

## Some good news at last for Simon

**By JIM McGIVERON**  
**State Secretary**

If ever a bloke deserved to hear some good news for a change it is former P&O Transport forkie Simon Brinkley.

In April 2006 Simon was the victim of a horrific workplace incident in which the forklift he was driving caught on fire engulfing him in flames.

**At the time witnesses reported seeing a fireball shoot 60 feet in the air.**

Simon was badly burned in the incident and late last year he had to have his right leg amputated.

It was a tough time for the big fella and we had several talks about the situation that confronted him - physically, mentally and financially.

However, I was absolutely amazed at the way this brave man was able to maintain a cheerful outlook in such dire circumstances.

The TWU did everything it possibly could to support Simon and our lawyers Slater & Gordon have handled his common law claim against the company.

So when Simon called us on June 10 to say that P&O had just agreed to accept liability for his injuries, we were over the moon.

A decision on a significant financial settlement was soon to be made and he was a very relieved man.

Simon is very thankful for the TWU's efforts on his behalf and asked us to send a message from him to all transport workers, "If you are not in the TWU, you may not have a leg to stand on!"

He fully understands the irony in him making that statement but says it is true - and without the TWU - the going would have been even tougher for him than it has been.

We wish Simon good health and future happiness.



**"If you are not in the TWU you may not have a leg to stand on"**

# AT LAST! Owner-driver laws in full operation

*It's taken almost six years of hard yakka and determined lobbying but we finally have a full set of laws in place to protect the interests of WA owner-drivers.*

## JIM MCGIVERON Reports

The laws grew out of major TWU protest campaigns including a four-day blockade of the Fremantle Wharf during which nothing moved on or off the docks.

The laws will change forever the way owner-driver rates are negotiated in this state.

The Owner Drivers (Contracts & Disputes) Act became fully operable on 1st July 2010.

The Act and a Code of Conduct will regulate owner-driver contracts and dealings between owner-drivers and hirers.

A key element of the laws is the publication of a set of Guideline Rates.

These rates will be used by:

- Owner drivers and hirers when they are negotiating owner drivers' contracts.
- The Owner Drivers Tribunal when it is determining whether payments have been made at a **safe sustainable rate**.

The Guideline Rates are designed to be changed to suit a variety of operations.

They take into account ALL possible costings involved in the running of a heavy vehicle.

The TWU has worked hard to ensure that these costings are VERY COMPREHENSIVE. No cost has been overlooked.

The Guideline Rates come with a **computerised cost calculator** which will make future rate negotiations very interesting indeed.



The laws give owner-drivers the right to negotiate collectively and to appoint the TWU as a bargaining agent.

The laws will apply to those operating all heavy vehicles over 4.5 tonnes (GVM).

They add to and complement already introduced laws which gave owner drivers the right to take disputes to a Tribunal and maximum waiting times for payments.

The latest changes introduce a number of new legal requirements including:

- An owner-driver contract cannot bargain away any of the rights under the new laws.

## BOOKLET AVAILABLE

Full details on all of these conditions are available in booklet form. If you would like one please give us a call on **1800 657 477** and we'll post one out free of charge.

And if you would like a demonstration of the new Guideline Rates Modeling we can arrange that too. Call the same number and we'll arrange a time to show you.

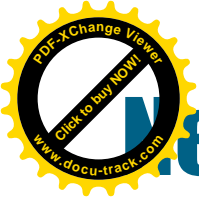
- A hirer cannot impose a 'Penalty' on an owner-driver.
- **'If paid, when paid' Banned!** If a contract includes such a condition it will have no effect.
- Interest payable on Overdue Accounts.
- Hirer cannot deduct from money payable to an owner driver.
- Negotiations to be in good faith.
- Unconscionable conduct banned including the use of undue influence, pressure or unfair tactics.

The new laws have certainly been worth fighting for and I thank everyone who has been part of our long-running campaign. It was certainly worth the effort.



One of our rallies





# New "Sham Contractor" rules outlaw ABN rorts

## The Labor Party has taken action against a sleazy practice: reports

**TWU State Secretary**  
**JIM MCGIVERON**

Under recent changes to Australia's industrial laws firms employing workers under 'sham' independent contracting arrangements will be hit with fines of up to \$33,000 for each offence.

A 'sham' contracting arrangement occurs when an employer deliberately disguises an employment relationship as an independent contracting arrangement when in fact that worker is an employee under workplace relations law and therefore entitled to a range of entitlements.

A common example is **the worker who is told to go get an ABN number**

so that he or she can be paid as an independent contractor.

Generally the person supplies his or her labour only – no truck, tools or equipment – and is not paid superannuation, holidays, sick pay, overtime rates or other award entitlements

Sometimes workers are pressured to become independent contractors when they are threatened with being dismissed. Or they are misled about the effect of changing their working arrangements.

**It is illegal for an employer to misrepresent an employment relationship** – or employment offer – as an independent contracting arrangement.

It is also illegal to dismiss, or threaten to dismiss, an employee with the main purpose of re-hiring that person as an independent contractor to do much the same work.

For 'sham contracting' complaints contact: The TWU on **9328 7477** or the Fair Work Ombudsman on **131 394**

## LINFOX COPS \$170K FINE AFTER FLOOR FALLS ON DRIVER

Linfox has been fined \$170,000 after a suspended floor panel in a truck's trailer collapsed on a driver.

The incident occurred when a Linfox Australia Pty Ltd forklift operator was helping the driver to move a trailer's adjustable mezzanine floor into place.

As the forklift operator began lifting the floor, a support post detached and the rear floor of the trailer collapsed on the driver.

He suffered a broken arm and leg, a fractured shoulder, broken ribs and a torn knee ligament.

WorkSafe's investigation revealed a lack of training, instruction and equipment was provided to drivers and other employees who needed to adjust trailer floors.

Linfox is a large operator with nearly 5000 vehicles across 11 countries – working with adjustable trailer floors will be part of the job of many employees.

The bottom line is that people should not be in a position where they're working, unprotected, under suspended floor panels."

**HOW TO VOTE:** *A working class person voting for Tony Abbott is like a cow voting for Ronald McDonald!*



## TWU DIRECTORY

### STATE SECRETARY

Jim McGiveron

### TWU OFFICE

Phone: (08) 9328 7477

Freecall: 1800 657 477

Fax: (08) 9227 8320

E-mail: [info@twuwa.org.au](mailto:info@twuwa.org.au)

Website: [www.twuwa.org.au](http://www.twuwa.org.au)

### ADDRESS

Level 3, 82 Beaufort Street  
Perth W.A. 6000

### POSTAL ADDRESS

P.O. Box 8497  
Perth Business Centre W.A. 6849

### MOBILES - ORGANISERS

John Cain - 0417 953 642

Rick Burton - 0417 914 108

Tim Dawson - 0419 912 564

Mick Knowles - 0408 090 884

Dave Sheaf - 0407 000 083

Kevin Starr - 0407 003 687

Mick Connolly - 0419 852 438

### PUBLICITY & MEMBERSHIP SERVICES

Paul Aslan - 0418 325 356

### SUPERANNUATION OFFICER

Danny Cain - 0422 838 472

### TWUSUPER

Phone: 1800 222 071

Fax: (02) 8837 5090

Address: G.P.O. Box 4689

Melbourne VIC 8060



# Heat and dust hazards at Kleenheat depot

Following complaints about shocking working conditions at Kleenheat's Kwinana depot I dropped in for a bit of a bo peep.

It was still summer and **stinking hot** when I visited the yard and I quickly established that the gripes were NOT exaggerated.

The first thing to catch my eye were the clouds of chocking dust being kicked up by heavy trucks on a large area covered in blue metal.

I mean for goodness sake we're living in the 21st Century! Had nobody told management about the invention of bitumen and concrete?

Apparently workers had been complaining about the dust for 20 years only to be given the "Mirrors" treatment. – "Yeah OK, we'll look into it"

Nothing had ever been done about what I considered to be a serious health issue. You'd need a big pair of robust lungs to be sucking up that crap year after year.

So I jumped up and down until Kleanheat got the message and agreed to fix the problem.

As an interim measure they have coated the area with a liquid solution that traps the dust. This has made things better in the short term.

## *TWU get action on safety issues at Kwinana yard*

**MICK CONNOLLY Reports**

However, they are in the process of employing contractors to hard stand the area. I'm paying regular visits to check on progress.

However, the dust wasn't the only safety concern at the depot.

**Carlisle Contractors** are employed by Kleenheat to re-fill and maintain all their gas bottles. A lucrative little business I'd reckon.

This work is carried out in a big tin shed that you wouldn't keep animals in for fear that they'd kark it from severe heat stress.

When we checked the temperature in the shed with a thermometer the mercury shot up to **50% Celsius**. Marble Bar has nothing on this joint.

Yet people were being made to swelter in there with no ventilation fans or cool water. A bloody disgrace if you ask me!

So I began jumping up and down again. It keeps me fit and generally gets results, as it did on this occasion.

The company agreed to:

- Coat the shed with a special paint that they claim will reduce the internal heat by between **10 and 15 degrees**.
- Install **cooling fans**.
- Put in a **cold-water** fountain.

Of course it's now winter when these things aren't as necessary. But be rest assured – I'll be back when things start warming up again.

## Off to the Pub

Did you hear about the thoughtful Scotsman who was heading out to the pub?

He turned to his wee wife before leaving and said, 'Margaret - put your hat and coat on, lassie'.

She replied happily, 'Aww Jock, that's nice - are you taking me to the pub with you?'

'Nah,' Jock replied, 'I'm switching off the central heating while I'm out.'



# TOLL IPEC AGENCY PULLED UP OVER ABN RORT

## It was a clear cut case of sham contracting says TWU Organiser

**MICK KNOWLES**

There is a vigorous grapevine that spreads through every nook and cranny of the transport industry and feeds back into the TWU.

Not much happens that we don't hear about.

**Fart out of tune** and someone will send us a recording.

So when we received a tip-off that all was not right and proper at a Toll Ipec agency in Rockingham we said thanks for the info and began checking things out.

Our enquiries revealed that the agency is run by a firm which trades under the name of Rick James Transport and **some things were definitely not right.**

For starters, employees driving vans owned by the company had to provide ABN numbers and operate as private contractors.

They now have a term for this and it is "Sham Contracting"

Sham contracting is an arrangement where an employment relationship is disguised as independent contracting when in effect the worker is really an employee covered by our workplace relations laws.

And – in our view – that was exactly what was happening at the Toll Ipec agency being run by Rick James Transport.

