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# **Divisional Branch Conference 2021**

# **Day 1 – 23 August**

## Branch Presidents Opening and Welcome:

At 08:30 Jason Harrison opened the 2021 CEPU SA Branch Conference and welcomed delegates and guests.

The President thanked the Organising and Admin Teams for their work over the past few years. He spoke about the team environment and collaborative approach of the Branch. He advised that the Union is growing and spoke about J Rogers’ ability to step into the Secretary role when J Adley is away without anything being missed. He congratulated everyone on getting through COVID and told delegates it was good to see Brenton Jack, Bob Donnelly award winner, present. He recognised the initiative of instituting a CEPU SA Social club.

Acknowledgement of Country:

President Jason Harrison acknowledged that the meeting is held on Kaurna land and paid respects to elders.

## Credentials:

J Adley welcomed all attendees to the 2021 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:

**2021 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 (2):** Michelle Whalan, Brenton Jack

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

**Mid North/Barossa Sub Branch (0): Vacant**

**Eyre Peninsula Sub Branch (0): Vacant**

**Far North Sub Branch (4):** Michael Cheffirs, James Smith, Brett Stevens, Leigh Fewster

**State Council Delegates (18)**

**Electricity Supply Industry (4):** Max Mawby, Andrew Nagel, Jason Lailey, Rachel Lawley

**Electrical Contracting Industry (2):** Adrian Valente, James Cooper

**Defence Industry (1):** Daniel Ramm (Branch Vice president), and one vacancy

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

**Gas Supply Industry (1):** Bruce Evennett, and one vacancy

**General Trade (2):** Darren Brenton, Carl Muegge

**Transport Industry (1):** Taylor Grace

**Plumbing Industry and Fire Protection Industry (2):** Dion Czerwinski, Alison King

**Affirmative Action Women (1):** Bridget Hallion

**Branch president (1):** Jason Harrison

**Branch Secretary (1):** John Adley

Total: **26** Quorum: **13**

**Mov: J Lailey Sec: A Nagel**

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

Delegates went around the table introducing themselves to the Conference.

Attendance: J Harrison, J Adley, J Smith, A Valente, B Jack, J Cooper, B Stevens, C Paproth, R Lawley, J Lailey, D Czerwinski, M Mawby.

Apologies: Graham Hearnden (away on leave), Michael Cheffirs (training), Darren Brenton (recovering from surgery), Andy Howells (work commitments), Bridget Hallion (work commitments), Michelle Whalan (work commitments), A King (work commitments) Russell Schutz, and it was noted that Daniel Ramm will be a late arrival for day 1.

Mov: J Cooper Seconded: R Lawley

CARRIED

Guests and observers: Gordon Penhall, Jess Rogers, Simon Pisoni, Bill Mitropoulos, Erin Hennessy, Paul Scudds, Ben Jewell, Alex Capper, Ronald Leighton, Peter Malinauskas MP, Minh Tan Pham ALP, Michael Ats Lieschke and Weatherill, John Pegoli Unity Bank, Mick McDermott CBUS, Peter Nolan PEER.

‘That the gusts and observers be to be admitted to attend and participate in discussions’.

Moved: J Adley Seconded: T Grace

CARRIED

Agenda:

An agenda has been circulated prior to the conference, which has some minor changes due to the availability of guests. J Adley spoke about the reasoning behind the order for the agenda.

Mov: J Adley Seconded C Paproth

CARRIED

Minute Secretary:

‘That Jess Rogers be appointed minute secretary for the conference’

Moved: J Lailey Seconded: R Leighton

CARRIED

## Expenses:

J Adley advised that sitting expenses were not paid to delegates attending the 2019 conference. Prior to that, a per diem payment of $90 was paid. All delegates that require it are provided accommodation and meals; travel expenses are covered in line with the Branch Travel Policy.

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

Moved: J Lailey Seconded: A Nagel

CARRIED

## Previous minutes:

The 2019 CEPU SA Branch Conference were circulated in advance of the conference. J Adley summarised the action items from the last Branch Conference minutes.

C Paproth asked what the outcome was from the ROC penalty. J Adley advised that the CEPU were fined, but after an appeal the fine was reduced and has been paid. He further advised that there are systems are in place to avoid fines in the future.

C Paproth asked whether the Communication Division merger has been completely abandoned. J Adley provided background and an update on the failure of the merger and confirmed that the plan had been abandoned for now.

‘The minutes of the 2019 CEPU SA Branch Conference are read received and confirmed’

Moved: C Muegge Seconded: A Valente

The CEPU National Uranium mining policy discussion will occur on the second day of conference.

Moved: C Paproth Seconded: C Muegge

**CARRIED**

## Branch Secretary’s report – John Adley:

J Adley did a presentation on some highlights over the two years since the last Branch Conference – Change the Rules campaign, Federal election, labour hire licensing, CEPU Quadrennial elections, SA anti-privatisation campaign, Defence industry, SAPN/Enerven EA and the West End Brewery strike.

He then went through branch membership numbers, which were 111 less members than the last Branch conference. This is in part attributable to the ‘Valley of Death’ experienced in the naval Shipbuilding industry.

He presented graphs on the annual audited financial results of the Branch since 2008.

