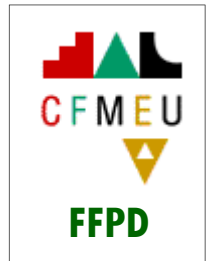


CFMEU FFPD New South Wales District Newsletter Spring 2009



CFMEU FORESTRY AND FURNISHING PRODUCTS DIVISION

Union Agreements - THE ONLY WAY TO GET A PAY RISE

Award wages frozen

The Australian Fair Pay Commission has frozen the wages of 1.3 million low paid workers. In its final decision the Commission has ruled out any increase in the minimum wage.

The average award worker will lose about \$16 a week until the next wage decision is due in July 2010.

Union Agreements the Only Way to Go

The decision means that unless workers are unionised and organised at the workplace level and have a collective agreement in place, they will not receive a pay increase in the next 12 months.

Real wages of low paid workers have gone backwards since the Commission was established by the previous Liberal Government. This decision is another attack on their living

standards and underlines the need to have your workplace 100% unionised, because without the Union your pay would be frozen.

The Decision

In its 2009 general Wage-Setting Decision the Commission decided to:

- maintain the standard Federal Minimum Wage at \$14.31 per hour (\$543.78 per week); and
- maintain the adult rates of pay in Australian Pay and Classification Scales (pay scales) at their current levels.

The decision also applies to junior employees, employees to whom training arrangements apply, employees with disabilities, casual

employees and employees receiving basic piece rates of pay.



CONTACT THE UNION ON OUR NATIONAL FREECALL NUMBER: 1800 060 556

OR VISIT OUR NEW WEBSITE www.cfmeuffpd.org.au

Tumut Hardwood Resources Members Entitlements Secure Thanks to the Union

On 8 May 2009, Hardwood Resources in Tumut terminated all employees without notice or wages or entitlements on retrenchment grounds.

The employees (9 mill workers and 1 admin worker) are owed \$330,000 in entitlements and approximately \$280,000 redundancy plus \$30,000 to their super fund.

The administrators are claiming that they are in the process of selling down stock (mainly consisting of timber slabs and flitches which are being air dried at an off mill site location) and have informed the Union and employees that they expect to generate cash of several million dollars from the sale of the stock which will settle all secured creditor claims including those of employee entitlements owing.

The Union argued that the speculative sale of stock was unrealistic and would not be realised in the current depressed timber market.

The Union's arguments have been proven with very little sell down of stock to date which has generated only approximately a couple of thousand dollars.

Given that the company is in receivership and not being liquidated, employees do not have access to the Federal Government General Employee Entitlements and

Redundancy Scheme (GEERS). Neither the administrators or the Directors of the company agreed to the Union's demands to place the company into liquidation so employees could access GEERS.

Our members unanimously supported the Unions recommendation to seek a court ordered liquidation of the Company and following overwhelming support from local



Mick Sparkes is the CFMEU FFPD Delegate at Hardwood Resources in Tumut

Delegates and members at other timber mills in the Tumut region, the Union has instructed lawyers to make an application for the court ordered liquidation.

The application will be lodged shortly and if it's successful the members should be able to make their GEERS applications to by early October.

Under the court ordered liquidation process the Union will nominate who the liquidator will be and we will be using a reputable liquidator who we know will treat the workers with respect and look after the workers interests.

The decision to make a court ordered liquidation application was not taken lightly and may result in all of the companies assets being sold off with the old mill potentially never operating again. However, the Union's decision was taken on the best available advice from an independent administration/liquidation firm and sound legal advice.

The company was in a critical financial state and has possibly been trading insolvent for some time.

The decision was supported and endorsed by all mill workers and key Delegates in Tumut.

Our members will get their statutory entitlements from GEERS and may get some of their 3 weeks per year of service redundancy from the liquidation/sale process.

New Union Fees from 1 November 2009

Union fee schedule	Weekly	Fortnightly	Union fee schedule	Weekly	Fortnightly
Level 1	\$8.50	\$17.00	Supported wage	\$1.50	\$3.00
Level 2	\$8.75	\$17.50	Parental Leave	\$0.00	\$0.00
Level 3	\$9.25	\$18.50	Junior/Apprentice	\$3.00	\$6.00
Life Member	\$0.00	\$0.00	Part time less than 32 hours	\$4.50	\$9.00
Unemployed	\$0.00	\$0.00	Workers Comp - No makeup pay	\$4.50	\$9.00
			Workers Comp - Full rate	As per standard rates	

NSW Training Forums 2009

Delegate Power!

If knowledge is power, then NSW District Union delegates are growing more powerful by the day. In two weeks over August the Union hosted Delegate Training Forums in Tumbarumba and Batemans Bay.

This continues the NSW District's commitment to upskilling delegates across the State, following previous 2009 forums in Oberon and Lidcombe.

"We feel these forums support Delegates by providing information and knowledge about the timber market in the current difficult economic environment" said NSW District Secretary Craig Smith, "and bringing delegates together grows the union within our state".

Forum topics included negotiation skills, the new Fair Work Act, grievance

handling and dispute settlement, interpreting collective agreements and maintaining occupational health and safety in workplaces.