Drivers were being paid \$19.40 flat working 60 hours a week with no overtime rates or meal allowances.

No superannuation contributions were being made for the drivers either and they were **required to pay their own tax out of that lousy rate.**



When I confronted owner Rick James with the news he was far from happy and appeared quite shocked when I told him that 'sham contracting' was illegal.

If convicted he was liable for fines of \$33,000 per offence.

He told me he operated 10 vans on ABN numbers and had two legitimate contractors who have their own vehicles.

Since our intervention, Rick has converted the 10 so-called ABN contractors over to permanent employees and things seem to be in order.

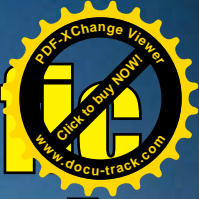
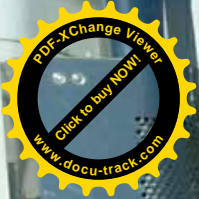
However, one thing is for sure, if they aren't, we'll soon find out about it

## Shaws fined \$38,000

Shaw's Darwin Transport was fined \$38,000 in the Magistrates Court after a worker was struck by a reversing forklift and suffered multiple internal crush injuries.

The Court heard the forklift had no reversing signal; the employer had no formal traffic management plan; and no risk assessment for loading trucks with forklifts had been conducted.





# Bar raised at Pacific but not high enough

**TWU delegates Warwick Jobson  
and Gary Keetley have worked  
hard for their fellow truckies**

We managed to chalk up some good wins for long distance drivers at Pacific Transport but still have a couple of axes to grind with the Forrestfield based firm.

The biggest winners from our involvement in negotiations are two-up drivers who mainly do North West runs.

At the outset the company was going to pay them at 50% of a single drivers rate.

We strongly argued that they should pay 85% of the solo rate and Pacific eventually agreed to do this.

This makes Pacific's two- up rates quite attractive compared to what some other long distance runners are paying

For example a Pacific two-up driver on a Derby and return trip will earn **\$1464** – before tax.

This rate includes \$276 in overnight allowances and a \$28 payment for washing their truck.

## Two up drivers gain the most in new agreement

### MICK CONNOLLY Reports

A **single driver** will gross **\$1725** for the same trip.

Given that Pacific claim their **two-up drivers average one and half trips per week** their average weekly earnings would be almost **\$2,200 per week**.

So we are reasonably happy with the two up rates and we also persuaded them to pay for uniforms and safety boots.

However, we have a real problem with their single rates – they are paying below the award rate which is 34 cents per kilometer.

We are also at loggerheads over their annual leave provisions which are inferior

to legally binding award entitlements for long distance drivers.

In an effort to resolve our differences we have lodged complaints with Fair Work Australia.

Thanks to our delegate **Gary Keetley** who did a mighty job for his fellow truckies.

### Bruce the Forkie

*Bruce the forkie gets pulled over for doing 130k's in a 90k zone and the copper says OK lets see yah licence.*

*Bruce, looking really pissed off, says, "I wish you guys would make up your mind!"*

*"Last week you took my licence off me and now you want me to show it to you!"*



## Doctor Dave!

Doctor Dave had slept with one of his patients and felt guilty all day long. No matter how much he tried to forget about it, he couldn't. The guilt and sense of betrayal were overwhelming.

But every now and then he'd hear an internal reassuring voice in his head that said:

"Dave, don't worry about it. You aren't the first medical practitioner to sleep with one of their patients and you won't be the last.

And you're single. Just let it go."

But invariably another voice in his head would bring him back to reality.

Whispering.....Dave.....

Dave .....Dave.....

Dave..... Mate!!.....

you're a f\*#ken vet.



## THE GOOD OLD DAYS

Grandad was reminiscing about the good old days.....

"When I were a lad, Momma would send me down to t'corner store wi' a dollar, and I'd come back wi' five pounds o' potatoes, two loaves o' bread, three pints o' milk, a pound o' cheese, a packet o' tea, an' 'alf a dozen eggs.

Yer can't do that now. Too many damm security cameras."



## MARRIAGE TIP

Whatever else you do  
- NEVER WAKE UP  
GRUMPY.  
Let her sleep in!



## The Priest and the Camera

A priest was having a shower. Although he's very strict about celibacy, he occasionally felt he needed to exercise the wrist and this happened to be one of those occasions.

Just as he reached the climax, he saw a photographer taking a picture of **the priestly seed flying through the air.**

'Hold on a minute!' said the Priest, 'You can't do that - you'll destroy the reputation of the Church!'

'This is my lottery win,' said the photographer, 'I'll be financially secure for life with these photos!' So, the Priest offered to buy the camera from the photographer, and after much negotiation, they eventually settled on a figure of \$1,000,000.

The Priest clothed himself and headed off to destroy the images on the camera.

Along the vast church hallways, he bumped into his personal housekeeper.

Being a bit of a photography buff, she noticed the camera and said, 'That looks like a really expensive digital SLR camera, how much did it cost you?'

Not being one to lie, the priest replied, 'one million dollars...'

'ONE MILLION DOLLARS!' replied the housekeeper, 'They must have seen you coming!'

# Kalari Deal Done

## It took a while but it's a goodie

says **TIM DAWSON**

It is with a great sense of relief that I can report on our first agreement with Kalari Transport in Kwinana.

Drivers called the TWU in after almost 12 months of negotiations between them and the company had failed to deliver a result

The company eventually put out a notice asking drivers to nominate who they wanted to represent them.

We got the nod and were happy to lead the batting for the boys who cart lime in bulk tankers to Alcoa sites at Worsley, Wagerup and Kwinana.

It's a 24 hours a day, seven days a week operation, so we were chasing a decent sized wage increase.

We were well aware that Kalari's rates were trailing a bit behind other firm's and 4% or 5% wasn't going to satisfy us.

In the end we achieved a whopping 11.7% pay boost, up front, and the blokes should be proud of themselves.

Once they all decided that sticking together was the way to go - and a



union deal is always the best deal - we had it made in the shade.

The agreement also includes two annual pay rises to come.

Plus, a small increase in the meal money - not much but enough to pay for the sauce on a couple of pies.

But the big cash is in the first pay rise which will put around \$200 per week in drivers' pockets.

Not a bad result when you consider being a TWU member only costs

\$7.85 per week. And you never know when you might need the TWU.

Thanks to our delegate **Mick McQueen and Jamie Fisk** who was a great help at the bargaining table.

## Linfox need good road-train operators

Linfox /Agility in Guildford are chasing good experienced road train operators to cart gear to Karratha for the big Gorgan Project.

The jobs entail driving doubles to Carnarvon and triples to Karratha.

If you have a few years of road-train experience and want to earn good money on a TWU agreement give Tim Dawson a call on **0419 912 564**.

The Linfox long distance boys would have to be close to the best paid long distance drivers in the state.

Driving for them will certainly beat working for one of the grubbier mobs out there.

## Discount Movie Tickets

New  
Service

New  
Service

**For TWU  
Members  
and  
Families**

Simply Call  
**SMART CLUB**

☎ **9330 0789**

And Quote  
your TWU  
Number



• MIDLAND GATE • SUBIACO  
• ROCKINGHAM • BUSSELTON



• ARMADALE • CURRAMBINE  
• JOONDALUP • WARWICK • WHITFORDS



• INNALOO MEGAPLEX



• MORLEY



• CAROUSEL • SOUTHLAKES  
• GARDEN CITY • FREMANTLE



• BELMONT  
• MANDURAH



• PARADISO • WINDSOR • CAMELOT  
• NORTHBRIDGE • NEDLANDS • MOSMAN PARK

**Never Pay Full Price Again At The Movies!**



# Kenny's a hard man to slow down

by PAUL ASLAN

He may not have been the fastest courier in the West but it was on the race track and not the roads that Ken Scrivenor earned his reputation as a speedster.

73 year old Kenny has just hung up his truck keys after 33 years of driving vans for Skippers Transport in Osborne Park.

But, incredibly, the veteran owner-driver will still be burning rubber on the Barbagello Raceway and other local tracks in his 1976 Triumph TR7 saloon racing car.

Ken loves the smell of rocket fuel in his nostrils and will always be a rev-head at heart.

Despite his age, Ken is fit and agile, probably from all those years of hopping in and out of his van delivering parcels across the metro area.

He left Skippers on a high note and told us he was showered with gifts on his last day on the job. He has a high regard for the company who have a reputation for looking after their drivers.

'Skippers gave me a gold watch, I got a great model car from the girls in the



**Ken with his much-loved Triumph TR7**

office and the TWU gave me a lovely warm fleecy jumper." Ken told us

'They put on a barbie for me at work and it was really a lovely way to end my working life,' he said.

But the real cream on Ken's farewell cake came in the letterbox – a nice

big fat bonus cheque for \$36,000 from Centrelink.

The bonus was a government -initiated reward for him working on after 65 when he first became eligible for the old age pension.

Unfortunately the bonus scheme has been closed to new entrants who did not qualify for Age Pension before 20th September 2009.

But **if you are 65 or more** and still working, you could be missing out on some handy money. For more details you should contact Centerlink and ask if you are eligible for the bonus.

Ken did and he laughed all the way to the bank and back.

Now all he has to worry about is how he spends it and that's a lot of fun anyway.

He and wife Yvonne have just enjoyed a wonderful holiday in Thailand and are now setting their sites on other distance horizons.

Ken Scrivenor was always a good strong union man and we wish him and the missus many happy holidays together, plus a few wins in the hotted up Triumph.



**TWU organiser Mick Knowles (left) and Skippers delegate congratulate Ken on his long stretch behind the wheel**

# Removalist hurt lugging 100kg marble table awarded \$234,867

## He can now lift no more than 15kg

A removalist company potentially faces a significant compensation bill after its former truck driver won an appeal to have his payout reviewed.

The NSW Supreme Court ordered the District Court to take another look at its decision to award Daniel McKay \$234,867 for future economic loss from injuries he sustained while lifting a marble table top.

The court decided the payout on the basis McKay would have stayed working as a heavy rigid truck driver in the removalist sector.

The higher court ruled the District Court failed to consider McKay's desire to work as an interstate B-double driver – an occupation which pays significantly more.



McKay argued the payout should be based on the likelihood he would become an interstate truck driver because he obtained a multiple combination licence prior to the accident.

He had worked for JMA Brothers and Scotts Car Carriers before his injuries forced him to stop.

**He injured his neck, arms and back** while he and another removalist tried to carry the 100kg table top while working for Palmers Removalists and Storage.