J Adley went through what’s coming up for the Branch over the next 2 years including the state and federal elections, SAPN/Enerven EA, COVID, new Women’s and Children’s hospital, shipbuilding, renewable energy, transmission infrastructure, Whyalla steelworks, Roxby expansion, SA privatisation, CEPU quadrennial elections, property and new Database build by the NSW for co-option by SA branch.

A discussion occurred about a new database – the new database is web based so no server update costs of $20k every few years applies, it reduces cyber security concerns, integrates communications such as provided currently by BURST SMS and Mailchimp, members can access info and update records and allows for digital membership cards.

C Paproth asked what was happening in the building downstairs. J Adley provided an update on the current tenants who are on a long-term lease. He advised Branch Conference delegates that the Branch has discussed sourcing financing from WA Branch of the ETU rather than a bank.

Moved: J Smith Seconded: M Mawby

**CARRIED**

## Assistant Branch Secretary/ Industrial Officers report – Jess Rogers:

J Rogers spoke on the changes the Branch has seen since last branch conference and post-election. She commented on the success of the Branch in having an increase in women’s representation on State Council and a female Assistant Secretary.

Advised Branch Conference on the ability of the Branch to adapt to the changes it faces amidst COVID-19, including the Branch’s first online Rally in 2021, which was a huge success.

J Rogers spoke on a solid two years of smashing bad employers on wage theft claims with $283,185.00 in 2020 and $102,063.82 in 2021. She advised of the Branch’s success of using underpayments as a recruiting tool and some significant decisions in the Court against bad bosses, with $70k against an individual director, a record in SA jurisdiction. Noted that criminalising wage theft would prevent the union winning pecuniary penalties.

Moved: R Lawley Seconded: J Lailey

**CARRIED**

## Message from the Leader of the Federal Opposition – Anthony Albanese:

J Adley showed a video from Anthony Albanese addressed to Conference Delegates.

**NOTED**

Morning Smoko 10:00 – 10:30

## National Secretary’s report – Allen Hicks:

A Hicks spoke on incompetence of the government in NSW which has led to lockdown situation.

He continued to explain the changes in the NSW Branch which has seen him take on the roles of the National Secretary of ETU and NSW Branch Secretary. He provided some recent history on the NSW Branch and advised that he is currently doing 4 days with the NSW Branch and 1 day with the National office. He advised that M Wright has stepped into doing the role of Acting National Branch Secretary. He further advised that it was his intention to stand down from his National role at next election and stand for the position of NSW Secretary given his investment into state branch over the next 2 years.

He spoke about COVID-19 being a massive issue around the country affecting workers and advised Branch Conference delegates of the Union’s view on mandatory vaccinations – to encourage members to get vaccinated but make an informed decision. He confirmed that we don’t support Employers mandating vaccinations for workers unless there is a health order.

A Hicks advised of the Nowhere to Go Campaign – a National Women’s Committee initiative. The report launched last week, the aim is to get state and territory governments to put legislation in place to resolve the issue. He asked everyone to look at the report and commented that some of the stories in it are appalling. Once we have legislative change from governments, we will need to go out and enforce it.

He spoke on the Omnibus Bill and our campaign getting most of it knocked off except for changes detrimental to casual workers. He gave an update on the Employers coming after Greenfields agreements to create 7-8 year agreements for $250-300 M projects. He advised of the detrimental impacts and the ETU’s positioning ready to push back on it if comes up again.

The National Apprentice Campaign initiative kicked off, with $50 able to be claimed for anyone who signs up and Apprentice. There has not been as big a take up as anticipated, people are signing up apprentices and not claiming the money.

He spoke about the Apprentice drive in August to try and pick up as many as we can across Australia. He advised of research being done to identify barriers for Apprentices joining the ETU. Data shows 11% of Apprentices are members compared to 43% of Tradespeople. This is a huge problem for the future of our Union, so money is being spent on researching why they’re not joining. Campaign edge has been engaged and is conducting doing focus groups.

There is also an Australian Electricity Regulator (AER) campaign. The AER make funding determinations and determine electricity company spend which has a big impact on our members because it can impact pay rises. We are pushing nationally for a small rule change to the national electricity rules which allows for more preventative maintenance, natural disasters and future proofing the networks to be done.

Moved: J Lailey Seconded: A Nagel

**CARRIED**

## 11am SA ALP Hydrogen Jobs Plan and State Election – Peter Malinauskas:

P Malinauskas told Branch Conference that COVID had led to a lot of self-promotion but very little policy that makes the most of the opportunity presented to us. SA had the worst unemployment rate in the country until this year and now has the second worst despite not having lockdowns. He went on to speak about underemployment, which includes people out of work who aren’t looking or have given up looking. Ours are the worst in the country and those don’t get included in the unemployment figures.

He spoke about Australia’s education performance results which show Australia is going backward and that SA is worst in the country. He presented a graph, showing that relative to Australia in 2003 to now all our scores had gone down.

P Malinauskas then went through the economic complexity scale, which shows that coal and gas are the biggest share of our economy. This is a huge problem for Australia because they are going out of fashion, the world is decarbonising and our exports are going to dry up. In a time when we want to have more complex exports and work, our schooling is getting less smart.

He then moved to speaking about the electricity supply and solar and resources here in SA. The lack of demand in the day makes the network instable and is caused by not having big industry pulling lots of energy during the day.

