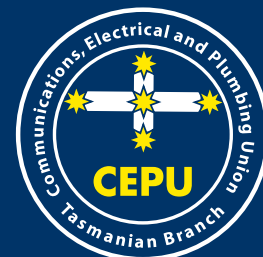


The SOUTHERN CROSS

Communications, Electrical and Plumbing Union Newsletter Autumn 2011



Proud To Be Union

Historic action at Transend

CEPU members and members of other unions have for the first time ever taken industrial action at Transend.

After a drawn out process trying to negotiate a replacement collective agreement, CEPU members took the historic decision to vote to support industrial action at Transend in support of their claims for a new agreement.

CEPU members have taken a stoppage of work and have in place operational bans affecting the commissioning of major projects around Tasmania.

"The current agreement reached its nominal expiry date in February and we have been trying to reach agreement with the company on a decent pay rise," said CEPU state secretary Nicole Wells.



"To date the Board at Transend has refused to offer anything more than 3.5% and is hell-bent on watering down sick leave provisions for workers and no payment of lost wage increases either!"

The company's employment of stalling tactics to drag the process out, in the hope workers would give up and accept the lesser deal, was no surprise. But what did come as a surprise was Transend's extraordinary

decision in March to put out for a vote an agreement with more than 30 additions or alterations that had never been spoken of at negotiations. Under the threat of a Good Faith Bargaining Order from the CEPU, Transend withdrew that agreement and made significant changes to the document.

"Transend's excuse for the changes were numerous and included 'it was an error' or, my personal favourite, 'our lawyers made us do it,'" said Nicole. "None of the excuses held water with every change they'd made to the detriment of their workers."

At the time of printing, Transend has put its revised agreement out to vote and it will be the position of all unions involved that workers should vote NO and send a message to the Transend Board and senior management.

• Continued page 2

Message from State Secretary Nicole Wells

Hello to all CEPU members!

The first four months of 2011 have been busy. The power industry is



particularly kicking at the moment with both the Transend and Aurora agreements being negotiated. The new water and sewerage industry in our State has also taken considerable time to finalise agreements. However, the outcomes were very good and congratulations to all members who participated in those campaigns.

External impacts on our industries will be interesting over the course of

this year. We have the Expert Review Panel into the Electricity Industry undertaking its review of the three electricity entities in Tasmania (Hydro, Transend and Aurora). Its brief is to look into the pricing of electricity and to provide a report to the Tasmanian Government about how best to structure the industry to have the best result for all customers.

The CEPU recently participated with a private briefing with all panel members: We had a very upfront and open discussion and we hope they are able to incorporate our sensible policy positions into their recommendations.

Also, the possibility of a carbon tax will see change across all Australian industry. We hope to provide some detail about any future government

policy in our next edition, as this will be a particularly important issue for CEPU members and their families.

Membership growth in the CEPU has been fantastic over the past 12 months and the branch is going from strength to strength. We recently joined a rewards organisation that offers substantial discounts to members. Discount books with information and vouchers will be shortly delivered to you, along with your free t-shirt!

The t-shirts are only available to members who have completed their *Change of Personal Details* form so if you have not done this yet call Lill on 6228 0098 to update your details and get your free t-shirt.

We look forward to catching up with you on the job!

Innovation the key to climate change action

CLIMATE CHANGE policy has been moving at a snail's pace for the past few years. But for all the false starts, we can look to 2011 knowing the seeds for progress have been planted.

In 2010, Beyond Zero Emissions, the volunteer-led group I helped found, published the Zero Carbon Australia – Stationary Energy plan, a detailed blueprint for transforming Australia's stationary energy sector to 100 per cent renewable sources by 2020.

It took around 12 months of pro bono work by engineers, scientists and post-graduate university students from all around Australia to complete the research that no Australian government or organisation has been prepared to investigate.

The result is a truly innovative collaboration, the likes of which has never been seen before in Australia.

At the annual Banksia awards recently, Beyond Zero Emissions and our partner, the University of Melbourne Energy Institute, were awarded the Mercedes Benz Environmental Research Award for our efforts. The Zero Carbon Australia – Stationary Energy plan is quite simply a game changer.

