

**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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The Woodstock Journal

Christmas 2008

State Labor Abandons Scottsdale Workers

The CFMEU Forestry and Furnishing Products Division is outraged at the neglect of Scottsdale workers despite assurances to the contrary from the State Labor government.

Earlier this year, Premier Bartlett, claimed workers had been hard done by.

On July 8th the Premier said; *"What I want to make sure is that we manage a transition through this difficult period for that community, to ensure the community survives and prospers through the new and bright economic times that are coming to the north-east of Tasmania."*

But Scottsdale workers are still waiting for a response

from the State Government.

CFMEU FFPD State Secretary Scott McLean said;

"It is completely unacceptable for our members, their families and communities to be treated with such contempt by these so-called "Labor" MPs.

"Some politicians forget that they only got where they are with the support of working people and empty rhetoric and broken promises will not put food on our members' families tables.

"There were a number of commitments given to the retrenched workers and the North East community.

"We expect these commitments to be met.

"The State Government must commit to ensuring a secure future for the North East.

"They can rest assured that the Union will do everything within our power to continue to pursue a just outcome for the people of Scottsdale."

Tasmanian Branch Secretary Scott McLean and Auspine delegate Ben Williams met with Prime Minister Kevin Rudd recently at the Community Cabinet meeting in Launceston.

It is anticipated that further assistance will be forthcoming from the federal government for Scottsdale workers.



Above left and right: Scottsdale workers left high and dry by the State Labor Government

Hope for new FEA agreement

A meeting of National and State officials of the CFMEU FFPD with the senior management of Forest Enterprises Australia (FEA) is being seen as the first step in establishing a Union Agreement for workers at FEA. The meeting included CFMEU FFPD National Secretary Michael O'Connor, State Secretary Scott McLean, Industrial Officer Ros Read and FEA CEO Andrew White.

Currently employees of FEA are employed under an interim non-union agreement which the union believes will not pass the Government "no-disadvantage" test.

FEA Union delegate, Anthony Sawford said;

"The current agreement is completely unacceptable and workers will continue to take up the fight to management to defend their wages and working conditions."

The Union held further discussions with the company on November 10th, 2008.



Forest Enterprises Australia (FEA) sawmill at Bell Bay

The Union has recently resolved underpayments of superannuation as workers were only being paid super based on 70% of their salary.

Good Result for workers at Britton Timbers

Union members at Britton Timbers in Smithton have achieved a positive result in their EBA negotiations.

Justin Blizzard delegate at Britton Timbers said;

"We are pleased that we have locked in guaranteed wage increases, a productivity bonus of \$31.00 per week, and the

roll over of the previous agreement which has the support of the workers."

He continued;

"Union members at Britton Timbers have expressed their appreciation for the assistance that we received from the Union throughout this process."



The warehouse at Britton Timbers in Smithton



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for the furniture, joinery, pulp & paper,
forest & forest products industries
and for all working Australians**

Contact Quentin Cook on 0419 325 815 to enquire about rolling over your super into the fund established by workers, for workers, that strives to give you the best return.

Union Ready to Join PM's War on Unemployment: But What's the Plan for Our Industry?

The CFMEU Forestry and Furnishing Products Division has welcomed the announcement by the Prime Minister that he regarded "war on unemployment as the Government's highest priority".

The Union said that the same imperatives that drove the creation of a national car industry plan, should mean a similar plan for the forest and forest products industry is on the national agenda.

CFMEU Forestry and Furnishing Products Division National Secretary Michael O'Connor said that industry plans were traditionally done well by Labor governments and the need for a package for the forest and forest products industry was very clear.

"Our industry employs double the amount of Australians as the car industry and has also suffered heavy job losses, with mill closures in five states in the last few months."

"Our industry is at worlds best practice in terms of environmental sustainability and government

facilitation, via a plan, of downstream processing and value adding is clearly good for our economy, balance of payments and for long term jobs for our members."

