

## WHO IS BETTER ABLE TO PROTECT YOUR RIGHTS AT WORK?

Authorised as the  
Official Newsletter of the  
CFMEU Forestry and  
Furnishing Products  
Division  
Tasmanian Branch  
by Scott McLean  
State Secretary

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### Tasmania Second Biggest Log Producer

The latest statistics from the Bureau of Agriculture and Resource Economics, shows Tasmania is only second to Victoria in log production, with more than 6 million cubic metres produced in the last financial year, worth about \$350 million. Tasmania has more than 13.5% of the country's total plantation area with 248,000 hectares planted.

# The Woodstock Journal

April 2008



## Super funds merge

**TISS, FIRST Super and PPWSF (the pulp and paper workers' fund) are merging on 1 July 2008.**

**The name of the new fund is FIRST Super.** This name was chosen because it represents what the new fund is about – putting members first.

All three funds are industry funds where profits go to members. This won't change. Any by coming together as one fund, most members will get more.

The new fund aims to:

- Take the best of each fund
- Improve benefits and

member services

- Keep costs low over the long term

### What the merger means for TISS members

- ◇ **More options from 1 July 2008** as the new fund takes the best of each of the three funds
- ◇ **TISS is the successor fund.** This means members and assets will move from the two other funds into TISS to form the new fund
- ◇ **New name and logo** to reflect the change in membership. The name of the fund will change to FIRST Super and there

will be a new logo.

- ◇ **Same dedicated customer service** from an expanded team. Additional staff will join the existing TISS member service team to administer the new fund.

Information about the merger has already been sent to TISS members with the next Member Merger Update outlining further details on the new fund benefits.

**If you have any questions or want more details, call TISS on 1300 360 988 or visit**

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



Pulp & Paper Workers'  
Superannuation Fund

## Wood Supply sustainable for the next 90 years

A new review has found Tasmania's State forest is capable of sustaining current wood production levels for the next 90 years.

The review by Forestry Tasmania found the forest will grow faster than it will be harvested for the next nine decades, meaning there'll be more, not less, forest by the turn of the next century.

The data sets, models and systems used for the review have been independently

audited by an expert from the Australian National University.

The review into Sustainable High Quality Eucalypt Sawlog Supply from Tasmanian State Forests fulfils Forestry Tasmania's obligation under the RFA to conduct a review every five years.

This review should provide comfort to those Tasmanians who have been misled into believing vast areas of forest are being harvested and not re-generated.

# Union Collective Agreements

## Gunns Limited

2008 will see the renegotiation of the Gunns Agreement that applies to all Gunns sites (other than Auspine). By the time this document is up for re-negotiation we will hopefully have changes to the Workplace Relations Act which will allow for the Union Collective Agreement to be registered in the Australian Industrial Commission.

**Britton Timbers** Negotiations and discussions are about to commence for the new Britton Timbers Union Collective Agreement with a view to a number of increased provisions including clothing issue.

## Auspine

The new Auspine Union Collective Agreement was circulated on 18 March for members consideration. A vote was taken on 31 March.

Members may be aware that Auspine Limited is now a wholly owned subsidiary of Gunns Limited. Whilst the log supply situation remains fluid the Union is working closely Auspine and Gunns senior managers to ensure long term log supply for both the Tongannah and Ling Siding sites.

**Dunlop Bedding** Negotiations are almost complete for the new Dunlop Bedding Union Collective Agreement.

## Koppers

The Koppers Union Collective Agreement is due for renewal in 2008. This Agreement will cover sites in Queensland, New South Wales, and Tasmania. There are a number of issues that require addressing in the UCA and members have started to formulate a log of claims.

## Forestry Tasmania – Southwood Log Yard

Major variations are being sought to the Forestry Tasmania Southwood Log Yard EBA, particularly in relation to rates of pay, shift rosters and redundancy. Members will receive the document within the next few weeks for consideration & determination.

## Congratulations to Barry “Joe” Summers on his presentation of Life Membership in recognition of his outstanding service to the Union and its members



**Above from left to right:** 1. Joe receiving his life membership presentation at the CFMEU FFPD Divisional Conference in Sydney, February 2008. 2. Tasmanian Branch Secretary Scott McLean at the presentation. 3. National Secretary Michael O'Connor makes the presentation to Joe on behalf of the Union.

# Wage Restraint to Curb Inflation

**D**uring the week commencing 25 February Fair Pay Commissioner Professor Ian Harper said *“low paid workers should tighten their belts to help fight inflation and be prepared for another real pay cut this year”*.

A couple of days later news broke that Professor Harper who gave workers a measly \$10 a week pay rise last year, personally got a \$730 a week pay rise (an increase of \$38,000 per year) which amounts to about 16 times the inflation rate.