Investors are not investing in SA because there are no customers, and you don’t make money in the middle of the day. Labor’s plan is to use that green power currently being wasted to create green hydrogen. That can then be used to produce electricity to sell to industry, or more importantly, to export hydrogen to other countries. The proposal is to build a government owned Hydrogen power plant and storage facility which will create jobs for South Australians while reducing carbon emissions and reducing electricity prices.

He highlighted that it had taken him 20mins to explain this plan and he doesn’t get enough time to speak to people in SA through media about it, he encouraged delegates to talk to friends about the plan to help the ALP get the word out.

When asked the Liberal government’s stance on the issue, he advised that while they did not oppose hydrogen but have no policies to do anything about it.

B Mitropoulos asked about winding back the privatisation of the trains and trams. P Malinauskas advised that Keolis Downer are breaching their contract because they couldn’t get enough train drivers, so they are being lent public service employees. He spoke about writing to each company who tendered and putting them on notice that his government, if elected, will revoke the contract and take public transport back into public hands.

R Leighton asked about getting wood off KI without burning it. The response was that it was still a work in progress.

C Paproth called on support to bring manufacturing back to SA. P Malinauskas responded that there was scope to do more to mandate local procurement and that cheaper power from the planned Hydrogen Plant was part of that solution. He confirmed that it is important to keep what we have here and also make it viable for people to invest in local manufacturing.

B Stevens spoke on issues facing his members with Regional TAFE’s being shut down and Apprentices having to go to the city for training.

P Malinauskas advised that the Liberal government has stopped TAFE running courses that make money to give the work to private sector. He spoke on the issue of places in Uni’s being taken by overseas students. He advised that ALP looking to amalgamate universities and the need for a change of policy, as international students have increased so much, that government cuts funding leaving Universities reliant on the international student funding. COVID has then impacted the international student’s ability to come here leaving university funding is in trouble.

Malinauskas committed to bringing Clipsal 500 back to Adelaide.

Moved: B Stevens Seconded: J Cooper

**CARRIED**

PEER Training update: Peter Nolan

P Nolan spoke briefly about PEER as a training organisation and the CEPU representation on the board. He explained that they were hoping to get into the hydrogen industry. He explained that in SA, 40% of electrical apprentices are trained by PEER. He stated that PEER will focus on the regions more next year with online learning. He advised that there are a lot of opportunities to grow and diversify, with the construction industry steady but not increasing.

**NOTED**

CBUS – Mick McDemott:

M McDermott provided a flyer about legislation that has been brought in for underperforming funds. He spoke on the Liberal government’s hatred of Union involvement in super funds and workers capital. Went on to speak about the fund returns for the year, with Cbus being one of 5 funds who still achieved returns when COVID hit - 19.34% - a record which put it at the top of the super funds.

He spoke about Cbus’ investment into building 83 Pirie St, which has a Union agreement and is a Union site.

M McDermott spoke about his time as a delegate at the submarine base and noted his appreciation for all the hard work delegates do.

He advised that the new ‘stapling’ legislation coming in which will leave young construction workers without insurance coverage due to high-risk job and offered to come to sites to speak to workers and provide assistance on anything required relating to superannuation. He advised that it is a $66 billion fund and is amalgamating with Media Super, another industry fund.

Discussion occurred on retail funds vs industry funds.

Moved: A Valente Seconded: B Stevens

**CARRIED**

**D Ramm joined the meeting.**

Unity Bank - John Pegoli:

J Pegoli spoke about his role with Unity Bank and their relationship with the CEPU, MUA and AMWU. He advised delegates of the benefits for members and the opportunity to have CEPU branded credit card in the future.

He advised that there were ongoing discussions for Unity Bank to offer Apprentices toolbox interest free loans or to pay apprentice Union fees for a period of time. SA will be the test case and if it works, will roll out Nationally.

Moved: T Grace Seconded: D Ramm

**CARRIED**

Lunch Break 1:00-1:30

## ADA Presentation – Ella Mano:

Belinda Harris introduced herself and provided an overview of the beginnings of ADA Australia.

Ella then shared her story with delegates and the importance of talking to people about addiction and getting them help before they fail a drug test at work or before they’re in an accident. She finally got help because someone was able to share their story and could understand.

Belinda went through the website, how to log in and what content is available on the website with delegates. She also spoke about the Friendly Ear Hotline, a completely confidential, anonymous hotline available to SA Branch CEPU Members and your families.

J Adley reiterated that the friendly ear hotline is important for our members and encouraged people to use it.

Moved: C Paproth Seconded: R Lawley

**CARRIED**

L&W legal services to CEPU SA Members – Michael Ats & Elisa Scorsonelli:

M Ats spoke on the following significant decisions of CEPU Members:

* McCormack – A case won for our member, where company entities are all one group until it doesn’t suit them, then they claim being completely separate entities. They took the benefit of acting as one group but then wanted to say they were different and therefore didn’t have to provide duties. As they were operating as a group for self-insurance purposes it meant they needed to find employment for Mr McCormack in one of their entities. It’s currently being appealed.
* Journey Accident – (SAPN) Mr Thelen got a text to come into work and the SAPN system was that once you get that text you are on the clock and getting paid. Mr Thelen injured himself getting into his car to go in for the call out. It was found that he was covered by Return to Work, but the decision is being appealed.
* Heywood Smith – The member had multiple injuries and the Insurer tried to split it to reduce the overall impairment. The initial decision found that he wasn’t entitled to income for second injury. on appeal it was found that he should receive income. An argument arose about whether the amount should be equal to a comparator job or average earnings. The matter settled with a great outcome for Simon Heywood-Smith.