"What is needed is more focus from government on creating sustainable long term jobs for Australians in our industry, as the global recession gathers pace. This is best done through the process of drawing up a strategy that includes the views of unions and employers."

Michael O'Connor concluded by saying;

"This is not about hand outs - it is about creating a template the entire industry can work from that maps a way forward that is sustainable on every level."



Forklift Safety

Overturning and Tipping

Overturning poses the most danger to forklift operators in the workplace.

It is a leading cause of deaths involving forklifts, accounting for one in six deaths.

When an operator jumps or is thrown from an overturning forklift, more often than not they end up trapped under the overturned forklift and a fatality occurs.

When a forklift overturns, the safest place for the operator is in the cabin with a seatbelt on. Body restraints should be fitted and worn. The operator is advised to hold on, stay with the truck and lean in the opposite direction of the overturn. Almost every time an operator jumps from their forklift while it's overturning they are killed.

A major cause of forklifts tipping over is when the forks are elevated with no load. This is made worse if the mast is tilted back.

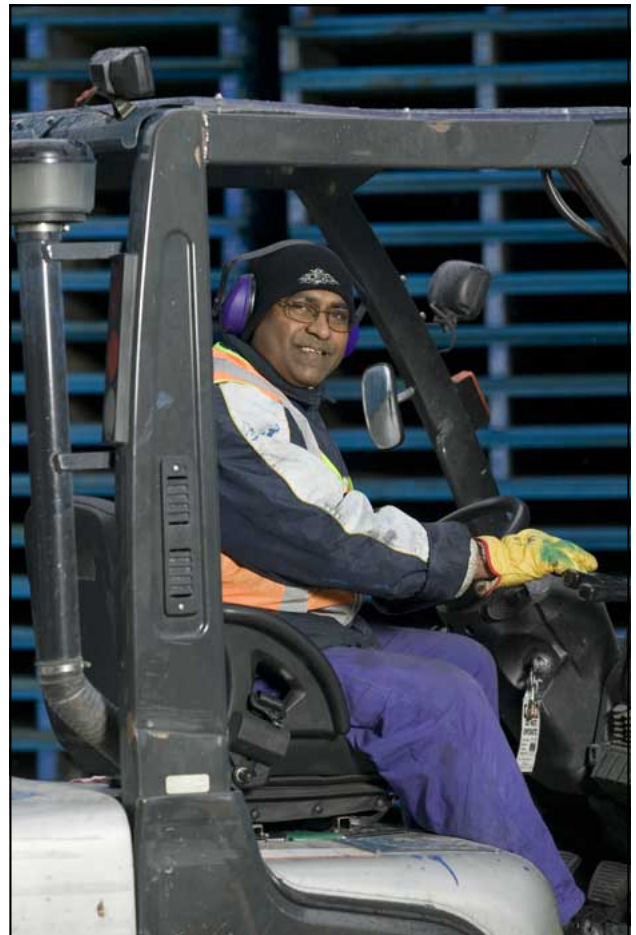
Driver certification

Safe forklift operating procedures are often disregarded once an operator has gained a Certificate of Competency.

The certificate provides an operator with skills to operate a forklift in a safe manner, however, induction into a new workplace or changed environments, unfamiliar forklifts and safe work procedures are essential.

Reversing

Operators should be sufficiently skilled to reverse using only mirrors, avoiding the need to twist in



Overturning is the leading cause of deaths involving forklifts, accounting for one in six deaths

their seat.

However, before relying on rear view mirrors, operators need to ensure there are no blind spots in the mirrors.

Highest Standards for National OHS Laws

The ACTU has initiated a new campaign to deliver the highest standards for nationally consistent Occupational Health & Safety (OH&S) laws.

At present there are nine different OH&S Laws operating in Australia. The Federal Government and all the States and Territory Governments have agreed to move towards a simpler more streamlined approach to OH & S law in Australia.

In fact, many State governments have already made

agreements to deal with cross border issues on OH&S and some aspects of workers compensation law.