In the original matter, Gibson ruled that Palmers acted negligently because the table top required four people to carry it.

McKay was eventually admitted to hospital for his injuries and underwent surgery.

He was unable to continue as a truck driver because he was restricted to lifting 15kg.

"That restriction would not allow him to drive any form of heavy vehicle, or perform any form of work associated with such vehicles, including driving vehicles that were not as heavy as a B-double," the judgement says.

During a psychological assessment, McKay said his "vocational aspiration" had been to work as a truck driver since his schooldays.

## TRANSPORT WORKERS UNION

Elected Officials - WA BRANCH

### PRESIDENT

Ray McMillan

### VICE PRESIDENT

Mark Bebich

### SECRETARY

Jim McGiverson

### TRUSTEES

Rick Burton

Bob Dunn

### COMMITTEE MEMBERS

Paul Aslan

John Cain

Jeff Williams

John Davis

Jenny Davies

Mick Knowles

John Johnston

Tim Dawson

Neville Hodgeson

Michael McGiverson

### ORGANISERS

Rick Burton

John Cain

Tim Dawson

### FEDERAL COUNCILLORS

Paul Aslan

Ray McMillan

Rick Burton

Jenny Davies



Gert finds out the new guy has a car, a valid drivers licence and a refillable Viagra prescription.

## BREAKING NEWS

### Pies to change their name

TWU member Mr Bobby Dunn has called in with some hot news regarding the mighty Collingwood Football Club.

Mr Dunn said he has been told by a close inside source that the club's committee has met and Eddie McGuire will soon make an announcement about the name change.

"My information is very reliable that they will change the name to the TIGERWOODS because they will then be able to F#@k EVERYONE," said Mr Dunn.



# Germaine Gear



## He said to me...

**He said to me** .... I don't know why you wear a bra; you've got nothing to put in it

**I said to him** ... You wear pants don't you?

**He said to me** ..... Shall we try swapping positions tonight?

**I said to him**. That's a good idea - you stand by the stove & sink while I sit on the sofa and do nothing but fart

**He said to me**..... What have you been doing with all the grocery money I gave you?

**I said to him** ..... Turn sideways and look in the mirror!

**He said to me**..... Why don't women blink during foreplay?

**I said to him** ... They don't have time

**He said to me**.. How many men does it take to change a roll of toilet paper?

**I said to him** ... I don't know; it has never happened.

**He said to me**.. Why is it difficult to find men who are sensitive, caring and Good- looking?

**I said to him** ... They already have boyfriends.

**He said to me**... What do you call a woman who knows where her husband is every night?

**I said to him**... A widow...

**He said to me**.... Why are married women heavier than single women?

**I said to him** ... Single women come home, see what's in the fridge and go to bed. Married women come home, see what's in bed and go to the fridge!

## TRIVIA

I LOST THE LOCAL PUB TRIVIA QUIZ LAST NIGHT, BY 1 POINT!

THE LAST QUESTION WAS 'WHERE DO MOST MEN HAVE CURLY HAIR?'

APPARENTLY THE CORRECT ANSWER IS 'AFRICA'.

## STARVING



I just had a call from a Charity asking me to donate some of my clothes to the starving people throughout the world.

I told them to F#\*k off!! Anybody who fits into my clothes isn't starving!!

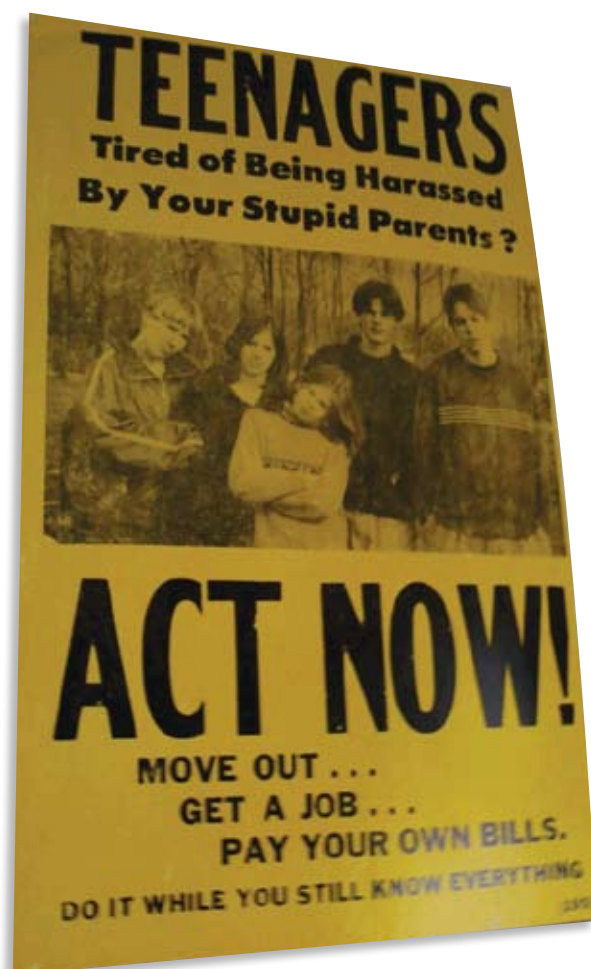
## Living Will

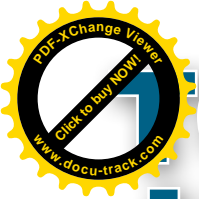
*Last night, my kids and I were sitting in the living room and I said to them, 'I never want to live in a vegetative state, dependent on some machine and fluids from a bottle.*

*If that ever happens, just pull the plug.'*

*They got up, unplugged the computer, and threw out my wine. They are SO on my shit list.*

## Best Poster Ever





# TOUGH FIGHT WIN HANSON PAY DEAL

**But it was more  
than just a battle  
for money**

**says JOHN CAIN**

Recent pay negotiations at Hanson Construction Materials were very tough going but we managed to achieve a rather good outcome after a fair bit of biff.

All up I think the troops were either on strike or locked out by the company for eight days.

It came down to a case of who blinks first and the aggie drivers, quarry workers and tipper & tanker drivers didn't bat an eyelid.

I think there was more to this battle than money. Many of our people were pissed off about the lack of respect from certain middle-managers. They were out to make a point.

Hanson had originally offered 2.2% + 2.6% + 3% but their offer was firmly rejected on several occasions.

We were fighting for a two-year deal with two 5% Increases. Hanson's argued they were the best payers in their industry and wouldn't budge.

However our people were resolute and slowly wore Hansons down. The stoppages were hurting the company and gradually they made small concessions.

These minor increases in entitlements began to add up to an offer that was good enough for our members to accept.

The offer eventually accepted included.

- A \$700 bonus for doing a bit additional paperwork.
- Two special performance bonuses totaling \$800.
- A 3.4% pay increase.
- An increase in meal allowance to \$80 per week for quarry employees.



***TWU delegate Danny Tognala enjoys a laugh with the best looking aggie drivers at Hansons, Jeff Yates and Tony Stapley***

- Double time for all early morning work up to 7am.

It's a bit hard to put a percentage increase on the deal but it will provide significant immediate increases.

And it was hard-earned.

The TWU would like to congratulate all our Hanson members and in particular **Danny Tognala, Tony Coniglio Dave 'Fish' Salmon** and all our **other delegates** who were simply marvelous.







With our Bus Industry Organiser KEVIN STARR

## Sometimes its the little issues

*Like getting a pedestrian barricade put up on this nightmare roadworks*



I was a bit taken aback recently when a bus driver asked me: 'What has the TWU been doing since the last pay campaign?'

Well of course there's the **upgraded security across the network**. The installation of the fire suppression systems being installed as we speak and...

Anyway, I got to thinking if nothing is happening that can be readily seen then **why the hell am I always so busy?**

And it comes down to this. Sometimes it's simply the little things that not everyone knows about that keep things ticking along while we get the Big Ticket Items sorted out.

Checking back through my diary over the past few months I found I'd been doing all sorts of silly stuff like:

- Getting stinking rat infested skip bins removed from Wellington Street Bus Station,
- Kicking backsides at various local Councils over Clearways
- Pushing Main Roads Traffic Control to get intersections sorted out when road-workers hadn't bothered to tell the PTA or bus companies,
- Holding peoples' hands, so to speak, when they had issues with Equal Opportunities Commission, Fair Work Ombudsman or Fair Work Australia.
- Liaising with members of the Government and the Opposition, trying to get our problems acknowledged by the people who can help us sort them out.
- Listening to peoples' problems at home or at work; it's all part of the service I guess.

Then of course there's the dreaded times when drivers get hauled in for

**disciplinary hearings and possible employment termination.**

While you may never be involved in one of these YET, trust me when I say **there are LOTS of them** that I go to each and every day.

We win some, we certainly lose some, but **we do our best to keep you employed**. Sometimes that's harder than you think.

And most people will never hear about it. So if you see us coming into a depot and disappearing for an hour or four or more and then flying out - don't worry.

Chances are I've just been trying to save some poor buggers job and I'm off to the next one. I'm certainly not ignoring you.

The Horse Shoe Bridge, William and Wellington Sts Intersection (above) was another issue that we sorted, with the help of a number of people that would wish to remain nameless.

No traffic controllers, no barriers, pedestrians everywhere, and vehicles coming the wrong way down a BUS ONLY one way street, and who was sorting it out?

The builder didn't give a stuff, drivers were not happy. Three days of 'polite negotiations' and then our threat to **Black Ban the area** finally got the protected barricades up.

Then there's the phone calls - all day and half the night. 'I'm in trouble, I've been arrested, can you come and help me, etc?'

Or 'I've had an accident and the police have charged me. What do I do now?' or 'I'm not coping financially what can I do?'

People being injured at work. **Conflicts between co workers**, trying to sort out customer complaints that may not be kosher, problems at depots that you don't think are being sorted out properly or quick enough.

A whole lot of things happen depending on what the drama is, referrals to lawyers, getting the Industrial Officers to speak with you about Workers Comp

Maybe we go out to the **Police Station or Courthouse** and hold your hand if you need it, speaking to Slater and Gordon, seeing if there is anything we can do to help make it a little easier or cheaper.

So when you don't see us for a while, certainly ask what we are doing, but ask around your depots and find out what we have been quietly doing for our members in the background,

We may not tell you in as many words because it may be a bit personal for the people concerned.

As I said, sometimes it's the little things we do that mean a hell of a lot for the people needing helping hand.