M Ats advised delegates of the barriers to access and issues with supreme court costs for members once it is appealed by the Employer.

He spoke on the Rossato decision and issues with High Court appointments being from Employer groups, which has led to ignorance of reality and an alternate definition for casuals being assigned. Reality is the employees are not casual but High Court has determined that if the contract says they are a casual, they become one.

He spoke briefly on the Whole Person Impairment Guidelines, how they work and the impact of changing them. He gave an example of arthritis and the attempt to carve it out of compensation, which would mean a lot of people won’t meet the 30% requirement.

Moved: J Lailey Seconded: R Leighton

**CARRIED**

Afternoon Smoko 15:00 – 15:30

Energy Super – John Curtin:

J Curtin advised that the merger went smoothly on 1st July 2021 with LGIA Super, a Local Queensland Council Superannuation fund who also have a member-first philosophy. He took delegates through who the board members of Energy Super are. He advised that they are a $6.4 billion fund, which will now become $27 billion. In a separate acquisition, Suncorp Superannuation will be acquired in 2022 – which gives Energy Super more size.

J Curtin spoke on stapling legislation which will see Employees stuck with one superannuation fund for life unless they choose to change.

RT Health - Rebecca Delahaye:

R Delahaye thanked the Conference for the opportunity to speak. She went on to advise delegates that RT Health is a not-for-profit health fund, which has been in existence for 130 years. It is member owned and provides a 5% discount on all levels of cover except ambulance and one-month free promotion for CEPU Members at the moment. She advised that she can come out to workplaces to speak to members about the fund and cover. She then directed delegates to the website for information on the merger.

Discussion occurred about sponsorship from Energy Super and Cbus.

Moved: D Czerwinski Seconded: D Ramm

**CARRIED**

## ETU/CEPU National Election Policy Priorities – Trevor Gauld:

T Gauld spoke on probability of federal election and likelihood of it being 2022. He spoke about the political impact of COVID on the election and that it is not currently looking good for Morrison, but that can change anytime.

He gave an update on the current make up of parliament, which is a one seat majority, meaning that the Liberal government only have to lose one seat and we would have a hung Parliament. In the Senate the Liberal party only need 3 independents to vote up a legislation. He spoke on difficulties getting support from cross benchers to defeat legislation and the inconsistency of the voting from cross benchers.

He advised delegates that there was likely to be a half senate election this year. He went through data on preferencing to show delegates how voting for One Nation and Clive Palmer works to get the Liberal party votes.

He spoke on the following election issues for CEPU Members:

Industrial relations – industry bargaining, union rights, permitted matters, registered orgs commission, union demerger legislation, labour hire/casual.

Energy – Just transition authority, public investment/ownership, offshore renewables, reforms to national electricity laws.

T Gauld talked about the migrant visa approvals and likely exploitation of farm workers. He advised that the UK free trade agreement involves Australia giving UK farmers 100% unrestricted access to Australian goods, so UK farmers can send all their goods here with no taxes but retain cap on what can be exported to the UK for Aussie farmers with tariffs reducing over time.

Q&A:

J Lailey – Spoke about 12,000 migrant workers coming to Australia this year and only 1,500 Afghan refugees in the last 5 years. He stated that local workers also need work.

T Gauld - advised that an interim report showed that during COVID period where there are limited flights the government is prioritising reserving migrant worker seats rather than returning Australian’s home.

D Ramm – queried removal of the ABCC being on election asks. T Gauld advised that it is and that we have a commitment from ALP to remove it.

P Scudds - asked about mandated vaccinations. T Gauld advised that we encourage members to get health advice and follow health advice and are opposed to mandatory vaccinations.

J Lailey said how good the amenities campaign launch was and asked T Gauld to speak on the campaign. T Gauld spoke about issues across our industry in relation to amenities and the way it has the potential to increase women’s participation in our industry as amenities are even more of a challenge for women workers. The current issue involves a lack of mandated requirements. He advised that the campaign was about lifting that standard of amenities for all workers.

Moved: T Grace Seconded: M Mawby

**CARRIED**

Closure:

CEPU SA President J Harrison closed Day 1 of the conference at 4:50 pm and invited all attendees to Conference Dinner to be held at the Grange Hotel from 6:30 pm.

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# **Divisional Branch Conference 2021**

# **Day 2 – 24th of August**

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

## Acknowledgement of Country:

## Vice President Daniel Ramm acknowledged that the meeting is held on Kaurna land and paid respects to elders.

Attendance: J Harrison, A King, R Lawley, B Evennett, J Smith, A Valente, B Jack, J Cooper, D Ramm, L Fewster, B Stevens, C Muegge, C Paproth, J Lailey, M Mawby, J Adley.

Apologies: Graham Hearnden (away on leave), Michael Cheffirs (training), Darren Brenton (recovering from surgery), Andy Howells (work commitments), Bridget Hallion (work commitments), Michelle Whalan (work commitments), Russell Schutz.

Guests and observers: B Jewell, S Pisoni, R Leighton, A Capper, P Scudds, B Mitrolpoulos, G Penhall, E Hennessy, Cooper King, J Rogers.