Unions have supported harmonisation, not for the same reasons as employers, who want to reduce workers rights to the worst OH&S Law in Australia, but in fact to use the harmonisation agenda to increase the rights of all workers to the best OH&S law operating in Australia as the basis of any national OH&S Model law.

Compulsory Drug and Alcohol testing in the workplace - JUST SAY NO!

The Union has received a large number of enquiries recently from members about compulsory drug and alcohol testing in the workplace.

This is a very complex issue that needs to be addressed at many different levels, rather than taking on overly simplistic approach such as drug testing.

Compulsory testing for alcohol and other drug use is not an appropriate feature of a prevention program for a number of reasons, including:

- current testing methods measure use or exposure, not impairment;
- Inaccuracy and errors with interpretation of test results, both positive and negative;
- effects of prescribed medications and over-the-counter drugs;
- Infringement of individual's rights, including the right to privacy and the right to refuse invasive procedures on whatever grounds;
- costliness compared to benefits gained — testing is expensive, and studies indicate that few employers carry out cost—benefit analysis of testing programs or evaluate their effectiveness in terms of reducing accidents;
- available evidence suggests that drug and alcohol testing can lead to lower morale and lower productivity

The focus on impairment and a positive and pro-active response rather than a punitive and negative response should be the object of any policy.

There are a range of factors that can lead to impairment of people at work and interfere with their ability to carry out their work safely.

Impairment essentially caused by work factors other than alcohol and drug use is a growing safety problem in Australia.

Impairment factors include:

- Fatigue

Fatigue is tiredness that results from physical and/or mental exertion. The level of fatigue experienced will depend on the workload imposed by a job, the length of a shift, previous hours and days worked, and the time of day or night. Signs of fatigue can be similar to impairment from the use of alcohol and other drugs.

- Chemicals

Many industrial chemicals, particularly solvents are known to have effects similar to fatigue or alcohol, including dizziness, inability to concentrate, perceptual and mood changes—all of which can be an impairment risk.

- Heat

Working in hot conditions can result in a number of adverse health affects—ranging from discomfort to serious illness, which are generally grouped together as heat stress.

- Noise

Not only is noise a hazard, in terms of hearing loss—noise is a significant impairment hazard. Obviously, excessive noise in the work environment prevents everyone from hearing what is happening around them, which could include instructions and/or warnings. Exposure to noise is also a significant cause of stress.

- Stress

When people are exposed to chronic, prolonged stress at work, they may experience any of a range of physical and psychological symptoms. Chronic stress can cause or worsen a range of ill-health problems, which can severely affect quality of life, including: cardiovascular disease; asthma; digestive disorders such as irritable bowel syndrome; psoriasis; sexual problems; depression; and alcohol and drug use.

The Union recommends that a workplace Alcohol and Other Drugs Policy should be:

- **Developed and coordinated jointly in consultation between the Union, our members and the employer**
- **Part of a comprehensive health and safety prevention program**
- **Related to safety at work**
- **Concerned with impairment**
- **Applicable to all parties in the workplace**
- **Focussed on consultation, education and rehabilitation—not punitive**
- **Able to maintain confidentiality at all levels.**

Contact your Union on (03) 6331 7955 or Free call 1800 060 556 if you have any questions or concerns.

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 2008

CLASSIFICATION	\$ Per Week	\$ Per Hour
Level 6	679.30	17.88
Level 5	658.50	17.33
Level 4	637.60	16.78
Level 3	614.70	16.18
Level 2	593.90	15.63
Level 1	581.30	15.30

LEADING HANDS

	\$ Per Week
▪ In charge of not less than 2 and not more than 10 employees	14.37
▪ In charge of more than 10 and not more than 20 employees	25.37
▪ In charge of more than 20 employees	36.02

APPRENTICES (Under 21)

Year	Percentage of ordinary weekly wage for adults in Level 4	\$ Per Week
First year	40%	255.04
Second year	50%	318.80
Third year	71%	452.70
Fourth year	85.5%	545.15