The proposal presents a credible and pragmatic way for our government and private sector to transform the Australian economy from being reliant on climate-changing fossil fuels to being powered by Australia's abundant



Young Environmentalist of the Year, **MATTHEW WRIGHT**, reflects on his plan for the future of electricity in Australia that led to him being awarded the prestigious prize.

renewable energy resources using commercially available technology.

Using detailed modelling, our researchers show how a 60/40 mix of large-scale solar thermal power plants with storage and wind farms can provide the bulk of Australia's energy needs without wrecking our climate or our economy.

The construction of a national energy grid will allow for geographically dispersed solar and wind power installations, with existing hydro-electric capacity and a small amount of biomass used for backup generation.

We demonstrate that both cost and variability can be readily addressed, and expose as myth the frequent

argument that we need coal, gas or nuclear power to provide "baseload" electricity.

One could be excused for thinking that transforming our national energy system in a decade is an impossible task.

This was the initial belief of many on the plan's team. But through our research it became clear that implementing the proposed infrastructure in 10 years is well within the capability of Australia's existing industrial and economic capacity: We have the skills, the can-do spirit, and the Aussie ingenuity to get the job done. What we don't have is leadership from our government and business community.

Members take historic Transend action

• from front page

"With a successful VOTE NO campaign Transend workers can force the company back to the negotiating table and obtain, among other things, the lost wage increases they have suffered due to Transend's tactics," Nicole said. "I congratulate all CEPU members who have participated in the industrial action, the first since Transend's inception in 1997.

"This action will empower those workers for years to come. If workers act together there is so much you can achieve! Now for a successful VOTE NO campaign!"



The overwhelming response to the Zero Carbon Australia plan tells us the public is hungry for action on climate change and it has an appetite for a visionary nation-building renewable energy agenda.

More than 1000 people braved bad weather for launches in Melbourne and Sydney. And every week, our inboxes are filled with messages of support and requests to join the Beyond Zero Emissions team.

After the success of the Stationary Energy plan, and with new volunteers on board, we will develop transition plans for buildings, transport, steel, cement and other industrial sectors.

Cross-party support on climate change policies has been elusive but our plan has managed to gain support from across the political spectrum.

In June, Liberal senator Judith Troeth, Greens senator Christine Milne and independent senator Nick Xenophon jointly hosted the plan's parliamentary launch. Since then former environment minister Malcolm Turnbull, now an Opposition shadow minister, has joined former NSW Labor premier Bob Carr to praise the plan at an event at the Sydney Town Hall.

It's not only politicians supporting

the Zero Carbon Australia initiative. So do leading academics, energy experts, business people and community leaders. Former Australian of the Year Tim Flannery described the plan as "an ambitious, technically feasible plan that should be looked at seriously".

As just one amongst many Australians who wants action on climate change, I hope the Gillard government and its newly established Climate Change Committee heeds Tim Flannery's advice to take a serious look at the Zero Carbon Australia plan.

Credible climate policies will account for our findings. To paraphrase the prime minister's oft-used phrase during the 2010 election campaign, it's the only way to move Australia forward on the critical challenges of climate change and energy security.

**We have the skills,
the can-do spirit,
and the Aussie
ingenuity to get
the job done**

Matthew Wright is Executive Director of Beyond Zero Emissions and the 2010 Environment Minister's Young Environmentalist of the Year. The full report or the executive summary can be downloaded at www.beyondzeroemissions.org/resources. There is a six-minute Youtube film on the report at www.youtube.com/watch?v=m_I5iWUchz0

• This article was first published at www.abc.net.au/environment/articles/2010/10/27/3049415.html

Want To Take Climate Action?

CLIMATE ACTION HOBART is a volunteer, grassroots climate action group formed to promote community involvement in achieving strong climate policy and action in Tasmania. It meets on the first and third Tuesday of every month, from 5.30pm at the Community Meeting Room (in Sustainable Living Tasmania) Level 1, 71 Murray St, Hobart. It would be great to have more union members involved. See www.climateactionhobart.org for more info.

Not all gloom and doom

IT looks like we are going to have a downturn in the construction industry for a few months.

This was always likely to happen, with the finishing up of the schools stimulus spending and the work that it gave local companies and contractors.