## National Apprentice Officer – Mark Burgess:

M Burgess introduced himself and spoke about research being undertaken by Campaign Edge to find out why Apprentices aren’t joining unions.

He went through a presentation on the research and findings, including that Apprentice awareness of the ETU was fairly high, yet membership was low and not many Apprentices were aware they could join the Union. Data showed that 54% of participants rely on colleagues for advice and only 3.1% rely on the ETU. It was acknowledged that comedy needs to be present in campaigns and adverts.

Some proposed advertisements were shown to test the messaging in them.

M Burgess spoke on the Zero tolerance campaign, where each year, the ETU map the biggest 10-20 employers of apprentices in each State and the focus on signing up more members in those workplaces. He went through the SA targets.

D Ramm queried the uptake on the $50 sign up an apprentice campaign. M Burgess advised that there had only been 80-90 across the country and 13 in SA. L Fewster stated that it sent a mixed message - paying a tradesperson to sign up an apprentice. He stated that he would rather give the apprentice the money. Discussion occurred about other options – money going to a charity, union branded tools to give to apprentices.

## National Legal Officer & Acting Secretary – Michael Wright:

M Wright spoke about:

Vaccinations and that dismissals for failure to vaccinate are going to depend on what the circumstances are. He noted that this was a big issue impacting our members and confirmed Hicksy’s advice on the stance of the National Union.

Casuals and the Workpac v Skene decision, which determined that if you work permanent hours, you aren’t a casual despite what your contract said. He spoke about Business groups bankrolling a similar case – Rossato, to try and change the decision. Despite winning the first two cases, the High Court determined that you are whatever your contract says you are.

Stand downs, a case we ran Nationally against Qantas claiming that workers sick while stood down you could be paid sick leave. We won, Qantas took it to the High court who found if you’re stood down you can’t use your sick leave. This meant that Qantas workers on long term sick leave due to cancer were stood down without pay and unable to access their leave.

Omnibus Bill and provided a summary of the successful ETU campaign where the Bill was dropped with the exception of the casual legislation. This loss on casuals stung at the time but now given the High Court Rossato decision, wouldn’t matter anyway.

Greenfields Agreements are for genuinely new enterprises, which allows Employers to negotiate an agreement with a Union before any workers are hired. They are fundamentally undemocratic and the Government are trying to create special rules for resource sector allowing these agreements to run for 8 years instead of 4 and remove the requirement to negotiate with Unions. None of these jobs run for 8 years and it will effectively cease bargaining in the resource sector.

Mental health crisis and FIFO work. The ETU plans to campaign to reframe what the resource sector is about. It is currently seen as somewhere you go to earn the big bucks - it’s tough but you earn big money so who cares. This is not true. Rates are actually same as commercial construction. Wages tanked since the mining boom and there is now a Mental health crisis. He gave examples of suicide rates on these projects and the need to address this crisis as no pay cheque is worth dying for.

Nowhere to Go Campaign, which is an important campaign for our Union. Only 2% of the workforce are women and amenities are an important threshold issue for women being able to work in the industry. Amenities for men are also terrible and this will only lift the standard for everyone. Employers are calling for 30,000 blue collar visa migrant workers which is a huge cost to the tax payer. If we had more women workers, we could have good jobs for Australians and reduce the labour cost at the same time. Important for our industry to have more women in it.

Security legislation and Infrastructure bill which will require ASIO backgrounding checks for all power industry workers and digital footprinting. There is a split amongst the Liberal party on this legislation and the latest intel is that it won’t be progressed anytime soon.

## FIRST Nations Workers Alliance – Lara Watson:

L Watson spoke about the abolition of CDP and the need to see what the alternative program is going to look like. FNWA are calling for investment into sustainable jobs on country that result in permanent employment.

FNWA are participating in the Government’s National Roadmap for indigenous skills, jobs, and wealth creation. They are ensuring indigenous workers get superannuation and award wage or minimum wage for the work they’re doing.

She spoke on Voice, Treaty, Truth and a remote tour that FNWA are participating in. She advised that they will not participate if there is a small risk of bringing COVID into a community. She spoke on United Workers Union using FNWA as a recruitment tool, which has seen 300 new sign ups.

FNWA offer short courses for Union’s who are members of FNWA and include one-hour short courses on things like indigenous leaders courses, for union members to learn more about cultural awareness and how to organise ATSI workers.

R Lawley spoke about Voice, Treaty Truth and how good the course was. She encouraged everyone to do the training and spoke about how informative it was.

J Lailey spoke about Twiggy endorsing the indue card. L Watson spoke on the issues with the card and inability to use it in a lot of stores and prohibiting people from shopping around for specials. People are getting taken advantage of, by people offering much lower amounts of cash for large amounts of groceries.

## Morning Smoko 10:15 – 10:46

‘That Cooper King (Alison’s son) be admitted as an observer’

Moved: R Lawley Seconded: C Muegge

**CARRIED**

## CEPU Women’s report and National Amenities Campaign – Ellen McNally, Rachel Lawley, Alison King and Jess Rogers:

E McNally introduced herself to conference delegates and spoke on her family ties to Adelaide before continuing on to speak about the SA women members and the work they do for the National Union and women’s rights.

She introduced the Nowhere to Go Campaign and report, going through the 10 recommendations and encouraging all delegates to get involved in the campaign and read the report.