*or saving some poor bugger's job at a disciplinary hearing*

# Some tips from a driver for bus passengers

by **Southern Coast Transit Driver**

**BRIAN FERGUSON**

1. In poor light conditions (early morning, evening darkness, rain) **don't wear drab or dark coloured clothing** and expect to be seen.
2. Don't wear **camouflage clothing** and expect to be seen.
3. Don't stand as **still as a statue** and expect to be seen.
4. Almost every bus stop information board, shelter and orange stick stop, show a blue and white hand symbol and the words "**Hail Bus**". If there is more than one bus using that stop **PLEASE** wave at the one you wish to catch, **don't be shy, use plenty of movement**. Bus drivers are pretty good but mindreading is asking too much.
5. Don't get involved reading, playing games **on your phone**, texting, listening to your iPod or using a laptop computer while waiting for a bus, especially when sitting in a bus shelter, as **you cannot be seen until it's too late to stop**.
6. Instead of standing around doing nothing waiting for a bus, be proactive, **get your Smartrider or bus fare ready** so you don't have to waste everyone else's time while you fumble in your pockets or bags for a wallet or purse then have to dig out the correct change.
7. The same applies for **concession cards**, please have them ready.
8. Bus drivers are given a very small float for change;



**please don't proffer large denomination notes** for relatively small fares.

9. The city is divided into 9 fare zones, **the farther you travel the more you are expected to pay**, please learn these as it can save embarrassment if you request the wrong fare to your destination.
10. A Concession .60c or Two Section fare is a **one ride only fare** and carries you a short distance i.e. 3.2km

11. A Concession .90c fare is for **one fare zone only** so don't expect a trip to outer suburbs for this.

12. **NOTE, no eating, drinking or smoking on buses**. Remember that a bus is a moving vehicle, any spill spreads rapidly and can be dangerously slippery or unpleasantly sticky for others.

13. If you bring **rubbish** onto the bus, **take it with you** when you get off. Or at least put it in the bin; don't

try hiding it under seats or on the rear shelf.

14. Don't chew gum then **stick the wad** onto other parts of the bus interior.
15. **Spitting is simply disgusting**, onto the floor is worse.
16. Graffiti either marked or scratched is unacceptable, **you will be caught** and punished!

## BUS DRIVER KILLED BY OWN BUS

An Adelaide public bus company has been convicted for failing to ensure the safety of a driver - who was killed on the job.

The Southlink Pty Ltd bus driver pulled into a shopping centre parking bay, got out of the bus (while the engine was still running and in gear, as he was authorised by his employer to do).

He then closed the doors by pressing an external button adjacent to the front left headlight.

The driver, however, had neglected to apply the handbrake, and the bus lurched forward and struck him, inflicting fatal injuries.

Southlink was charged with breaching South Australia's occupational health and safety laws for failing to carry out an adequate risk assessment of the "use and misuse" of the bus's interlock brakes, and failing to install a handbrake alarm system.

In the Magistrates Court, the employer contended that the risk that the brake system posed was not to the driver but members of the public.

And that there was a possibility the driver had knowingly left the handbrake off and deliberately walked into the path of the runaway bus.

These contentions were rejected by the magistrate who found that Southlink had been aware of the risk since 2002.

And that its ability to implement a solution (whether a handbrake alarm or otherwise) had been inhibited by the absence of "any form of written hazard identification and risk assessment."

The firm will be sentenced and penalties applied at a later date.



# Bitter Chubb Battle

*Company has used every trick in the book including scab drivers and managers doing our runs*

**Reports RICK BURTON**

The guns have stayed in the holsters of our members at Chubb Security during a bitter pay battle with the company but tempers are being stretched.

The armoured van drivers have lost seven days pay in the long running dispute but although wearied, they are not wavering.

And bitter is the best word to describe how our members feel about their management.

Chubb managers have used every trick in the book in their attempt to crack the drivers including taking vans out themselves and **using scab labour**.

Other suspect tactics include cutting the weekly hours of permanent officers to 38 and giving casuals up to 60 hours.

They also sacked our delegate John Cutrali over an altercation during which John was confronted by an angry scab and was forced to defend himself.

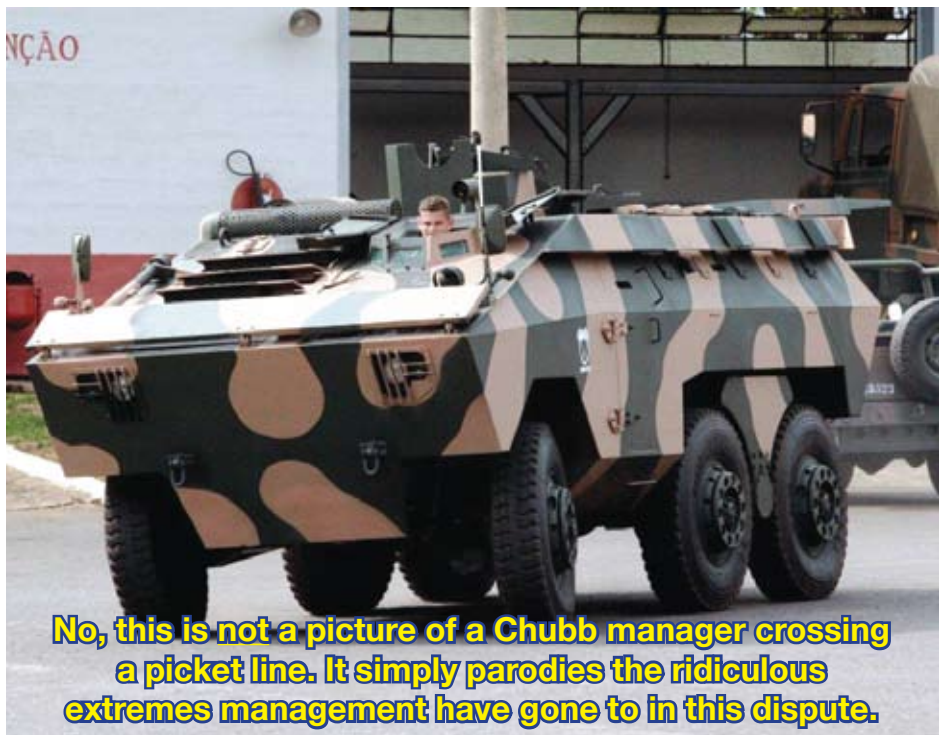
John Cutrali is a wonderful bloke who worked at Chubb for 15 years. He didn't deserve the treatment meted out to him by the company.

The TWU has lodged an **unfair dismissal claim** with Fair Work Australia and our lawyers will fight vigorously for John's reinstatement.

Chubb drivers are paid an all inclusive \$27 per hour - which might seem reasonable - but they have to work 48 hours before they are paid overtime rates.

Prior to the dispute permanent officers were working so many hours the \$27 rate became inferior.

Just before the Wheel went to press the company offered pay rises of 5.3% and 4% in a two-year deal with some trade-offs.



The trade-offs significantly dilute the offer.

Our members told them to stick it and voted to fight on for more. Their position has hardened and so has their attitude to Chubb management.

I can't say I blame them. Even when this dispute ends it will take a long time for the bitterness to seep away. A long time!

Hopefully, we can get things back on track.

## STRIKES LOOM AT BROOME AIRPORT

The workforce at the Broome Airport has strongly rejected a slightly improved pay offer from its management.

We were headed for protected industrial action as The Wheel went to press.

Action could include 24 or 48 hour stoppages, etc and would bring the busy airport to a standstill.

Stoppages would involve baggage handlers, ramp and ground crews, refuellers, maintenance workers security personnel, office staff and even some managers.

The TWU has united the workforce and together we are fighting for.

- A \$2 per hour pay rise.
- Restoration of overtime payments including time and a half and double time where applicable.
- Triple time at Christmas & Easter.
- 17.5% Annual Leave Loading
- Night & Afternoon Shift Penalties taken away during the Workchoices era.

We're bracing ourself for a tough battle but are confident we will come through with a far superior deal for our members.

# Happy Snaps

Why wouldn't this sartorially elegant quintet be smiling like split watermelons.

They've about to enter the Parliament House dining room for a sumptuous lunch as guests of transport shadow minister Ken Travers.

The high powered TWU deputation includes **Fred Morgan** (Swan Transit), **Shizana Ngama** (Shenton Park), **Pam Abbott** (Malaga), **Ron Kessler** (Joondalup) and **Phil Ogden** (Malaga).

The get together was arranged and led by their fearless organiser, Kevin Starr, and bus drivers' issues dominated the conversation.

Below them are our PFD delegates **Paul Tyler** and **Lloyd Flint** at the firm's Banjup depot. Their lunch that day included such culinary delights as sardine and vegemite sandwiches. Only Joking!

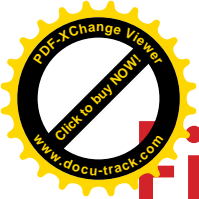
And It's been a long time between drinks for the company drivers at Australian Air Express.

They guys haven't had a pay rise for years and they are really looking forward to making up for lost opportunities later this year.

That's when we begin negotiations on a new pay claim and we aim to make it a goodie.







# Firms get away with murder in North West

says **JOHN CAIN**

There are transport companies in the North West who have been getting away with murder and we are about to pull a number of them into line.

One of a number of firms in my sights is **Brambles** in Port Hedland.

I've spoken to several of their drivers and they're not happy with what is being dished up to them.

The drivers cart fuel and copper ore to and from minesites and should be earning bigger dollars.

They're working 70-80 hours a week on flat rates of \$31- \$32 per hour. No overtime rates, meal money, etc.

The shit pay rates are part of a NON-UNION agreement that was stitched up behind our backs.

It's happening a bit too often lately! The company puts out a notice calling for nominations for some mug to be the drivers 'Bargaining Agent' and away you go.

One or two meetings and WHAKO! we've got a **nice cosy deal** - "told you we didn't need the nasty old union"

Of course nobody mentions that the nasty old union probably would have got them several hundred dollars per week more for their hard yakka.

That's the difference between a PROFESSIONAL OUTFIT handling negotiations and some well-intentioned

AMATEUR who relies on his boss for his pay packet.

Anyway Brambles will be seeing a lot more of me and they will not be the only ones.

**Boom Logistics** is another firm to attract my interest.

In Hedland Boom have a crane yard and a truck yard and two sets of conditions.

Employed in those yards are the haves and the have nots and you don't win a soft toy for guessing who are the have nots.

The haves are the crane-drivers who are paid an **\$850 per week** regional allowance.

Then there are the truckies who also receive a regional allowance - of **\$350**.