Some electrical contractors are asking what the CEPU is doing about the downturn, and whether we're talking to the government to get things moving again.

The CEPU's job is to look after members, and we are definitely talking to various stakeholders about the importance of keeping people in work.

But we're also telling contractors that they need to pull their weight. It's up to the companies to get together and to lobby on their own behalf.

The CEPU will always look after its members, but we're not here to lobby for contractors and companies who too often chase bigger profits at the expense of our members' interests.

The construction industry throughout Tasmania has always had highs and lows and over the past 10 years the industry on a whole has had a very good run.

There are construction projects on various councils' books waiting for approval and there are federally funded projects waiting to start.

So it is definitely not all doom and gloom. We need to stick together and get through the next few months and we're confident things will start to pick back up.



Southern Water acts on CEPU asbestos concerns

THE CEPU has been concerned for some time now that Tasmania's three water authorities have not been dealing with asbestos in the workplace safely and correctly.

After CEPU delegate Ben Dobie from Southern Water raised a number of issues the CEPU contacted Southern Water and set up a series of meetings to try to resolve the areas of concern so employees' and community health were not placed at risk. After consultation with Southern Water—where management listened and took our concerns seriously—Southern Water is now starting to improve its practices.

All employees have been told

that unless they have been given appropriate training and equipment to handle asbestos they are not to do so. Southern Water has also equipped a trailer with all the necessary equipment to remove asbestos safely.

The CEPU would still like some areas of removal and training improved and will continue to keep the water authorities to account.

If any employees at Ben Lomond Water or Cradle Mountain Water have concerns with the handling of asbestos they should contact the CEPU.

Concerns will be dealt with as a matter of urgency.



CEPU members responsible for Ben Lomond improvements

By **RODNEY BURLES**
Union Organiser (Water Industry)

AFTER many months of negotiations, and with Ben Lomond Water management still refusing to agree on industry-standard wages and conditions in a new Agreement, CEPU members at Ben Lomond Water decided to send a clear message and participated in industrial action from January this year.

Members participated in a rally and barbecue in Launceston, where they were joined by family and friends and enjoyed a massive show of support from the general public.

Following this, members participated in overtime and on-call bans.

Ben Lomond Water management issued a proposed Agreement for a vote which the CEPU could not support because it included terms and conditions inferior to the industry standard, including:

- less wages for some employees
- no job security
- reduced minimum overtime
- reduced redundancy pay (not 72 weeks)
- reduced sick leave entitlements
- reduced leave entitlements

Unfortunately, the Agreement was approved by just a handful of votes. Ben Lomond Water management did not care that nearly half its workforce opposed the Agreement, which is



now registered.

Although CEPU members did not receive an industry-standard Agreement, their strong stance and campaigning achieved massive improvements to the Agreement that had been first proposed. These improvements include:

- all employees keep their rostered days off
- increased on call payments
- improved disputes procedure
- improved redundancy payments (52 weeks to 60 weeks)
- improved higher grade duties allowance
- improved wages for some classifications

The next Agreement

The CEPU and its members are ready to do what is required to achieve an industry-standard Agreement next time! I would like to thank delegates Damien Smith, Mark Richardson, Jason Dalzell, Mark McCullagh and Gary Harvey and all CEPU members for working together to achieve significant improvements to management's initial offer.

Dear Nicole

NOW that the festive season is over and I've recovered I thought it was time to express my sincere thanks for the support that you and Kevin, as well as members of the ETU (CEPU) provided for my family while I was recovering in hospital.

Not only did you provide financial assistance, but members went to our home and cleared out rubbish and gave the yard a tidy-up. Bruce Glann, Paul Clancy, Greg Pearson and Geoff Smith. As well, several members called into the hospital to say hello and have a chat. Kevin Haines from Flinders Island was one of the surprise visitors who I enjoyed having a yarn with.

It was lovely to see ETU (CEPU) members who I hadn't seen since leaving work. Other than Tony King I didn't get a visit from a current Aurora Manager. In fact, I had no contact at all with any of them which justifies the lack of feeling and the lack of respect I had for the management team members I worked with. At least we shared similar feelings for each other when I left.