Group discussion occurred on what can be done to get amenities for workers when you’re 2 hours from a town.

A King spoke about her experience in the industry with issues accessing toilets and running into guys urinating on jobs while you’re trying to do work there. She shared issues she encountered even when there were 3 women on site, with the builder refusing to get female toilets. This led to having to use the men’s toilets, where there was a lot of sexist graffiti directed at women, including a tally on which woman tradie they would rather have sex with. She called on delegates to support a cultural change to the industry.

J Rogers spoke briefly on the Respect at work Report, it’s connection to the necessary cultural change in the industries the CEPU covers and introduced Cass to speak on training to help address the cultural issues in the industry.

## WWC Training – Cassandra Deon-Wierda:

C Deon-Wierda went through some statistics on harassment in the workplace and explained bystander training to delegates, including what those who do the training will leave knowing and being capable of doing.

**NOTED**

## SA Unions – Dale Beasley:

D Beasley noted his support for the Nowhere to Go campaign. He then introduced himself and spoke about his experience as a delegate, Union member and Union Official, including addressing some bullying behaviour that eventually saw the sacking of the boss who covered up bullying behaviour.

He spoke about who SA Unions is, who they represent and what they do. Talked about wage theft, climate change and need to rebuild density, COVID and the elections. He went on to speak further about the State and Federal elections. He noted that he is the first tradesperson in the SA Union Secretary role in 20 years and told delegates that he is keen to make SA Unions a place that focusses on campaigning rather than the industrial focus that it has had historically.

C Paproth asked what the core role of a union is – social issues or wages. D Beasley responded that social and economic issues go hand in hand, both are important.

R Lawley asked about ASMP numbers this year. D Beasley advised that it was only 5, largely due to the COVID lockdown scaring people off.

B Mitropoulos asked about getting non-affiliated unions affiliated to build our power and capacity. D Beasley said will be approaching them in the next 12 months to affiliate. He thinks their response will depend on what SA Unions does in the next 12 months.

Moved: Seconded:

**CARRIED**

## Union Shopper – David Lang:

D Lang spoke at the lunch about discounts for members on products through Union shopper and the addition of restaurants to their offerings.

Lunch 12:00 – 12:30

Political report – Reggie Martin SA ALP Secretary and Karen Grogan UWU National Campaign Coordinator:

R Martin went through the creation of the Labor Party by workers. He went through the likely timing of the Federal election and the seats that need to be won by ALP to win government. He advised that no current seats held by the ALP are at risk of being lost but one (Boothby) is a marginal seat that needs to be won. He talked delegates through the National polling, which shows that the ALP has been going up lately due to the government’s failings around the vaccine roll out.

He advised that the State election is to be held on 19 March 2022. This means the State and Federal election could both be called in March which would force the SA election to move to April.

He advised that the last election saw the ALP increase the number of votes but government was lost due to the re-drawing of the boundaries. He noted that the last state election came down to 2000 votes.

K Grogan spoke on the factions and the way they work together and debate policy to move forward. She advised that discussion is occurring at the moment on the workers comp legislation and how to fix it. She spoke on the vast variety of views within the party and ability to have internal debates in private.

She told delegates of the importance of being a part of the ALP and how that is vital to combat Morrison’s hideous laws.

Discussion occurred on the ALP MP’s not upholding platform policy and the issues with the ALP campaign and messaging at the last election.

G Penhall advised of the Labor academy in September.

Discussion occurred from Delegates on the importance of messaging during election campaigns.

Moved: Seconded:

**CARRIED**

National ETU Policies, Uranium policy – Allen Hicks:

A Hicks spoke on the history of the National policy being an outcome of WWII where our members saw the effects of nuclear weapons being used against people for the first time. Workers since that time seen the impact of nuclear waste and mining. The policy picked up wording ‘in or in connection with’ in around 2013, which was designed to ensure that workers weren’t working on or near the sites where uranium was being mined. The ban on working with uranium arose from safety issues, issue of radioactive waste and environmental issues. He advised that each member, Branch Conference and State Council have the right to propose changes and debate policies. He noted that any changes would need support from various bodies to change the policies with ETU Division and CEPU.

He stated that the Electrical Division and CEPU level support the policy in its current form and suggested that given the policy is longheld, it’s going to be difficult to change it.

C Paproth asked what ‘prohibited from working on’ means. A Hicks advised that members are to be encouraged not to work in those areas and can be kicked out of the Union if they work on a uranium mine. C Paproth expressed his outrage that members can be kicked out of the Union for working there. P Scudds queried how that is policed and advised that members from others states are calling asking about wage rates etc at the moment indicating they going to work to Olympic Dam.

A Hicks advised that he supports the policy and the policy states that members should be kicked out for working in uranium mining. He stated that he supports the policy because of the health risks and dangers to workers in working in uranium mines. He advised that it is each Branch’s responsibility to advise members of the Union’s policies and ensure they are being followed. He proposed providing information on the policy to members when they join.

L Fewster queried the Roxby Mine which is a Copper mine that has a by-product of uranium. A Hicks reiterated that the policy applies to Uranium mines.

A Hicks spoke about a just transition and acknowledged that we don’t need fossil fuel power in the future but we do need it currently to manufacture steel. J Smith and B Stevens spoke on the need for coking coal until hydrogen technology is available for steel making.