The Commonwealth Remuneration Tribunal lifted his pay packet from \$81,445 to \$119,830 for the **part-time job**.

The adjustment came into force in October. However, in an unexpected bonus for Professor Harper, his own pay rise was backdated to March. Why should the likes of Professor Harper and other executives pocket big

bonuses whilst ordinary working families struggle to keep their heads above water. In an effort to lead by example in the fight against inflation by showing wage restraint, the Prime Minister Kevin Rudd has revealed he will stop politicians getting a pay rise until mid next year.

Former minister Tony Abbott said politicians were struggling to make ends meet on a backbencher's base salary of \$127,060.

*“We have mortgages to pay, in many cases we have school fees, we have medical expenses, we have all the normal expenses that families have, and the only source of meeting those expenses is our parliamentary salaries.”*

If Tony Abbott can't survive on a wage of \$127,060 how does he think low paid workers on \$25,000 are supposed to live.

## Absent coalition MP's continue to treat voters with contempt

When in Government the John Howard's Liberal Coalition Government treated the Australian people with contempt and they still are. Former Deputy Prime Minister Mark Vaile takes 'personal leave' (still getting paid) to do private business in the Middle East, Alexander Downer skips

Parliament if it clashes with his lurching or golfing activities and a whole gaggle of MPs remain on the public purse while they make up their minds which lucrative careers they will pursue.

## Contact your Union



### Construction Forestry Mining & Energy Union

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# Letter of thanks from Labor MPs



Jodie Campbell  
Member for  
Bass



Dick Adams  
Member for  
Lyons



Sid Sidebottom  
Member for  
Braddon



Julie Collins  
Member for  
Franklin



Duncan Kerr  
Member for  
Denison



Catryna Bilyk  
Senator- Elect  
for Tasmania



Nick Sherry  
Senator for  
Tasmania



Carol Brown  
Senator for  
Tasmania

## To all CFMEU Members,

Prior to the last election, John Howard said that “when you change government you change the country”, how right he was.

In November, Australians voted to change the country and it was the votes of working people that sent the strongest message to all on election day.

Working families voted in huge numbers to end Howard’s extreme and unfair WorkChoices legislation. The new Rudd Government has taken notice and is already working on new legislation to scrap John Howard’s unfair and extreme industrial relations laws, and bring the fairness back into the Australian industrial relations system.

Keeping our promises to working families is at the heart of the new Rudd Labor Government and we will deliver on our promise to see fairness restored and working families receive a better deal.

But of course this election was about a lot more than just WorkChoices. It was also about affordable housing, an education revolution that will give all our kids the best possible start in life and better health services. The Rudd Government has already started to make progress in these issues.

Without the support of working men and women such as you, we would not be in a position to deliver on our promises. Therefore we would like to take this opportunity to thank you for your support in helping to change the country for the better.

Dick Adams  
Member for Lyons

Sid Sidebottom  
Member for Braddon

Julie Collins  
Member for Franklin

Jodie Campbell  
Member for Bass

Duncan Kerr  
Member for  
Dennison

Catryna Bilyk  
Senator-Elect for  
Tasmania

Nick Sherry  
Senator for  
Tasmania

Carol Brown  
Senator for  
Tasmania

# Workers Compensation - Law Changes

**A** amendments to the Workers Rehabilitation and Compensation Act 1988 were recently passed by Parliament and took effect on 31 October 2007.

The key changes include:

- **Improved compensation for industrial deafness.** In the past some workers were unable to establish a claim for industrial deafness because their employer had failed to conduct baseline audiometric testing; the amendments have rectified this.
- **A fairer method of calculating the rate of weekly compensation,** especially for workers who have a short employment history and where the award does not include an 'ordinary-time rate of pay'.
- **Amending the work-relatedness test for injury** from 'arising out of and in the course of' to 'arising out of or in the course of', so it is clear that injuries can be compensable even when

symptoms only become apparent after the worker has left the relevant employment (however to be compensable all injuries and diseases must be caused by work).

- **Measures to better deal with disputes between insurers or disputes between employers.** This is to ensure that payment of compensation is not delayed because of a dispute between insurers or between employers.

Other changes will:

- **Suspend weekly payments while the worker is in prison**
- **Require employers to display a summary of the Act and evidence of insurance cover**
- **Require employers to keep relevant employment records**
- **Make clearer that weekly payments are to be paid in the same way that wages were paid** (unless there is a genuine agreement on an alternative method).

## Return to Work Plans

Recently there has been a number of enquiries by members seeking advice on their legal rights in relation to "Return to Work Plans".

Some employers whether they are self insured or covered by insurance companies are trying to pressure injured workers into signing off on their return to work plans.