I'm on the road to recovery: It will take a while but I have plenty of time. I feel fortunate to have pulled through, considering I had three heart attacks in a row at one stage. I look at our grandchildren now and smile because I know that I will see them grow a bit older and I can be a part of their lives.

Jess and I welcome you into our home any time you are in our neck of the woods.

Yours truly
Neville Burgess
Don, Tasmania

Nicole says: Neville was one of the "good guys" in Aurora management, a real salt of the earth bloke, and his compassion and fairness is sorely missed. Thanks for the lovely letter Neville, and all the best for your recovery.

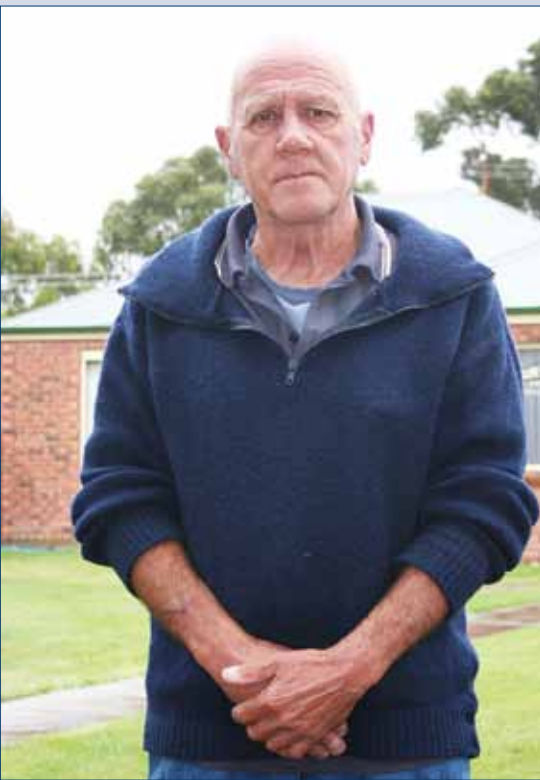
Tekka calls it a day

TERRENCE GREGORY retired in December after a lifetime of union membership and nearly half-a-century working for Hydro and Aurora.

"Don't call me Terrence, everyone knows me as Tekka," he laughs when the CEPU rings for a chat.

Happily retired to his home in Lauderdale with 10-year-old cat Felix, he has fond memories of his working life, especially the friendships he'd made over the years.

"Some of the best blokes in the world," he says.



"A lot of good mates and we still catch up."

Tekka started out as a winch truck driver for the Hydro, later becoming a cable-joiner, working mainly at dam sites.

"I enjoyed every day of it," he says. "Though, it must be said, it was better as the Hydro."

He recalls bosses who were easy-going with staff but quick to let people know when anyone stepped out of line.

"They were straight-talkers," he says. "Blokes who'd come up through the ranks. They knew the job, they knew the men."

He says it's a far cry from today, with managers flown in from, "South Africa and New Zealand and where-ever else".

"It's why Aurora is in a mess," he sighs.

Tekka says rapid technological change is having a big impact on telecommunications, with continual training more vital than ever for workers.

"When I started it was leadbox joining, now it's all plastics. It's one of the reasons I retired—virtually having to relearn the job every few years, I didn't need that at 66," he laughs.

"But it's good for the younger blokes coming through. If you're so inclined you can get a dual trade and then you're set for life, it's a transportable skill they can take anywhere."

As for himself, Tekka has no plans for travel. "I don't like planes and I don't like boats," he says. "Tasmania is my place, mate. It's a great spot."

In recognition of Tekka's life-long contribution to the union movement, the CEPU has bestowed upon him honorary membership.

• Tekka Gregory—retired, but recognised for a lifetime of union membership.

WANT 13 WEEKS PAID LEAVE?

That's what construction industry workers are paid for each 10 years they work in the construction industry.*1

Construction industry employees and labour only sub-contractors are required by law to be registered by their employer with TasBuild Limited; the Trustee of the Construction Industry Long Service Fund.*2

If you're not registered you may be missing out on a valuable entitlement.

