



The Timber+Furnishing Worker

Newsletter - Autumn 2008



Craig Smith
Secretary
 CFMEU FFPD
 NSW Branch

Message from the Secretary

- ***New Union Fee Structure***
- ***Keep Power In Our Hands***

NEW UNION FEES

Your Committee of Management met recently to consider the next Union fee increase and to develop a 3 level tiered Union fee structure.

Consideration of different levels of Union fees came about as a result of consultation and discussions with workplace Delegates and meetings of members where it was proposed that members who have benefited from Union negotiated Enterprise Agreements and achieved higher rates of pay should pay a different amount of Union fees compared to members who get paid on or just above the Award rate of pay.

The fee structure will have 3 levels.
 Level 1 - will be set at \$8.25 per week,
 Level 2 - will be set at \$8.50 per week
 and Level 3 - will be set at \$9.00 per week. These new Union fee Levels will take effect from 1 May 2008.

A comprehensive analysis has been conducted of every workplace in NSW where CFMEU members are employed to determine which level of Union fees will apply to each workplace. During April, I will write to every member individually to advise which level of Union fee will be applicable to your workplace.

It is important for members to understand that the Union fee Level at

your workplace is not relevant to the amount of service or work that the Union does at your workplace, but has been determined on the rate of wages paid and other Union negotiated terms of conditions of employment at that particular workplace.

A new fees schedule table is located on the back page of this newsletter.

The other important change to your membership is the administration of the Membership System. In November last year the NSW Branch changed its membership system and data base to a new program which is managed and administered by the Forestry and Furnishing Products Division National Administration Centre located in Melbourne. The change to the new Membership System now means that all Branches and Members of the Forestry and Furnishing Products Division in Australia are on the same membership system and are administered centrally from the National Administration Centre.

Your new 2008 Membership card is enclosed with this newsletter. The membership system will operate the same way as before, the only changes you will notice is you now have a new membership number, the Membership Card is slightly different and at this stage we haven't included your workplace on the Membership Card. We hope to include this information

when you receive next year's Membership Card.

For members who pay on account we have changed the account period from 6 monthly to Quarterly, although you will have the option of paying 6 or 12 months Union fees if you wish.

Further changes to improve the Membership System and Administration will be implemented over the next six months. I will keep you informed of these changes as they occur and where they affect you.

STOP THE SELL OFF

The NSW Government is planning to hand over the state's electricity to big business - taking power out of our hands.

The experience in other states and overseas shows us private ownership leads to:

- **higher prices**
- **less reliable supply**
- **key service jobs sent offshore.**

In NSW our electricity would be taken over by multinational companies who will be more interested in profits than making the best decisions for our energy future.

Don't hand over our electricity to big business. Log on to:
StopTheSellOff.org.au
and get involved!



How will Labor's New IR System work?

Labor's Transition to Forward with Fairness Bill passed

"..the first handful of dirt in the grave in which we are burying WorkChoices"

Julia Gillard Minister for Employment and Workplace Relations

The New IR System

Labor's first industrial relations bill has been passed by Parliament, signalling the end of the Howard Government's extreme and unfair WorkChoices.

The transition bill ends the use of AWAs and creates temporary contracts for some workers until Labor's new system starts in 2010. The Bill also directs the Australian Industrial Relations Commission (AIRC) to begin modernising awards.

The Bill is the first part of two stage process to get rid of WorkChoices and create fair and consistent national workplace relations system. The Transitional Bill has come into effect and the Substantive Bill will come into operation on 1 January 2010. A draft of the Substantive Bill will be released later this year.

What the Transitional Bill does

- Prevents the making of new AWAs
- Establishes transitional individual agreements while award modernisation takes place
- Introduces a genuine No Disadvantage Test for new collective agreements
- Provides a decent fallback for employees where their agreement is terminated
- Superannuation clauses in the award have had their life extended and will no longer expire on 30 June 2008



The 10 National Employment Standards

1. Hours of work
2. Parental leave
3. Flexible work for parents
4. Annual leave
5. Personal, carer's and compassionate leave
6. Community service leave
7. Public holidays
8. Provision of information in the workplace
9. Termination of employment and redundancy
10. Long service leave





Union Training at Tumbarumba

Twelve CFMEU FFPD delegates representing five workplaces from the South West slopes area attended a two day delegates seminar in Tumbarumba on 12/13 February this year.

The seminar covered a range of topics, including Labor's new Forward with Fairness Industrial laws, reading agreement/award clauses, negotiation clarity, using dispute procedures correctly and how government policy impacts on the future of the timber industry in NSW.

Sitting in for most seminar sessions was Dusty Miller, the CFMEU FFPD Southern NSW and ACT Organiser. With over twenty five years experience in the Union field, Dusty's input was invaluable, and there's no doubt participants welcomed his contributions.

At the end of the first day CFMEU FFPD National Secretary, Michael O'Connor and CFMEU FFPD NSW State Secretary, Craig Smith spoke to delegates emphasising the role delegates could play in advancing the interests of members, timber industry and communities.

Michael also gave some insight into the potential policy

outcomes of the new Rudd Government, and how these might impact on the timber industry.

Delegates shared experiences willingly, and assisted each other with tips to improve their roles, assist members, and enhance the productivity and morale of workplaces.

Three weeks after the seminar Dusty said,

"There have been some great outcomes from the union training at Tumbarumba. Two delegates have fixed a large back pay issue, one has set up a workplace committee, a number have recruited new members, another has helped fix a bullying difficulty for the employer.

"There is no doubt the seminar was a great success, and the Union is looking forward to organizing similar events in NSW in the near future."



Union members from Boral's Narooma Mill respond to an advertisement for a new manager.

Super Funds Merger

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

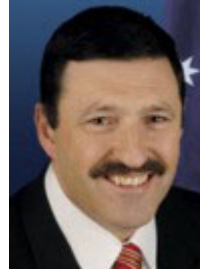
www.myfundmerger.com.au



Pulp & Paper Workers' Superannuation Fund



Mike Kelly opens Tumut Office



Newly elected Labor Member for Eden Monaro, Mike Kelly has become the first member of that electorate to open an office in the Tumut.

Mike Kelly has proven himself to be a strong supporter of timber workers and their families and communities in the short time that he has been in Parliament.

Mike fought long and hard to ensure that workers at IFP in Hume, ACT received their entitlements under the Federal

Government's General Employee Entitlements and Redundancy Scheme (GEERS).

The Union welcomes this presence for the ALP in Tumut and looks forward to working with Mike into the future to improve the working lives of our members and their families.



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NEW UNION FEES STRUCTURE AND INCREASE

EFFECTIVE FROM 1 MAY 2008

Union fee schedule	Weekly	Fortnightly	Monthly	Quarterly
Level 1	\$8.25	\$16.50	\$35.75	\$107.25
Level 2	\$8.50	\$17.00	\$36.85	\$110.50
Level 3	\$9.00	\$18.00	\$39.00	\$117.00
Juniors & Apprentices. Casual & Part Time less than 18 hrs	\$4.10	\$8.20	\$17.75	\$53.30
Unemployed, Maternity Leave, on Workers Compensation and	\$2.10	\$4.20	\$9.10	\$27.30

Don't forget that your Union fees are fully tax deductible

Don't forget that a proportion of your membership fees go directly to the Members Support Fund.

For example a Level 1, 2 or 3 weekly Union fee payer contributes 50 cents of the weekly amount to the Members Support Fund, Juniors etc pay 25 cents and Unemployed etc pay 10 cents per week to the Members Support Fund.

Officers and Organisers contact details

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