FURNISHING INDUSTRY NATIONAL AWARD 1999

MINIMUM RATES FROM 1 OCTOBER 2008

CLASSIFICATION

Production Employee	\$ Per Week	\$ Per Hour
Level 1	543.78	14.31
Level 2	560.50	14.75
Level 3	582.92	15.34
Level 4	603.82	15.89
Level 5	614.46	16.17

Furniture Tradesperson

	\$ Per Week	\$ Per Hour
Level 1	637.64	16.78
Level 2	658.54	17.33
Level 3	698.06	18.37

LEADING HANDS

	Per Week
In charge of not less than 3 and not more than 10 employees	16.65
In charge of more than 10 and not more than 20 employees	30.45
In charge of more than 20 employees	43.50

TIMBER AND ALLIED INDUSTRIES AWARD 1999

MINIMUM RATES FROM 1 OCTOBER 2008

Skill Grades	\$ Per Week	\$ Per Hour
Level 6	658.54	17.33
Level 5	637.64	16.78
Level 4	603.82	15.89
Level 3	582.92	15.34
Level 2	560.12	14.74
Level 1	543.78	14.31

LEADING HANDS

	\$ Per Week
▪ Supervising 2 to 6 employees	21.05
▪ Over 6 employees	32.75

SAW DOCTOR APPRENTICES

Year of Apprentice	Percentage of Award Rate for Skill Level 6	Award Rate \$ 658.54
First	50%	329.27
Second	60%	395.12
Third	75%	493.91
Fourth	90%	592.69

UNAPPRENTICED JUNIORS

Years of Age	Percentage of Award Rate for Skill Level 2	Award Rate \$ 560.12
16	40%	224.05
17	55%	308.07
18	70%	392.08
19	85%	476.10
20	100%	560.12

APPRENTICES (Other than Saw Doctor Apprentices)

Year of Apprentice	Percentage of Award Rate for Skill Level 5	Award Rate \$ 637.64
First	50%	318.82
Second	60%	382.58
Third	75%	478.23
Fourth	90%	573.88

APPENDIX A Part 3 (Bush Workers Only)

Class	\$ Award Rate	\$ Per Hour
Class 5	718.58	18.91
Class 4	692.36	18.22
Class 3	668.04	17.58
Class 2	643.72	16.94
Class 1	628.90	16.55

Bush Worker's Allowance	\$31.90 per week
Machine Maintenance Allowance	\$26.85 per week
Camping Allowance	\$23.70 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

**FULLY UNIONISED WORKPLACES
HAVE HIGHER WAGES, BETTER
CONDITIONS AND FEWER
WORKPLACE ACCIDENTS**

**RECRUIT A WORKMATE
GET YOUR WORKPLACE
100% UNION**

CALL THE UNION TODAY ON (03) 6331 7955

Contact your Union



Construction Forestry Mining & Energy Union

Forestry & Furnishing Products Division (CFMEU FFPD) TASMANIAN BRANCH

237 Wellington Street Launceston 7250

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Free call: 1800 060 556

Divisional Branch Secretary	Scott McLean	0418 131 901
Assistant Secretary	Martin Clifford	0418 137 274
FIRST Superannuation Coordinator	Quentin Cook	0419 325 815
Administrator	Margaret Watson	(03) 6331 7955



Christmas Break

The Launceston Office will be closed from Friday 19 December 2008, reopening Tuesday 27 January 2009.

If you have an **urgent problem** please ring one of the following mobile telephone numbers and leave a message. As officials will be on annual leave they will do their best to return your call as soon as possible.

Scott McLean	0418 131 901	CFMEU
Martin Clifford	0418 137 274	CFMEU
Free call	1800 060 556	CFMEU
Quentin Cook	0419 325 815	FIRST Super

On behalf of the Tasmanian Divisional Branch Management Committee, Officers and Staff we would like to take this opportunity to wish you all a very Merry Christmas and a Happy and Safe New Year.