The forums featured a mix of new and experienced delegates, which guaranteed robust discussion and the sharing of personal experiences.

The Snowy and South Coast Organizer



The Winning Team!

Dusty Miller attended the two latest forums, and was impressed by the quality and energy of the attending workplace representatives.

NSW District Secretary Craig Smith attended the Batemans Bay forum, and gave delegates an insight into the Union's work on the South Coast, and the major issues confronting the timber industry.

The delegates from Uladulla, Bombala, Eden, Narooma, Bateman's Bay and Nowra also worked with Craig and Dusty on a planning document for the region.

A feature of the Bateman's Bay forum was the "Union Team" claiming victory at the Mariners Motel trivia night with near-perfect score in the last round. The prize? A slab of lemon-flavored beer!

TARGET EXCEEDED - Union raises \$1.2 mil for Bushfire Appeal

CFMEU National Secretary John Sutton has paid tribute to the generosity and community spirit of the unions membership, as ordinary workers in the forestry and furnishing industries; mining and energy industries and the construction industry collectively exceed the unions' target of a \$1 million contribution to the Victorian bushfire appeal.

"At workplaces across Australia, the unions membership have

responded very generously to this tragedy.

"Both our forestry and furnishing division and our mining division lost members in the disaster, at Marysville and Callignee."

In response to the fires, members of the CFMEU's Forestry and Furnishing Products Division voted across the country for minimum \$20 levies per member to raise funds for the appeal.

The total raised so far is \$1,025,000.

HUGE WIN

at Loscam

CFMEU FFPD WINS 18% PAY RISE

The CFMEU FFPD has successfully negotiated an 18% wage increase over three years for 29 workers at pallet making company Loscam.

Organiser Phil Davies stated that the major issue during negotiations was the company's push to remove the RDO system. This was

finally agreed to on the basis that in return for the loss of RDO's, each of the three shifts would finish 40 minutes early and be paid for such time and go home. This equates to 13 hours and 20 minutes paid time off in each four week period. Wages will increase for 6% each year for 3 years.

Contact your Union

CFMEU FFPD NSW District

Ground floor, 11 George Street Parramatta NSW 2150

PO Box 207PBC Parramatta NSW 2124

Tel: (03) 8898 6900

Fax: (03) 8898 6901

National Freecall Number: 1800 060 556

South East Fibre Exports (SEFE) Eden

The SEFE negotiations have been taking place for about 9 months. The company declined the assistance of Fair Work Australia, prompting NSW District Secretary Craig Smith to ask the General Manager to involve himself in the negotiations.

At a meeting on August 13, the parties reached agreement. The Union was successful in ensuring that the pay increase was brought forward by 4 months.

The other matters were in dispute were a shorter working week, random Drug and Alcohol testing and a warning which had been issued to



NSW South Coast and ACT Organiser, Dusty Miller

the SEFE CFMEU FFPD Delegate and NSW District President.

Those matters were settled with the company agreeing to;

- a Union proposed shorter working week which includes an extra 8 days special leave,
- Random drug and alcohol testing to be the subject of further discussions at future meetings.

The warning against our delegate has been dropped and an agreement has been reached that future dealings and negotiations between the Union and Company will be conducted in a more civilised manner.

CFMEU FFPD Enterprise Agreements for Manufacturing members located in Sydney, Newcastle, Central Coast and Wollongong by Organiser Phil Davies during 2008

Trend Windows - 3.8% per annum for 3 years

Parbury - 4% per annum for 4 years

Dekoform - 4% per annum for 4 years

Bunnings Frame and Truss Warnervale - 4% per annum for 3 years

Bunnings Frame and Truss Unanderra - 4% per annum for 3 years

Canterbury Windows - 4.25% for 1 year

Loscams - 6% per annum for 3 years

Corinthian Doors - 3% per annum for 3 years

D&R Henderson - 4% per annum for 3 years

CEVA - 5% per annum for 3 years

Rintoul Joinery - 3.75% per annum for 3 years

Stegbar Windows - \$22 & \$25 over 2 years

In addition to the above mentioned wage increases, all agreements contain improved working conditions.



Forestry and Furnishing Products Division

CHECK OUT OUR NEW WEBSITE

www.cfmeuffpd.org.au

Where's my Super Statement?



FIRST SUPER

An Industry SuperFund

ABN 42 053 498 472

2008-2009 ANNUAL STATEMENTS

Members' annual statements will be completed and mailed to over 80,000 members in First Super, once the Fund has finalised its annual statutory accounts and declared and applied final investment return rates.

This process will be completed around September or early October.

Investment returns for 2008/09 will unfortunately be negative for the Growth (default), High Growth and Conservative Growth options, and positive for the Capital

Stable option due to market returns.

We will provide further information on the returns with your statements.

Members who want an estimate of their account balance can do so by accessing their account through firstonline at: http://firstsuper.com.au/online_access.htm or by contacting our Call Centre on 1300 360 988 to request a Benefit Quote.

Please remember that this quote may change when the final rate is applied to your account.

CONTACT THE UNION ON FREECALL 1 800 060 556 or VISIT OUR NEW WEBSITE www.cfmeuffpd.org.au