Not sure if you are registered? Contact TasBuild Limited by phone: **03 6233 7670** or via email: secretary@tasbuild.com.au

*1 conditions apply. *2 subject to certain conditions

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Concise Financial Report for Members

THE financial year for the CEPU Tasmanian Branch ended December 31, 2010 and, as required by Section 265 of the Fair Work (Registered Organisations) Act 2009, here is a Concise Financial Report drawn from the full Audit Report. To view the complete Audit Report and the date of the Annual General Meeting, please visit the national union website

www.cepu.asn.au or you can ring CEPU on 6228 0097 and a copy can be sent to you within 28 days. As you can see from the excerpts the CEPU Tasmanian Branch is in a healthy financial position, providing the means to more effectively advocate for members in the workplace and throughout the community.

Communications, Electrical, Electronic Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Tasmanian Branch (Trading as CEPU Tasmanian Branch)		
Balance Sheet as at 31 December 2010		
	2010	2009
Assets		
Current Assets		
Cash at Bank, On Hand	708,955	525,355
Accounts Receivable	4,858	4,845
Total Current Assets	713,813	530,200
Non-Current Assets		
Land	113,000	113,000
Buildings	447,000	447,000
Debit Provision Depreciation	(44,213)	(5,038)
Motor Vehicles	86,278	86,278
Add purchases	77,544	0
Debit Provision	(76,269)	0
Debit Provision Depreciation	(95,407)	(17,128)
Furniture, Fixtures	34,057	11,882
Add purchases	0	3,875
Debit Provision Depreciation	(17,540)	(4,878)
Total Non-Current Assets	545,149	529,027
Total Assets	1,258,962	1,059,227
Liabilities		
Current Liabilities		
Creditors	73,632	53,444
Employee Payable (Super, Leave)	(11,339)	6,548
Total Current Liabilities	(2,697)	60,000
Non-Current Liabilities		
Employee Loans (Long Term)	16,094	3,395
Victoria ETU Loan	(50,000)	(50,000)
Total Long Term Liabilities	(33,906)	(46,605)
Total Liabilities	(36,603)	(6,595)
Net Assets	1,222,359	1,052,632
Equity		
Retained Earnings	978,961	942,600
Surplus for Year	(56,602)	10,032
Total Equity	1,222,359	1,052,632

Communications, Electrical, Electronic Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Tasmanian Branch (Trading as CEPU Tasmanian Branch)		
Income Statement For year ended 31 December 2010		
	2010	2009
Income		
GAAP	26,805	0
Interest	2,543	575
Member Contributions	743,077	642,533
Membership	15,541	5,505
Protect Monthly Commissions	124,050	103,177
Accruals	6,213	4,749
Total Income	918,234	756,539
Expenses		
Accounting, Audit	4,805	6,220
Admin	13,895	8,565
Bank Charges	7,362	4,879
Computer Service Support	11,218	11,542
Depreciation	46,136	40,613
Electricity	4,661	5,581
Employment, Entitlements	407,889	418,768
Fringe Benefits Tax	3,752	6,331
Insurance	30,496	6,626
Meeting, Conferences	3,558	1,120
Membership Services, Support	3,086	3,895
Membership	85,879	30,200
Motor Vehicles	26,795	20,813
Newspaper	3,426	1,948
Organiser	5,878	4,453
Printing, Postage, Stationery	13,027	14,545
Priority	27,306	14,032
Sponsorships, Awards	0	3,727
Supplies	11,307	20,572
Supplies	35,015	34,300
Telephone, Website	12,700	20,800
Training	2,664	2,110
Travel, Accommodation	17,555	17,082
Total Expenses	726,454	717,713
Operating Profit	191,780	38,826
Deficit (Surplus) Expense	0	0
Loss on Asset Disposal	0	0
Net Surplus Attributable to Members	191,780	38,826



Section 265: Copies of full report or concise report to be provided to members

(1) A reporting unit must provide free of charge to its members either:

- (a) a full report consisting of:
 - (i) a copy of the report of the auditor in relation to the inspection and audit of the financial records of the reporting unit in relation to a financial year; and
 - (ii) a copy of the general purpose financial report to which the report relates; and
 - (iii) a copy of the operating report to which the report relates; or

(b) a concise report for the financial year that complies with subsection (3).

Note: This subsection is a civil penalty provision (see section 305).

(2) A concise report may only be provided if, under the rules of the reporting unit, the committee of management of the reporting unit resolves that a concise report is to be provided.

