Erin received a round of applause.

Spoke about J Rogers potentially standing as Branch Assistant Secretary. Simon shared his view that she would be well suited to the role and he supports her standing in this role. Jess works tirelessly and has achieved great wins for members.

Moved: P Skeer

Seconded: C Muegge

**CARRIED**

**Organisers Report - Ben Jewell:**

Ben introduced himself, he represents Electricity Supply Industry members, currently 1065, peaked at 1116. Very organised industry, the delegates do an amazing job. They take care of issues, ensure workers are members. Very lucky to have this industry sector, it is a great industry because the workers stick together.

Spoke on the 1 SAPN Campaign. Won a building code exemption. Paved the way for all of industry to apply for exemptions. SAPN EA got voted up against our wishes. The wage outcome was good and we achieved many of our claims but were seeking a clause restricting the company's ability to make changes to shift arrangements. The company is already trying to force through a roster which was the issue we were trying to get fixed in the EA.

Spoke about SAPN taking work off Lend Lease, which highlights the way SAPN own the industry. 87% union density at Lend Lease.

Electel - still chasing code compliance. Looking to put in Protected Action Ballot application.

AGL – mindful of what they did at Loy Yang in terminating the EA. Company tried to take away a gold standard EA and replace it with a terrible EA.

Formway - a company that specialises in meter installation work has moved into SA, we have picked up members at this company.

Moved: G Hearnden

Seconded: W Weekes

**CARRIED**

**David Gilbert – Unity Bank:**

Spoke about his background and the origins of Unity Bank. Started by Waterside Workers Union in 1970. Formed a credit Union because the banks wouldn't let the workers get loans. Spoke about the connection that still exists between Unity bank and trade Unions, assistance to members and involvement in union activities.

Spoke about the credit Union structure and differences between them and banks. Invited members to come and speak to Unity. Spoke briefly about product services asked if had any questions to come have a chat.

Moved: M Mawby

Seconded: dan Ramm

**CARRIED**

**PEER - Wesley Chapman:**

Spoke briefly about who PEER are – GTO (employer) and RTO (training). Revamped and relaunched the organisation following extensive improvements resulting from an ASQA audit.

Invested in technology that improves communication between host employers and PEER.

Spoke about some of the challenges that PEER faced and how they overcame those. Consulted with industry. Invested in training their trainers. Virtual reality technology being used.

PEER Academy, 3-week induction program, all apprentices go through the MIC Assist program. Went through the philosophy PEER use. Showed the success of apprentices, with them winning both national and state-based award. Have apprentices in regional areas.

J Adley spoke about CEPU being 50% of the board and PEER originally being set up by the CEPU.

Moved: C Paproth

Seconded: A Carroll

### **CARRIED**

#### Superannuation and the Banking Royal commission – Rod Masson CBUS:

Spoke about CBUS organisation and purpose.

9.2% on average per year since 1985 in the high growth option. Strong long-term outcomes.

Went through performance results and comparisons between cbus and other super funds. Talked about why the results outperform for-profit funds

Cbus property – invests directly back into the industry with money from the fund. Talked about sustainable investment, Social issues taken into consideration in determining where to invest.

There have been numerous legislative attacks on the fund. None have held up. The LNP are trying to remove union involvement from industry super funds.

Talked about the royal commission and negative findings of the for-profit superfunds.

Political issue to think about when voting

#### Morning Tea Break 10:40 – 11:00

#### Active left and union affiliations - Jamie Newlyn, Secretary MUA SA Branch, Convenor of Active Left:

Active Left is a left-wing faction of the SA ALP.

Spoke on solidarity, our unions sharing facilities is a part of that.

Explained who the ACTU and SA Unions are and the importance of that broad solidarity. Importance of affiliation right now with the change the rules campaign needing legislative change.

Spoke about the origins of the solidarity between unions and our first nation's peoples and its importance.

Talked about the CUB dispute and the influence that the international Union network had in the campaign.

Spoke about the origins of Active Left and aims and focus of active left. Active left involvement in getting people into decision making positions within the ALP to influence the party. Need to be in there to change the party, can't do it from the outside. Not going to change what we need to in legislation or parliament if we're not involved in the processes.

Talked about the link between social justice issues and our members wages and conditions and how intertwined they are.

Moved: C Paproth

Seconded: D Brenton

**CARRIED**

### Organisers report - Erin Hennessy:

Plumbing – slow process, but people are signing up. Going back to basics and trying to get the conversations happening in lunchrooms about why workers should join the Union. Need Alex working with the plumbing apprentices.