Of course the crane driver and truck driver pay the same ridiculously high rents and living costs in Port Headland.

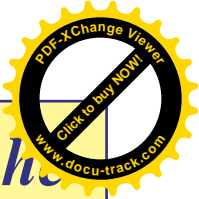
So I ask you - why does one of these workers receive an allowance that is \$500 higher than the other?

I'll tell you why! Because the truckies signed a friggin NON-UNION agreement - that's why.

And they got shafted.

So my job will be to undo all the stuff ups - thankfully I am a persistent person who likes a challenge.

Other companies I'm talking to Include **Arrowsmith** and **Link Low Loaders**.



## What did he mean Ethel



### This is such a touching story...

*Mary got married and had 13 children.*

*Her first husband, Ted, died of cancer.*

*She married again, and her & Bob had 7 more children.*

*Bob was killed in a car accident, 12 years later.*

*Mary \*again\*, remarried,.... and this time, her & John had 5 more children.*

*Mary finally died, after having 25 children.*

*Standing before her coffin, the preacher prayed for her.*

*He thanked the Lord for this very loving woman and said, "Lord, they are finally together."*

*Ethel leaned over and quietly asked her best friend, Margaret:*

*"Do you think he means her first, second, or third husband?"*

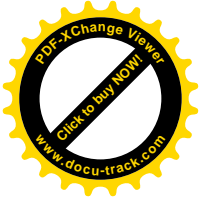
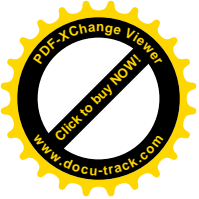
*Margaret replied:...."I think he means her legs, Ethel..."*

## How fast can you guess these words?

1. B o o \_ s      2. \_ \_ n d o m      3. F \_ \_ k  
4. P \_ n \_ s      5. P u \_ s \_

ANSWERS BELOW, DON'T CHEAT

Answers 1. Books 2. Random 3. Fork 4. Pants 5. Pulse  
You got all 5 wrong DIDN'T YOU! NO COMMENT



# Talk to us before you sign a new contract

**warns TIM DAWSON**

*Some firms are now asking owner drivers to sign complex contracts that may include traps*

When owner-drivers at Courier Please in Belmont were recently asked to sign detailed 20 page contracts many of them were unsure what to do.

Courier Please had bought out Pep Transport earlier this year and there were always going to be some changes.

Quite a few of the drivers thought they were being given a **sign or resign ultimatum** and signed without seeking advice.

Before very long we began receiving calls from confused drivers wanting to know where they stood.

A meeting was held at the depot and we went through the contracts looking for anything that might cause detriment to our members.

A letter was then shot off to the company outlining our concerns.



**They're all pretty happy at Courier Please. That's our delegate Frank Diamco with the dignified moustache**

One glaring problem was the **lack of a dispute resolution procedure** outlining the rights of drivers should they be accused of a contract breach.

As things stood their contract could be terminated on the spot and they'd have no say in the matter.

However the company was more than happy to include such a clause. They

also had no objection to the TWU representing drivers involved in any kind of dispute.

And they agreed to cancel contracts prematurely signed by drivers and give them the opportunity to sign an amended version.

A good outcome for all concerned.

## **IMPORTANT:**

*If you are an owner-driver and are asked to sign a contract DON'T, until you get advice from someone who really knows the ropes. If you are a financial TWU member you have the right to come to us for help with contractual matters. It pays to be in the TWU!*

## THE POWER OF A BADGE IN THE USA

DEA officer stops at a ranch in Texas , and talks with an old rancher. He tells the rancher, "I need to inspect your ranch for illegally grown drugs." The rancher says, "Okay , but do not go in that field over there," as he points out the location.

The DEA officer verbally explodes saying, " Mister, I have the authority of the Federal Government with me." Reaching into his rear pants pocket, he removes his badge and proudly displays it to the rancher. "See this badge?

This badge means I am allowed to go wherever I wish.... On any land.. No questions asked or answers given. Have I made myself clear? Do you understand?"



The rancher nods politely, apologizes, and goes about his chores.

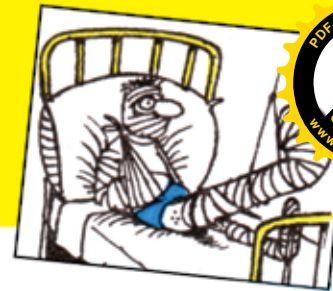
A short time later, the old rancher hears loud screams and sees the DEA officer running for his life chased by the rancher's big Santa Gertrudis bull.....

With every step the bull is gaining ground on the officer, and it seems likely that he'll get gored before he reaches safety. The officer is clearly terrified. The rancher throws down his tools, runs to the fence and yells at the top of his lungs.....

" Your badge. Show him your BADGE ! "



# safety News



## Victorian employer fined \$750K over death of young truckie

A Victorian employer has been fined \$750,000 over a workplace death in the first conviction for "recklessly endangering a worker" under that state's laws.

In 2006 a 21-year-old Orbit Drilling employee was crushed to death when the over-loaded Mack truck he was driving lost control and overturned on a steep, off-road slope.

A County Court judge heard that the worker had only held a truck licence for little more than two weeks, and had undergone only 11 hours of driving lessons.

He had been directed to drive down the 10-degree slope, she found, without receiving adequate gear-selection training, and without undergoing an induction or safety training.

And the truck - **which had not been serviced for at least six months** - had faulty primary and emergency brakes, and the secondary brake had been disconnected.

A Worksafe investigator said it was the worst example of failing to maintain vehicles or machinery he had seen in 24 years on the job.

"If the truck had been in proper working order and [the worker] had been a properly qualified and experienced driver, there's no reason why this task couldn't have been safely completed."

Orbit Drilling and its director both pleaded guilty to the charges. The case will be heard at a later date.

## FINGERS LOST IN CHEESE GRINDER

Canon Foods has been fined \$20,000 after an employee lost two fingers in a cheese grinder.

The incident happened when the employee was mincing blocks of cheese at Canon's Canning Vale premises.

The employee turned the machine on and reached down to push the cheese into the auger. His left hand came into contact with the auger and cut off his index and middle fingers.

The man was rushed to hospital.

WorkSafe told the court that the company director was in a position to observe the employee with his hand in the hopper.

A manager had seen staff pushing food into the auger while the grinder was operating, and had done so himself

The manager was also aware that an interlock mechanism was not working on the machine at the time.

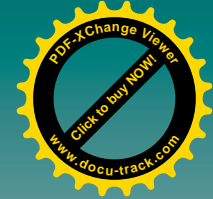
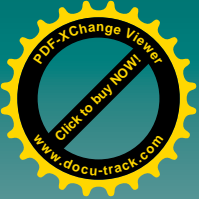
After the incident, Canon Foods installed a guard to stop workers reaching into the hopper while the grinder was operating.

Guarding of moving parts of machinery is vital, and is still one of the easiest and most obvious means of minimizing the risk of injury to machinery operators.



## Another SCT worker has leg crushed

It was only about a year ago that Laurence Egan had his leg broken in two places by a forklift at the Specialised Container Transport depot in Forrestfield. Then recently in a real deja-vu incident Denis Pulter had his left leg crushed in the same shed in another fork-lift incident. Worksafe held enquiries into both incidents and we are awaiting the outcomes and subsequent court action.



# Giacci drivers demand big wage rates boost

Giacci Transport drivers are demanding large pay rises, as negotiations on a new enterprise agreement get underway.

However, we are not expecting hand outs with the firm's management already complaining they are operating in a tight market.

Peter Giacci says the firm is tied into contracts that give him and his connections little wriggle room. He says any increases will have to come out of their pockets.

Of course this sort of posturing is par for the course in our game and we are prepared to fight hard for a boost in pay rates.

We have held meetings at all Giacci depots and in all cases drivers are demanding higher wages.

**But it's going to be  
a tough round of  
negotiations  
say MICK KNOWLES  
and RICK BURTON**

A serious bone of contention is Giacci's **discriminatory pay structure**. It gives longer term employees a higher rate than those who have been on the books less than two-years.

And even the long-termers get just over \$19 per hour – plus award overtime rates.

The wage rates are boosted by guaranteed meal allowances of \$20 per day and **dust allowances of \$10.50 per day**.

These allowances are better than those paid by most comparative firms but the base pay rates are far too low.

We have met with our members at the firm's Picton, Naval Base, Geraldton and Moonyoonooka depots.

Geraldton workers, who have been hit by rocketing living costs in the town, are demanding a special higher rate for the region.

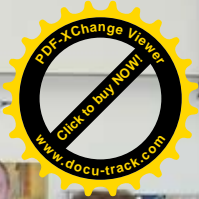
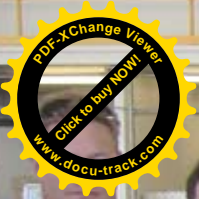
Moonyoonooka drivers are on a separate agreement. They are paid a flat rate of \$27 per hour but want it lifted to \$31.

We hope to be able to report successful outcomes in the next edition of The Wheel.

**And congratulations to Giacci Bros and their drivers at Moonyoonooka for the achievement of an amazing accident free safety record**







# Couriers Win!



## Rate Rises at Toll Yards

### **COURIERS OWNER-DRIVERS RECEIVE OVERDUE INCREASES**

**Reports MICK KNOWLES**

There is a message for Perth's couriers in the TWU's recent achievement of rate increases for owner driver couriers at Toll Fast.

The lesson is, if you stick together and negotiate as a united group under the TWU umbrella you will improve your financial situation.

With the passing away of former Courier Australia boss Peter Henderson we completed our negotiations with interim manager Brendan Speck.

The main outcome was a 4.5% rate increase to bring the drivers (4.5 tonne and above) up to the rates recommended by the TWU and the Transport Forum.

This broke a bit of drought for the couriers who had not had a rate rise for more than two years.

Toll also agreed to supply the drivers with new uniforms.

While we were on a roll we suggested to Toll Priority that it must be time to look at their one tonne rates.

The van drivers received a 2% increase last year but that wasn't enough to lift them up to our going rate.

This time we were able to achieve a 4% increase from July 2 on the total rate – not just the labour component.

And to cap off a good story the parcel couriers who drive the little hatch backs will pocket 4% more thanks to our efforts.



# Stranded truckie stopped from boiling a billy

## TWU Organiser

### John Cain says some mining firms treat truck-drivers like dirt

Given that you can't set up or run a mine without truck drivers you'd expect mining companies to have greater respect for them.