There is no legal requirement to sign off on anything in relation to these plans and we advise

members to sign nothing. Your medical practitioner is the authority for signing these plans and your employer knows this, so don't be pressured. If you are being pressured, contact us as soon as possible. Rehabilitation Coordinators should be acting in your best interest. If they are not you have the right to change co-ordinators.

A question was asked recently as to whether the rehab coordinator was allowed to

attend doctor's appointments with the injured worker?

The answer is yes **but only if the injured worker agrees.** If the injured worker feels uncomfortable with the rehab coordinator being there they can refuse the rehab coordinator to attend the same appointment. **The rehab coordinator can then make their own appointment with the doctor treating the injured worker.**

## Gunns Pulp Mill

We expect that the final permits and commencement of construction of the Tamar Pulp Mill will take place in the next few months. We believe the social, economic and environmental balance will ensure a sustainable future for the industry. The mill which will now

cost upwards of \$2 billion to construct will create 350 direct jobs and over 1500 indirect jobs. We do expect problems from anti-mill protestors however we have faced these sorts of protests before and will deal with them in a peaceful manner.

# Wage Rates

For many members, the following rates are below the hourly rate they receive.

Remember, these are minimum Award wages - thus ensuring employers cannot pay less than the Award.

## GLASS INDUSTRY – GLASS MERCHANTS & GLAZING CONTRACTORS - TASMANIA AWARD

MINIMUM RATES FROM 1 OCTOBER 2007

CLASSIFICATION	\$ Per Week	\$ Per Hour
Level 6	657.60	17.31
Level 5	636.80	16.76
Level 4	615.90	16.21
Level 3	593.00	15.61
Level 2	572.20	15.06
Level 1	559.60	14.73

### LEADING HANDS

	\$ Per Week
▪ In charge of not less than 2 and not more than 10 employees	13.90
▪ In charge of more than 10 and not more than 20 employees	24.50
▪ In charge of more than 20 employees	34.80

### APPRENTICES (Under 21)

Year	Percentage of ordinary weekly wage for adults in Level 4	\$ Per Week
First year	40%	246.35
Second year	50%	307.95
Third year	71%	437.30
Fourth year	85.5%	526.60

## FURNISHING INDUSTRY NATIONAL AWARD 1999

MINIMUM RATES FROM 1 OCTOBER 2007

CLASSIFICATION	\$ Per Week	\$ Per Hour
Production Employee		
Level 1	511.90	13.47
Level 2	528.50	13.90
Level 3	551.00	14.50
Level 4	571.90	15.05
Level 5	582.50	15.32

Furniture Tradesperson	\$ Per Week	\$ Per Hour
Level 1	615.98	16.21
Level 2	636.88	16.76
Level 3	676.40	17.80

### LEADING HANDS

	Per Week
In charge of not less than 3 and not more than 10 employees	16.10
In charge of more than 10 and not more than 20 employees	29.40
In charge of more than 20 employees	42.00

## TIMBER AND ALLIED INDUSTRIES AWARD 1999

MINIMUM RATES FROM 1 OCTOBER 2007

Skill Grades	\$ Per Week	\$ Per Hour
Level 6	636.88	16.76
Level 5	615.98	16.21
Level 4	582.16	15.32
Level 3	561.26	14.77
Level 2	538.46	14.17
Level 1	522.12	13.74

### LEADING HANDS

	\$ Per Week
▪ Supervising 2 to 6 employees	20.35
▪ Over 6 employees	31.65

### SAW DOCTOR APPRENTICES

Year of Apprentice	Percentage of Award Rate for Skill Level 6	Award Rate \$ 626.50
First	50%	318.40
Second	60%	382.10
Third	75%	477.60
Fourth	90%	573.10

### UNAPPRENTICED JUNIORS

Years of Age	Percentage of Award Rate for Skill Level 2	Award Rate \$ 528.40
16	40%	215.50
17	55%	296.30
18	70%	377.10
19	85%	457.90
	100%	538.70

### APPRENTICES (Other than Saw Doctor Apprentices)

Year of Apprentice	Percentage of Award Rate for Skill Level 5	Award Rate \$ 615.98
First	50%	307.95
Second	60%	369.55
Third	75%	461.95
Fourth	90%	554.30

### APPENDIX A Part 3 (Bush Workers Only)

Class	\$ Award Rate	\$ Per Hour
Class 5	697.00	18.34
Class 4	670.60	17.65
Class 3	646.30	17.08
Class 2	622.10	16.37
Class 1	607.50	15.99

Bush Allowance	\$30.75 per week
Machine Maintenance Allowance	\$25.90 per week
Camping Allowance	\$23.20 per day

## WORKERS COMPENSATION

Should you injure yourself at work or if you are exposed to chemicals or have a work related illness, ensure you tell your boss immediately then contact the Union.

KEEP A NOTE OF ALL DETAILS