Mechanical services – bosses trying to rip out all conditions, so workers have sat on the current EA. No pay rises. Spoke about the issues with subcontracting. Problems that were caused with a labour hire company pulling out mid-way through a job. We were able to organise the labour, sign up members and got big increases for the members. Good win for members

Fire Protection Industry (electrical) – Have done a few EA's where there never used to be agreements. Got great delegate structures. Whole industry on level playing field, wages and conditions are the same.

Fire Protection Industry (Sprinkler fitters) - Spoke about a couple of underpayments with substantial results for members. Talked about importance of HSR's and focus on getting HSR's on all the sites.

Moved: G Hearnden

Seconded: D Ramm

**CARRIED**

### JLT - Shane Wooley:

S Wooley spoke about his role at JLT and the uniqueness of the discretionary fund arrangement JLT offers. Rather than a traditional policy run for profit where the profits go to shareholders. The discretionary fund in this case is the shareholder. That gives the opportunity for the CEPU to decide what happens to any excess funds. They have been used to provide rate reduction and could be used to provide increased cover, or member benefits that also provide risk management.

Moved: B Chambers

Seconded: W Weekes

**CARRIED**

### Lunch Break 12:35 – 1:00

P Skeer – Noted that Ron Paulus is seriously ill with a terminal condition. Would like to do something for him and his family. P Skeer moved that the Branch conference appreciate and recognises the dedication and role that he played as a delegate for members at ASC over many years.

'That this Branch Conference recommends that the CEPU SA Executive approve purchase a \$500 holiday voucher as a gift of recognition for Ron Paulus'

Moved: Patrick Skeer

Seconded: A Howells

**CARRIED**

### Branch Affiliations:

J Adley requested a recommendation regarding CEPU SA Branch political and union affiliations.

Conference delegates need to consider:

1. Should we remain affiliated to the Australian Labor Party?
2. If we do, do we remain affiliated to Active Left?
3. Do we remain affiliated to SA Unions?
4. Do we remain affiliated to the First Nations Workers Alliance?
5. Do we remain members of the Asbestos Victims Association?

D Brenton asked which delegates are members of a political party. There was a discussion and a show of hands indicated several ALP members.

‘that this conference recommends that the CEPU SA branch remain affiliated with the ALP’

Moved: W Weekes      Seconded: D Ramm

**CARRIED**

‘that this conference recommends that the CEPU SA branch remain affiliated with Active Left’

Moved: W Weekes      Seconded: C Paproth

**CARRIED**

‘that this conference recommends that the CEPU SA branch remain affiliated with SA Unions and remain members of FNWA and AVA’

Moved: A Nagel      Seconded: B Chambers

**CARRIED**

C Paproth expressed his disappointment about the Branch Conference becoming nothing more than an advisory body.

**NOTED**

### Branch Policies:

C Paproth suggested that the review dates on each of the policies record the date that the Branch Conference reviews the policies.

‘that Branch conference recommend that policies are approved with today as the review date’

Moved: C Paproth      Seconded: G Hearnden

**CARRIED**

### Apprentices:

J Lailey spoke about a strategy to ensure young apprentices hear about the Union and how we get their parents to talk to them about joining a union. J Adley spoke about Alex’s efforts to try and talk to Apprentices in TAFE and the limited success that was achieved. Some ideas were discussed.

### Organisers Report - Paul Scudds:

Paul spoke about the press conference on Labour Hire that he and A Capper attended earlier in the day. Spoke on Labour hire legislation and the liberal governments inaction on the labour hire licensing laws. State Liberal government is trying to repeal the legislation designed to protect vulnerable workers.

Electrical Contracting Industry – In 2015 the economy was different, jobs were winding down. Tyrone EA undercut all Union EA's but workers voted it up because the boss kept sacking workers until the agreement got voted up. Companies with EA's left the industry through being undercut and those undercutting the industry got bigger to fill the vacuum. Nilsen pushed for a 4-year deal, so made that the baseline. Aligning all expiry dates to 2022. ACE Electrical went under, created vacuum, Exquisite filled that vacuum.

Tyrone - Mass meeting with members held. Good attendance.

CME Electrical - Approached workers but they're not keen to join and the employer doesn't want an EA.

Spoke about the problems labour hire have caused in the industry.

Spoke about better engagement on sites due to Alex's initiatives over the last 12 months.

No-one wants to be a delegate, no delegate structures. Need to build up confidence of workers again.

Been great having three people getting out to sites to speak to the electricians now that Alex is with the CEPU.

Bungala – no amenities. Terrible safety standards. All labour hire. Spoke about the problems with the job. Spoke about issues with the labour hire arrangements. Members were left without a week of pay and the electrical contractor was banned from site.

Contrast to Taillem Bend job, finished on budget and on time, workers were treated and paid well. Proves it's not necessary to underpay workers to get a job done successfully.