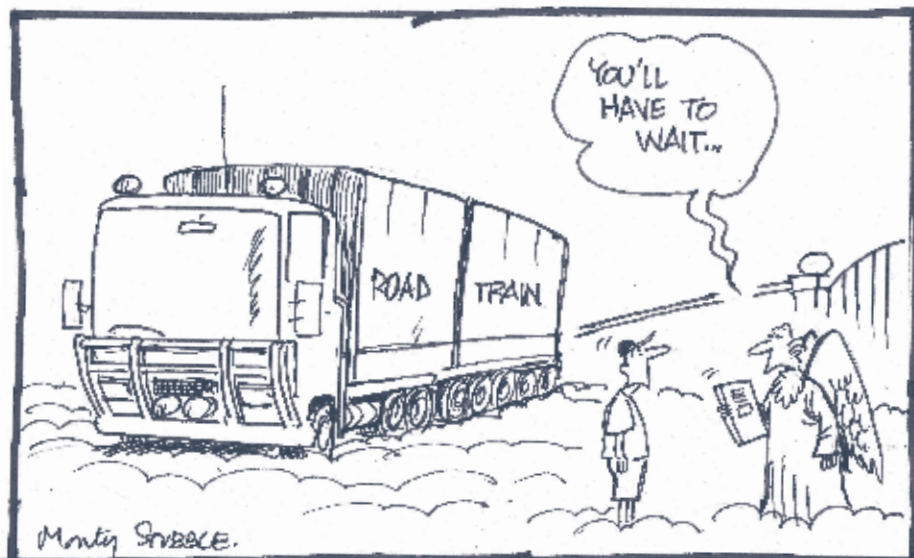
But if the example of a truckie employed by Toll Express in Port Hedland is any indication they only have contempt for them!

This particular driver rolled up at the gates of a remote mine-site at about 2.30pm to be told by a security guard that he couldn't be unloaded.

He would just have to wait - outside the gates of the shitty mine out in the middle of some God forsaken desert.

And as the sun slowly slipped below the horizon and it became dark he was still there waiting - outside the gates of the shitty minesite.

No food, no shower, no shithouse, no bed, NO RESPECT.



But being a bit of a resourceful bloke our truckie did have a tin billy and a handful of tea. So he decided to light a fire beside the road and boil it.

That's when the **security guard on the gate of Stalag 13** made a rare emergence from his hut to tell him to put out the fire.

After spending a restless night sleeping in the cab of his truck the driver was eventually unloaded - 18 hours after he lobbed there.

Truck drivers don't deserve this shit treatment and they shouldn't put up with it.

The TWU is now campaigning for vastly improved pay, conditions and amenities for North West truckies.

If you are unhappy with the way you are being treated please give me a call on **0417 953 642**.

## BUSY KARRATHA AIRPORT WORKERS POORLY PAID

With all the mining activity up North traffic coming in and out of the Karratha Airport has grown at a rapid rate.

Unfortunately the wages and regional allowances of ground staff at the town's airport haven't enjoyed the same growth.

In fact - as far as spending power is concerned - they've probably gone backwards

Hopefully that's about to change with a majority of the workers recently joining the TWU.

At present the troops are on a flat rate of \$27 per hour with no overtime or shift loadings. Given that they work around 50 hours a week that's not enough.

Their regional allowance of \$1.50 per hour worked is pretty piss poor too. Work 50 hours and you get \$75.

They've got to be joking!

It must be cheaper to live in Monaco than it is in Karratha where they are charging people \$1500 to rent small transportables.

The ground staff are employed by Karratha Ramp Services and an off-shoot firm called San Lea.

Their managers are still in a state of shock after we told them we want the regional/

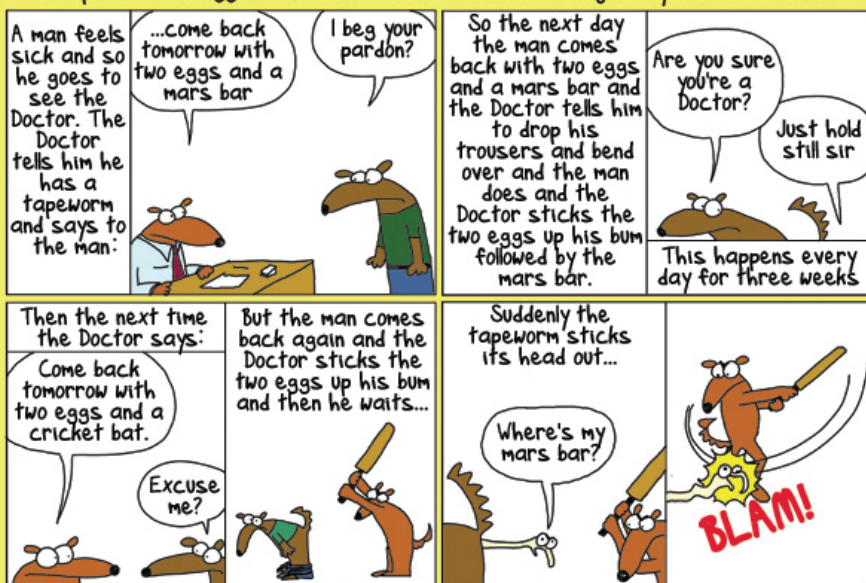
accommodation allowance lifted to \$800 per week.

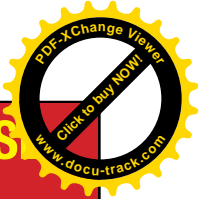
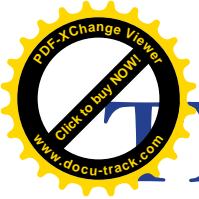
A few of their employees live in company owned houses paying between \$300 - \$500 per week.

Others are out there in the private rent jungle coughing up the exorbitant going rates for a roof over their heads.

We are confident of improving things for our new members.







# TNT Sackin Unfair

An industrial relations commissioner has called for trucking operators with zero tolerance policies to show some leeway in the wake of an unfair dismissal case involving TNT Express.

Commissioner Annette Larkin ordered the firm to reinstate Harry Zoumas after it sacked the driver for pushing another employee, Karim Anbar, who had kicked and slapped him.

As well as sacking Anbar, a TNT depot manager, argued the company had to terminate Zoumas because it did not tolerate harassment or bullying in the workplace.

But Larkin ruled that Zoumas was dealt with harshly because he did not retaliate with violence.

While saying zero tolerance to such issues is appropriate, Larkin says firms need to realise **"life is not always black and white"**.

"There are at times shades of grey. A workplace policy, in my view, must be applied having regard to the particular circumstances of an incident and/or situation that may arise,"

"I do not condone the applicant's response to Mr Anbar's behaviour. I am, however, persuaded that he was provoked into the action that he took." TNT was also ordered to remunerate Zoumas for lost pay.

Although Zoumas was terminated on December 9 last year, Larkin imposed a

month-long gap for lost pay because the driver "must bear some responsibility for his actions".

## SCT will not appeal

They were cracking open the crownies at Specialized Container Transport after the company decided not to appeal against a recent back pay judgment handed down in the industrial commission.

In that decision SCT were ordered to pay three employees **back wages totalling \$33,000** for consistently working through meal breaks over several years.

And their case was a virtual test case for more than 70 fellow workers who have similar claims.

The TWU will now commence negotiations with the company in an effort to reach a settlement on their behalf.

Of course only existing employees, who are financial TWU members, will benefit from the considerable effort and financial outlay we put into the case.

Always remember - it pays to be in the TWU and **you never know when you might need us!**

## 5% PAY RISE IN TOLL MAIL-ROOMS

While doing the rounds of the Toll courier depots I was approached by a number of the firm's mail room employees.

There are teams of these guys and girls working at Belmont and the firm's Perth Airport depot.

I learned that they were employed on some kind of office clerks' award which is inferior to ours.

I told them they would be far better off under a TWU agreement and promised to speak to management about their pay and conditions.

As things turned out Toll were happy to cooperate and agreed to increase their pay rates by 5% immediately as part of a three-year deal,

The agreement includes two additional 3% rises - or the Consumer Price Increase if it is greater.

As we went to press we were arranging meetings at each depot to discuss the firm's offer with the troops.

**MICK KNOWLES**

## Out the Gate?

*Nah, the boys at Toll Auto are a peaceful, fun-loving bunch who would rather make love - not war?*

*Actually the boys got together to elect Alex Boyle as their new delegate.*

*Alex replaces Bill Malasitis who has been promoted. Bill did a great job for us and we thank him for that.*





# Some Snaps & Snippets



by DAVE SHEAF

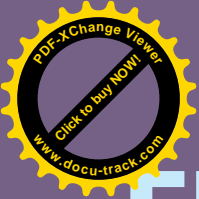
They certainly deck out their workforce well on the Western Power crew at Ceva in Jandakot (Above) Always good to see a group of workers "On the Grass"

And good to see the ladies out-numbering the blokes for a change at Cevas yard in Treasure Road Kewdale



They're also looking pretty sharp at EDI Downers Maddington depot where we are building up our numbers for EBA negotiations later this year.





# SMALL FLEETOWNERS CAUGHT UNDERPAYING

## WE UNCOVERED FOUR CASES AT KLEENHEAT GAS

Reports **MICK CONNOLLY**

The TWU fights hard for owner-drivers to ensure they are paid sustainable rates that enable their businesses to flourish.

However a disturbing trend has developed in transport whereby owner-drivers buy additional trucks and employ people to drive them – on less than award conditions.

There is nothing wrong with becoming a small fleet owner if you pay people their legal entitlements. But there are a lot of operators out there who are ripping people off.

We unearthed four cases of truck drivers being rorted at Kleenheat in Kwinana.

CASE ONE was relatively easy to fix. We sat down with the owner-driver and explained his legal obligations. Pay no less than the minimum award conditions, make superannuation contributions and ensure your employee is covered by workers compensation.

We agreed that the driver was owed \$7,500 in underpayments and the matter was settled.

CASE TWO was more difficult with the subbie calling in the Chamber of Commerce & Industry. (They don't come cheap).

This subbie, who lives in a massive double story mansion in one of Perth's more expensive suburbs, cried poor. We had to get the violins and hankies out.

He eventually agreed to backpay his driver in full but said he couldn't afford to pay up for three weeks. Unbelievable!

We took CASE THREE to court after we were unable to negotiate a settlement. The driver is now \$3,500 better off as a result of our efforts.

CASE FOUR is headed for the courts after we spent hours with the owner-driver trying to sort out how much he owed his driver.