(3) A concise report for a financial year consists of:

- (a) a concise financial report for the year drawn up in accordance with the regulations; and
- (b) the operating report for the year; and
- (c) a statement by the auditor:
 - (i) that the concise financial report has been audited; and
 - (ii) whether, in the auditor's opinion, the concise financial report complies with the relevant Australian Accounting Standards; and

(d) a copy of anything included under subsection 257(5), (6) or (7) in the auditor's report on the full report; and

(e) a statement that the report is a concise report and that a copy of the full report and auditor's report will be sent to the member free of charge if the member asks for them.

(4) If a member requests a copy of the full report and auditor's report, as mentioned in paragraph (3)(e), the reporting unit must send those reports to the person within 28 days of the request being made.

Note: This subsection is a civil penalty provision (see section 305).

(5) The copies referred to in subsection (1) must be provided within:

- (a) if a general meeting of members of the reporting unit to consider the reports is held within 6 months after the end of the financial year—the period starting at the end of the financial year and ending 21 days before that meeting; or
- (b) in any other case—the period of 5 months starting at the end of the financial year.

The General Manager may, upon application by the reporting unit, extend the period during which the meeting referred to in paragraph (a) may be held, or the period set out in paragraph (b), by no more than one month.

Note: This subsection is a civil penalty provision (see section 305).



my Rewards\$

CONTACT

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6228 0098
6228 7557 (fax)
info@ceputas.com.au
www.ceputas.com.au

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You will receive your new My Rewards Booklet with loads of discount coupons in the near future so keep an eye out for it in the mail (it'll be a nice change from all those bills).

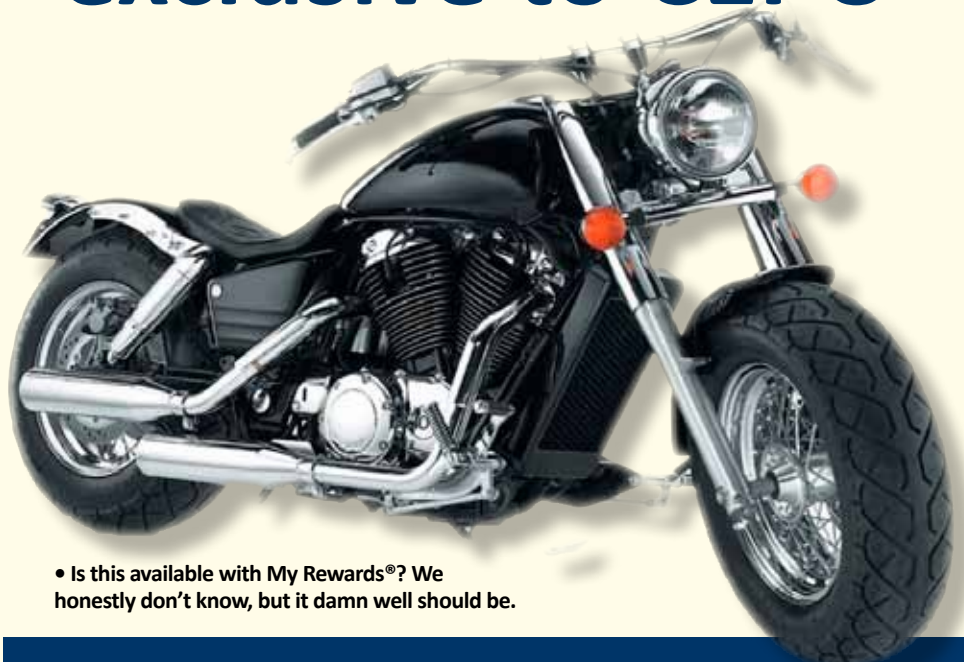
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1. If it is your first time to the site and you do not have a password click on FIRST TIME LOGIN
2. You will be prompted for your member number. It is important to include the letter prefix (CEPU) in your member number, as shown on your member card, and leave no spaces (eg, CEPU7010000).
3. Create a password and enter requested contact details
4. Register for e-news to keep up-to-date with the latest special offers and all new partner promotions
5. You now have exclusive members-only access to all the rewards available—enjoy!