Spoke about legislative issues with TA's doing electrical work and need for changes to legislation.

Moved: A Carroll      Seconded: G Birrell

### **CARRIED**

#### **Officers Report - Alex Capper:**

Alex is employed as the CEPU SA BIRST Apprentice Project Officer.

TAFE wouldn't let us on site to speak to apprentices about supervision ratios

ATEC let him on to talk to apprentices in class time in paid time.

Disappointingly PEER refused to provide access to apprentices in classrooms.

Did BBQ's. Have had apprentices join since then because they recognised us on site. Good brand recognition.

Was asked to leave Tonsley TAFE site despite previously being welcomed.

Regional TAFE's have been great letting us talk to apprentices in class time.

Main issue is supervision ratios, this is really bad in plumbing.

Suspension of contracts has been an issue with apprentices not being told by their employer that they don't have to sign suspension papers if they don't agree.

Underpayments in smaller companies. Non-payment of incorrect payment of allowances – multi-story and travel allowance.

GTO's and their apprentices being used as cheap labour. Undercutting industry and used as labour hire.

Moved: J Lailey

Seconded: G Birrell

**CARRIED**

**Lieschke and Weatherill - Michael Ats and Peter Russell:**

Spoke about SafeWork SA and how ineffective they have been in protecting workers safety. The miserable mess made of the investigation into the workplace death of Jorge Castillo-Riffo. New leader in SafeWork SA Martyn Campbell promises to improve performance but L&W sceptical.

Spoke about the ability to insert strict clauses into EA's requiring the employer to comply with safety legislation which enables the Union to pursue them under the Fair work Act for a breach.

Spoke about work injuries and the cardinal rule. If member is not absolutely sure, ask the Union. The union is the only one who has the best interests of workers at heart.

Talked about some of the new Return to Work legislation and the benefits and negatives of it.

Advised of some general rules of what to do/not do when you're injured at work.

Claim forms: you can lodge a claim form to just notify of an injury you don't have to claim something to notify. If you don't have a clear date of injury you can write over it saying it's happened over time. Be honest, don't make medical assumptions e.g. refer to knee, not cruciate ligament.

Spoke about psychiatric injuries and that it's usually things that have happened over time not one big blow up event. High pressure, not enough workers for the workload, wears people down over time.

Conference members asked some questions of Peter and Michael which led to group discussion.

Moved: B Chambers

Seconded: A Nagel

**CARRIED**

**Brendan O'Connor Federal MP for Gorton, Shadow Employment Minister:**

Spoke about the election being called. Despite the polls, it's not guaranteed that Labor will win. Can't relax, need to continue to campaign. ALP has clear IR policy. Spoke about the IR elements of the CTR campaign.

Took question about imported labour. Spoke about the issues with students working for below minimum wage. Importance of training own workforce to reduce any skills gap and employ local labour. Currently an overuse of temporary visas for skilled labour.

Same work same pay policy – once legislation gets in, will be phased in.

Asked about free trade agreements, how can we trust Labor? Labor has announced policies before the election and are campaigning to create a mandate.

Multi-employer bargaining how will it work. Talking to Unions to iron out kinks and will learn from overseas countries where it works. Got the principles and framework but need to work on the policy.

Labor will leave pension age at 67.

Spoke about importance of the Senate to be able to get laws through.

### Other Business:

**G Hearnden** - Advised that there was some talk in the country depots about the CEPU being too city focussed. J Adley and B Jewell to ensure a timetable of regional depot meeting are scheduled.

**A Howells** - Thanked the conference.

**J Lailey** - Thanked conference.

**G Penhall** - Catering was beautiful

**A Nagel** – Moved: 'that the CEPU thanks the MUA for allowing us to use their meeting facilities at no cost' Seconded: B Chambers **CARRIED**

**B Jewell** - Thanked participants, reminded delegates that they are the Union

**J Harrison** - Thanked all participants.

**J Adley** - Thanked admin team, particularly Renee's efforts with Shauna and Karen's recent absences.

Thanked officers for commitment and hard work they put in for the Union. It's a tough job but the CEPU SA team relishes the challenge.

Thanked the delegates as the driving force behind the union for coming along and encouraged future involvement.

Thanked sponsors and spoke about the sponsorship the CEPU receives from them.

Called on all participants to get involved in the ACTU Change the Rules campaign and the election campaign to Change the Government. Persuasion calls, Door knock this weekend, polling booths, putting up corflutes.

Encouraged all members to come along to the May Day dinner on May the 1<sup>st</sup> and the annual May Day march on Saturday May the 4th.

### Closure:

CEPU SA President J Harrison closed the CEPU SA Divisional Branch Conference 2019 at 4:45 pm