We came to the conclusion that this bloke and his missus were only interested in delaying the inevitable in the hope they'd escape having to pay.

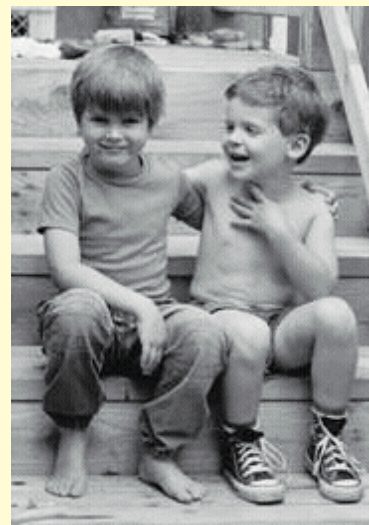
They won't escape – the law will catch up with them. They've had four drivers in two weeks and they wonder why no one stays with them.

Kleenheat is not the culprit here – they pay the small-fleet owners enough for them to pay their drivers correctly.

If owner-drivers weren't paid adequately, why would they take on a SECOND TRUCK, then a THIRD TRUCK and so on.

Nothing wrong with making a NICE PROFIT but when it is made at the expense of a struggling fellow truckie, it's just plain GREED and it's wrong!

## Grandmas don't know everything



9 year old Jack was staying with his grandmother for a few days.

He'd been playing outside with the other kids for a while when he came into the house and asked her,

'Grandma, what's that called when two people sleep in the same room and one is on top of the other?'

She was a little taken aback, but she decided to tell him the truth. 'It's called **sexual intercourse**, darling.'

Little Tony said, 'Oh, ok,' and went back outside to play with the other kids.

A few minutes later he came back in and said angrily,

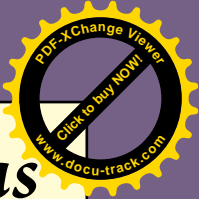
'Grandma, it isn't called sexual intercourse. **It's called bunk beds.**

And Jimmy's mum wants to talk to you.'

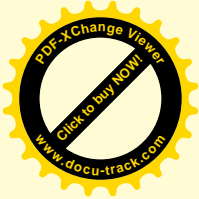
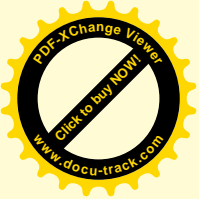
## KLEENHEAT PAY TALKS UNDERWAY

Negotiations have commenced with Kleeheat Gas on a new agreement to cover.

• Cylinder drivers • LPG drivers • LNG drivers







# Top Shot Couriers Pulled Into Line

Bunbury firm Top Shot Couriers has been well and truly in the firing line of the TWU for the past year or so.

Top Shot first came to our notice after a couple of their drivers contacted us with questions about their entitlements.

It didn't take long to explain where they stood, in five simple words: "YOU ARE BEING RIPPED OFF".

Further enquires revealed that the company had 50 drivers and had been growing at a rapid rate.

All their drivers were employed as casuals and were being paid well under the award which was being beached in numerous areas.

We also discovered Top Shot were being audited by the Australian Taxation Office

**Firm was quick  
to admit they  
were in trouble**

**says MICK KNOWLES**

for non-payment of their employees superannuation contributions.

When we first approached the firm's owners about the situation they were quick to admit they were in trouble.

We offered to help them fix their migraine headache but explained there was no easy solution. They would have to pay in accordance with our legally binding award.

As things stood they had been enjoying a huge unfair advantage over many of their competitors in the South West.

Eventually reality dawned on the company and they agreed to work with us to resolve their dilemma and put things on an even footing.

They are now paying their drivers award wages and conditions and are in the process of switching to a more permanent workforce – instead of employing only casuals.

We will give them time to get on their feet and will visit their depots regularly to talk to drivers.

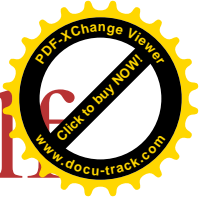
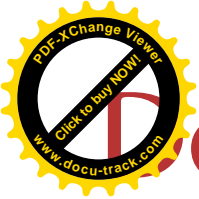
If you know of any other courier company that is underpaying drivers please call the TWU and we will check them out.

**Telephone 1800 657 477 Free Call.**

## NEW DELEGATES ELECTED AT TOLL EXPRESS



**They're rock solid union at Toll Express  
where we've just elected two new  
delegates: Dale Smith and Craig Butler.  
Thanks for taking on the job guys**



# Do you or your better-half have some time to spare?

Armada Home Help is a wonderful community group that organizes volunteers to provide help for our senior citizens and those with disabilities.

They are currently seeking volunteer transport drivers and are hoping some of our members might be interested in helping out.

They are a not for profit community based aged care organization.

The group provides multiple services to encourage, support and empower the frail, aged and younger persons with disabilities and their carers with dignity in their own home within the community.

Their services assist their clients to remain living independently in their own homes.

Armada Home Help service the Aged, Disabled, Disadvantaged and Carers of Armadale, Kelmscott, Jarrahdale, Forrestdale, Jandakot, Serpentine and Roleystone.

The organisation provides basic services within the home and in the community such as Transport, Day Centre, Library, Shopping, Personal Care, Domestic Assistance, Gardening, Home Maintenance and Men in Sheds.



They are currently seeking the services of Volunteer Transport Drivers to provide transport to and from medical appointments throughout the metropolitan area.

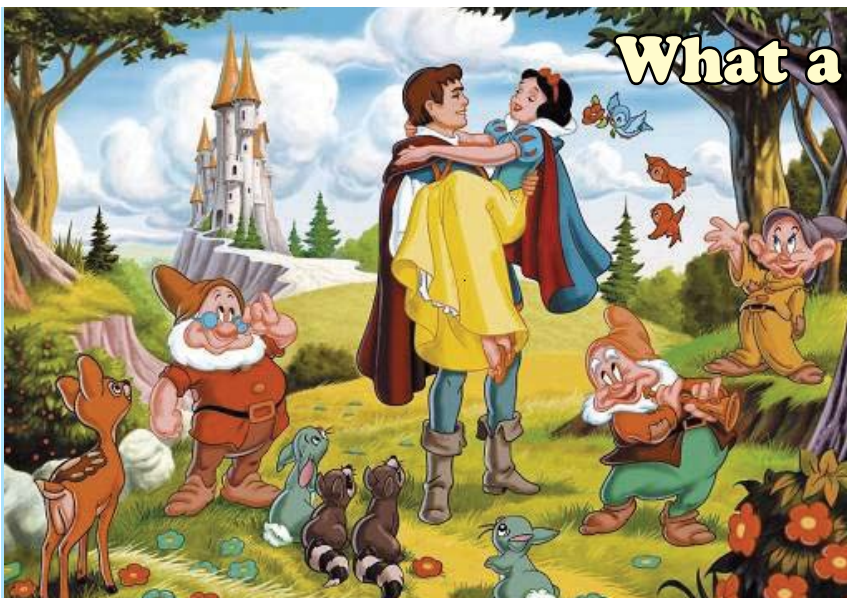
They currently transport approximately 60 clients a week to a variety of medical appointments as well as transporting a

number of our clients to and from our Day Centre.

Without the valuable support from their volunteers they would not be able to provide this much needed service.

So if you or your better half would like to have a go at helping out please call them up for a chat about what is involved.

**CONTACT: Volunteers Coordinator Lisa Begley on 9399 1111 or visit their website [www.armadalehome.com.au](http://www.armadalehome.com.au)**



## What a Beautiful Story

This should be shared with everyone!

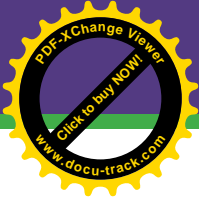
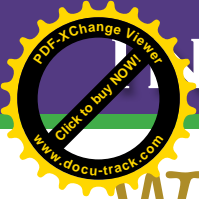
Once upon a time, a guy asked a beautiful girl "will you Marry me?"

The girl said "NO!" And he lived Happily ever after and rode motorcycles and went fishing and hunting and played golf a lot and drank lots of scotch and had tons of money in the bank and left the toilet seat up and farted whenever he wanted.

LUCKY BASTARD.

The End





## We smelled a rat in delegate sacking



### DAN CAIN Reports

When someone is decent enough and brave enough to stick their hand up to become a TWU delegate they deserve all the support we can give them.

And if a delegate is sacked by a company soon after being elected by workmates alarm bells begin clanging at TWU headquarters.

And that is exactly what happened in the case of Michael Gilfedder who was employed by waste removal firm **Tox Free in Henderson**.

Michael took on the union reps job at a meeting of Tox Free drivers conducted by TWU organiser John Cain.

Tox Free were a non-unionised firm until John come along and there is little doubt they wanted to stay that way.

At his meeting the workers agreed to appoint John and the TWU as their bargaining agents in negotiations with the company over a new pay and conditions agreement.

However Tox Free, with some fancy footwork, managed to cut the TWU out of the action by getting most of their employees to agree to represent themselves.

Michael stood his ground and it seemed a bit too coincidental when he was sacked soon after.

The company told him they had no more work for a HC truck driver ignoring the fact they had employed him as a controlled waste vacuum truck operator.

That the company had been advertising for a HC driver didn't help their case either.

We smelled a large rat and filed an unlawful termination application with the courts. It is unlawful and a very serious offence to discriminate against a union delegate.

In the end Tox Free agreed to pay Michael \$3,600 to settle the case and get us out of their hair. We can be quite sticky.

Michael was rapt. He had only worked for the company for a few months and had already got himself another job.

And this is not the last chapter in the Tox Free versus TWU story. We will continue to speak with them about improving their employees' wages and conditions.

## K&S Cough Up 4-Weeks Pay

Sometimes the wheels of justice grind slowly and that was certainly true for Blair Lees who claimed he was unfairly sacked by K&S Freighters.

Blair was given the boot in July last year after the trucking company alleged he was responsible for damaging a truck and had failed to report it.

The TWU is at loggerheads with K&S over its policy of demanding drivers pay the cost of any damage to vehicles or property or be given the boot.

We took Blair's case to the industrial commission where K&S agreed to pay him four weeks pay in settlement of the matter.

A deed of agreement was drawn up but Blair was working away at the time and there was a bit of a delay in getting his signature on it.

In the meantime K&S decided to withdraw their offer.

The TWU then lodged another application in the Industrial magistrates Court in an attempt to resolve the issue.

K&S didn't take kindly to this and their eastern states based industrial relations consultant Bob Ironmonger threatened to sue us for costs if we went ahead with the case.