B Jewell sought further clarification on whether workers doing the construction for expansions of the mine would be in breach of the policy. A Hicks advised that it would depend, but while there is mining and uranium processing is going on they would be in breach of the policy.

Political affiliation and Factions – Peter Russell CFMMEU:

P Russell spoke on behalf of the CFMEU, which is affiliated with the ALP member but not aligned to a faction. He explained the CFMEU reason for being unaligned and noted that joining a faction, binds the Union to their agenda. He advised that the CFMEU have friendly meetings with the factions and speak about issues but are not subject to their rules. As an example, he advised that PLUS members 5 years ago had to support the laws introduced that butchered injured workers rights.

He stated that there is a benefit in engaging in political processes, but his Branch is opposed to being locked into having to vote with the factions decisions. He advised that factions only matter when there is a capacity to swing decisions. The current make up means that UWU has the numbers and are wedded to the right which means even if all other left Unions voted differently you cannot change the outcome.

The purpose of being politically aligned is gaining influence, power and the ability to push an agenda. He advised that attaching to a faction doesn’t necessarily get this.

**CARRIED**

Johnston Withers Legal Services proposal – Emma Thornton and Andrew Mitchard:

J Adley spoke on the gap the Branch has been experiencing since ceasing our arrangement with Andersons solicitors who provided ‘free’ wills to members. He asked J&W to put together a package for our members to assist them with non-industrial issues. I was made clear that it was not a recommendation to members for the firm, but an offer of for a free consultation and discounted services for members.

E Thornton spoke on her background and role before continuing on to speak about the firm and services they can provide.

She gave background on the strong left wing progressive history what drew her to work there and provided a handout for delegates advising of the areas of law J&W do.

She informed delegates why the wills weren’t free and why will kits from the post office create more work later and cost more money later on.

A Mitchard spoke on discounts for members and importance for them of being upfront about the cost and how there are so many variables which alter the cost and packages available for members. He advised that J&W do fixed price wills to keep costs predictable and reasonable for Clients.

For other legal matters, it was discussed that members would benefit from an initial free conversation to determine whether they have a claim of action, what the cost would be, and the likelihood of success.

J Lailey asked about A Mitchard’s back story. A Mitchard advised that he has been with J&W for 15 years. Prior to that he worked in workers compensation and motor accident representing injured workers.

Discussion occurred about the importance of a will and impact of not having a will and power of attorney.

A raffle was drawn for a prize donated by J&W, which was controversially won by the President Jason Harrison.

Afternoon smoko 15:150 – 15:30

Member resolutions – Delegates:

R Lawley gave a report on the work that the CEPU SA Women have been doing over the last 2 years.

SA Branch Conference Resolutions:

1. The Branch Conference recommends that unconscious bias training be provided by the Branch for Branch Conference delegates, Organisers, State Councillors and Delegates. It should be made available for those unable to attend to do at a later date or online.

Moved: J Adley Seconded: J Smith

**CARRIED**

## That the CEPU SA Branch map each sector to determine where there are potential women members. Reports to be provided to State Council.

Moved: R Lawley Seconded: A King

**CARRIED**

1. That the CEPU SA Branch support the ACTU’s We Won’t Wait campaign by:
   * 1. Putting up the link to the petition on our Facebook Page
     2. Putting up the link to the petition on the Website

Moved: J Lailey Seconded: C Paproth

**CARRIED**

1. That the Branch Conference Delegates supports the ACTU’s We Won’t Wait campaign by:
   * 1. Delegates signing the petition
     2. Branch conference delegates to share it on their Facebook Pages

Moved: M Mawby Seconded: B Stevens

**CARRIED**

1. The Branch conference recommends that the CEPU SA Branch support the Nowhere to Go Campaign by:
   1. Lobbying the State Government/Safework SA for a checklist should be formulated for entry permit holders, inspectors, workplace delegates, health and safety representatives and human resources representatives performing site safety inspections on worksites to audit if adequate amenities are being provided.

Moved: D Ramm Seconded: J Cooper

**CARRIED**

1. That the Branch Conference supports the Nowhere to Go Campaign by:
   1. Branch Conference Delegates, through their HSR, ensuring that workers in their workplace have appropriate fitting PPE in line with recommendation 3 of the report.
   2. Branch Conference Delegates speak up and complain if their own amenities are not adequate.
   3. Branch Conference Delegates taking photos of toilets at work sites that are not adequate and new updated amenities sending through to the Branch
   4. Branch Conference Delegates raising the issue of toilet cleanliness at safety meetings if it’s an issue in the workplace.

Moved: M Mawby Seconded: A King

**CARRIED**

### Uranium Policy:

J Adley called for a position from the Branch Conference and advised of the issues for SA and other Branches with members from around the country being in breach of policy. He spoke about the hypocritical position whereby the union policy bans uranium mining on legitimate health and safety, environmental and geopolitical grounds but fossil fuel mining, which is probably a greater threat to human civilisation is not banned.

J Adley circulated a discussion paper on the National Uranium Mining policy and some suggested amendments.

Discussion occurred on whether the policy actually says we cannot represent workers working in that industry. It was established that clause 11.11.3 needs to be reviewed in its totality as it’s outdated and needs to take into account that there is a need for medical nuclear products.

P Scudds proposed that we request a review and propose the draft circulated by J Adley.

D Ramm noted that all copper and gold mining operations have uranium as a by-product. He stated that workers are still working alongside uranium, it is extracted from mines around Australia, it’s just not processed.

B Stevens expressed the view that we shouldn’t be banning members and suggested a move towards discouraging members from working in their areas. He explained he was worried about the reputation of the Union and long term fall out from banning members.

Discussion occurred about needing to delineate between which parts of mines are banned where the mined ore contains uranium as a by-product. Demarcation would be difficult, the point where the refinement process could be ‘the line’.

It was noted that union members from around Australia who work in contracting for the mining industry work on different types of mines and different sites in different states all the time. There is currently no reliable up to date information on where our members are working.

J Smith spoke about different uranium mine sites in Australia, some details for reference below:

NT - Ranger (recently closed) Rum Jungle (closed), Jabiluka (closed) Nabarlek (closed) Nolans Bore uranium and rare earths (proposed awaiting funding)

SA - Olympic Dam, Beverley (mothballed) and Four Mile (Four Mile has final processing through the Beverley plant). The Honeymoon mine in SA closed in 2013.

WA – Several proposed or potential mines awaiting approval including Yeelirrie, Mulga Rock, Kintyre and Wiluna. The current WA Labor government has a no uranium mining policy.

QLD – Uranium deposits Valhalla, Westmoreland, Ben Lomond and a former mine at Mt Kathleen.

Discussion ensued about the policy, the impact on membership and the union and the effectiveness of a ban. It was noted that the longstanding ETU ban has not hindered the industries operations.

State Government policy has been effective in restricting uranium mining and processing, but policies change when State Governments change.

‘That the current Uranium mining policy is not fit for purpose and that the Branch Conference requests J Adley draft a policy and a paper to table at the CEPU SA State Council for further discussion with a view to refer this to the Divisional Council. The draft Uranium policy should be consistent with a Union policy on fossil fuels and renewable energy’.

Moved: C Paproth Seconded by B Stevens

**CARRIED**

Discussion occurred on determining how many members this impacts and consulting with members about what they think about it.

J Adley advised that any non-state councillors in the room will be added to the email list to keep up to date on the Uranium Policy.

### Political Affiliation:

C Paproth proposed that the Branch remain affiliated to the ALP. M Mawby questioned the reasoning. C Paproth advised it was because if you don’t have a seat at the table, you’re on the menu. M Mawby questioned cost. J Adley advised that it was around $18,000 for 2020.

‘That the Branch Conference recommends that the CEPU SA Branch remain affiliated with the ALP’.

Moved: C Paproth Seconded: B Jack

**CARRIED**

Political Factional Alignment:

J Adley gave history of the Branch’s factional alignment and advised State Councillors that he as an individual is aligned to PLUS (the left faction). He stated that a benefit to being aligned to a faction is it can assist to get CEPU members preselected for political positions. S Pisoni advised that our affiliation with the right previously assisted in preselecting union nominees for winnable seats.

Discussion occurred on benefits of being factionally aligned and not. Delegates supported retaining power by remaining factionally unaligned.

‘Branch Conference recommends that the State Council resolves to remain factionally unaligned until a decision is made to review this position’.

Moved: D Ramm Seconded: J Lailey

**CARRIED**

## Next Meeting:

J Adley proposed the next Branch conference is held well in advance of the next (2023) CEPU quadrennial election. C Paproth supported this idea, and there was agreement by consensus that the secretary will arrange a date in late 2022 or early 2023.

## Other Business:

B Jewell told delegates that they are the framework of the union and thanked them for contributing and being delegates.

R Lawley thanked J Rogers and E Hennessy for support and work in the women’s space and delegates for the discussion and engagement.

J Smith & R Leighton thanked for opportunity to participate and be a delegate.

A Valente thanked everyone for organising the conference. He called on everyone to be open to change in the next CEPU elections to avoid having another contested election. S Pisoni suggested a discussion occur at State Council on it. J Adley advised that having that discussion was the reason for the proposed timing for the next Branch Conference and supported having discussion to try and reach a consensus position for the next elections.

B Jack and J Cooper thanked for conference.

P Scudds requested more time for delegate debate at future Branch conferences.

B Stevens thanked for invitation and requested we purchase Australian made products. A Capper advised we do where possible and spoke on Bluegum products.

C Paproth & J Lailey congratulated J Adley and admin team on their hard work putting on the conference.

J Lailey spoke on the support in his efforts raising $20,000 for charities over the last 2 years.

J Adley thanked the Branch admin team, their support is invaluable and they deserve thanks for that.

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

Thanked the delegates for attending and being the driving force behind the union, for coming along and encouraged future involvement.

Spoke on the challenges of the conference and having people appear via zoom. Went through a list of further information that will be sent out by email to all attendees:

* We won’t wait petition link
* Nowhere to go report
* FNWA short courses link
* Check if AMWU has a Uranium mining policy.

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

J Harrison thanked everyone for coming, the organising team, admin team. Spoke on what a good conference it has been and everyone’s effort in getting involved. Agreed with Adrian that a repeat of the divisive 2015 CEPU SA election needs to be avoided.

Moved: D Ramm Seconded: J Lailey

**CARRIED**

Closure:

CEPU SA President J Harrison closed the CEPU SA Divisional Branch Conference 2020 at 5:00 pm.