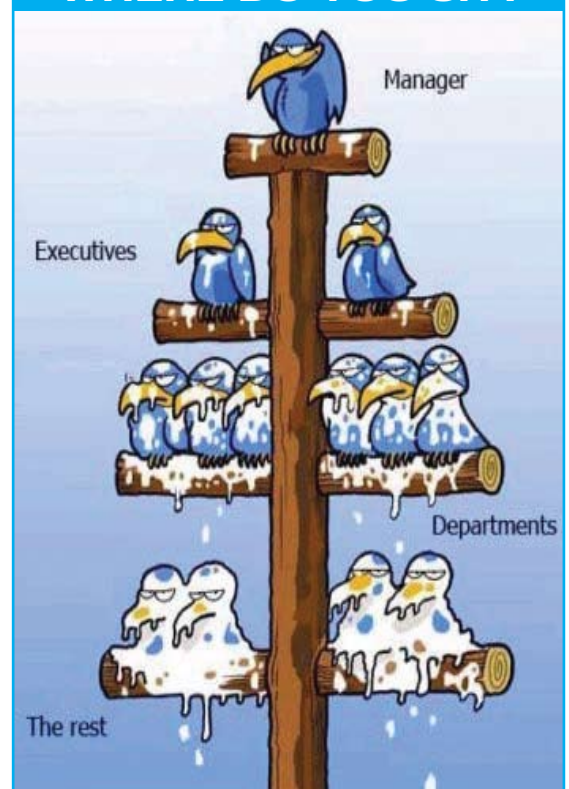
He would argue that our application was frivolous and vexatious and that we would have to pay his travel costs, etc.

We said bring it on Bobby Boy – we have done nothing wrong and Blair should be paid the money K&S had agreed to pay him.

Anyway Bobby eventually backed off and the company – after offering two weeks pay – eventually agreed to honour its original offer.

Blair got four weeks pay and we all live to fight another day.

### WHERE DO YOU SIT?





# CHASING MONEY FOR SUBBIES



The TWU continues to educate transport firms who fail to meet strict legal requirements on the prompt payment of owner-driver invoices.

TWU members **Greg Hitchcock** and **Alec Auburn** came to us in desperation after waiting months for money owed to them by **Smithy's Haulage in Bunbury**.

Greg was owed **\$32,500** and Alec **\$28,500**.

And the law is crystal clear:

If there is NO WRITTEN & SIGNED CONTRACT owner drivers must be paid WITHIN 14 DAYS from the day an invoice is presented to the hirer.

If there IS A WRITTEN & SIGNED CONTRACT it can stipulate that a contract can be paid WITHIN 30 DAYS – but only if all parties agree and sign to accept those conditions.

We made these legal requirements clear to Smithy's Haulage and to their credit they were keen to sort things out.

However, they were caught up in the cash flow problems that are far too common in our industry. Clients not paying them on time, etc.

Of course this is not an excuse and **the WA Owner Drivers Act bans "If paid/when paid" arrangements** in contracts with subbies.

Fortunately for Greg and Alec we were able to get Smithy's to agree to pay each of them \$10,000 up front.

## We must educate hirers and their clients about payment laws

This relieved a lot of the immediate pressure and the other outstanding money was paid pretty quickly too.

To their credit Smithy's Haulage stuck to their word once they gave it and you can't ask much more than that.

While Smithy's Haulage were reasonable people to deal with I can't say the same for **Zenith Transport**.

In fact the contrast between Paul Smith and **Mal Southern** who runs Zenith was extreme.

We had reason to talk to Mal when one of our members complained about waiting for months for **\$10,000** which was still owed to him.

I'm a pretty friendly, easygoing person, always polite and courteous and that's how my conversation with Mal began.

I simply explained that I was calling on behalf of a member who was chasing his money and explained what the law said about prompt payments.

I said if he didn't comply with the law we would have to take him to the Owner Drivers Tribunal.

Mal was not impressed and he let me know his feelings in no uncertain terms

- as I took notes at the other end of the phone.

**"I don't give a f#@k about bullshit laws," Mal barked.**

"I will happily tell any magistrate or commissioner that I don't agree with the laws and will be happy to do it the way I have always done and will continue to do it"! he raged.

"It'll be months before you get me in the Tribunal and by that time the money will be paid!"

I thought Mal might be about to blow his pooper valve and suggested he calm down a little.

I offered to send him a shovel to help with the hole he was digging for himself. He ended up hanging up on me.

Of course that wasn't the end of it because our legal and industrial division people lodged an application with the Tribunal.

In court Mal was told the law is the law and he must abide by it like everyone else.

Mel's response: That's the last time I employ a subbie! Maybe that's a good thing.

By the way our member got his money.

As far as the TWU is concerned the law is the law and if you don't abide by it you should pay the price.

## VERY IMPORTANT!

It is important you be aware of this danger..

Never.....Never....Never.....

Never..... Ever.....

...fart in a wet suit





# Armed and Courageous

These pictures were taken at a series of meetings with our Armaguard members stationed in Canningvale.

The Armoured van operators are gearing up for a new wages and conditions campaign and negotiations are already underway.

TWU organiser RICK BURTON predicted the going would be tough, as it usually is, but the troops were willing to dig in and fight for a fair outcome.



Bill dodged the sandtrap near the 16th green, now if he could just make it past the mocking bird near the 17th tee he'd be home free.

# Your Shout

## Our members Greatest Gripes



*As part of a recent survey hundreds of our members put pen to paper and sent in their "Greatest Gripes".*

*Of course we didn't have room to publish them all but we have managed to include four pages under the heading YOUR SHOUT in this Winter edition of The Wheel.*

*We continue to work away at solving all the problems of the world but we don't have a magic wand and some things take time.*

*In any case we know you'll enjoy reading what your fellow transport workers have to say on a vast range of issues.*  
**EDITOR.**

### KEEP OUT OF OUR BACKING ZONE

My biggest gripe is idiot drivers cutting in front of trucks at traffic lights; it causes excessive blocking and often ends in an accident.

But what most people don't know is that pulling into a trucks backing zone they are responsible for the accident and will incur all costs for repair and downtime costs for the truck and all their repair costs.

It would be good for a media campaign to educate the public and reduce the amount of rear end accidents

**Stephen Hayes**

★★★★★

### THANKS FOR NOTHING CHUBB

Really pissed off over trying to get a better pay deal with our EBA; Chubb Security Services can pay employees in other states up to \$30 per hour but we have to struggle with \$23 per hour.

This is not fair. It is just costing us more & more and our company brags about its profits. Thanks for nothing, Chubb.

**Name withheld**

★★★★★

### TOLL'S HARD-HATTED ATTITUDE

At Toll Express the powers that be brought in a hard hat rule for the loaders' and unloaders' of the trailer units. That's fine, but when some of these guys wouldn't wear them management made everyone wear them whether you are inside or outside the shed or covered area.

It's the equivalent of you walking in Bunnings and them telling you to wear a hard hat while you walk around. I have worked on construction sites in three countries, worked in many warehousing situations, but have never been asked to wear a hard hat unless it was a site under construction!

It is the dumbest thing I have come across since I have been in Perth (15 yrs) and the union did little or nothing to ask the question, "why inside, under a perfectly good roof?" Common sense is lacking in this day and age and no one is standing up for it.

**Warren Dale**

★★★★★

### PERMANENTS TREATED BADLY

Permanents being put on and off main roster and put on the 'SHIT HEAP' whilst part time and casual employees have their own separate roster, including overtime, which is at the expense of the permanent employees.

Not in the spirit of employing part time employees to fill in gaps. They are being used to 'Screw' full timers.

**Path driver**

★★★★★

### SKINNY ROAD TO KALGOORLIE

I travel to Kalgoorlie two to three times a week. The road to Kal has become so rough and narrow that passing trucks have now become a real challenge. I would like to see less money spent on cycle way (like the Forrest Hwy) and move on the main Hwy to the East.

**Timothy Palmer**

★★★★★

### GO THE LIONS

All West Aussies to become members of the Brisbane Lions.

Stuff the Eagles & Freo.

**Ray Farrell**

★★★★★

### TOO MANY COOKS SPOIL THE BROTH

We have lots of bosses who don't communicate. One of them will tell you to do something, and then another one will come along and ask you what the hell you're doing.

If he doesn't tell you to stop doing what the first boss told you to do, He'll tell you to do it differently. Then the first boss will come back and roar at you for not obeying his orders.

**Specialized Container Transport employee**

★★★★★

### THERE ARE GOOD BOSSES

Just a big thank you to my bosses at work for their support over the last 12 months during my shoulder operation and prolonged recovery.

**Maria Baxter, Path Transit**

★★★★★

### IMPORTED LABOUR GET PERKS

My only gripe is big companies like ours that recruit heavily out of NZ & pay for their flights over here, pay for their B Double licence & help set them up if they bring their families.

They do have to pay the money back, but over a fair period of time. You don't get that if you're an Aussie from the Eastern states?? Also, because the money is so much better over here, the kiwis will work under any condition, undermining all the hard work that you & I have done over the last 20 odd years to get wages to an acceptable standard & maintain that standard.

**Name withheld**

★★★★★

### WA ROADS IN BAD SHAPE

I travel up the Great Northern Hwy and the road between Bindi Bindi and Wubin is appalling. My truck has been travelling between Moora up the Great Northern Hwy to Wubin and then onto the Mullewa road and most of the roads up that way need a huge amount of work on them.

Between Perenjori and Mullewa the road is one vehicle width and they do use it for over width movement. There





# Your Shout

## Our members Greatest Gripes



is no safe area to pull over or you end up in the ditch.

**Stephen Koeberle**

★★★★★

### A BUS DRIVER'S FIVE GRIPES

- 1) Not enough buses per depot, per company
- 2) Old buses still wind numbers & haven't been upgraded to digital - dumb why not
- 3) 3 of the bus companies cannot communicate with each other on a common channel. E.g. Red Bull
- 4) Not all buses on circle are fitted with a circle channel e.g.: Karrinyup-Bayswater have no ch3 - Morley depot has some
- 5) Running times are ludicrous and tight e.g.: 2 & 3 min turnaround. This puts too much pressure on drivers who are trying to do the right thing

**Name withheld**

★★★★★

### MANAGES WHO BELITTLE WORKERS

My biggest gripe is managers who do not respect their staff, yet they want to be spoken to and treated respectfully. Managers need to be able to say "yes, this staff member is a good worker" not "I don't like the personality of this staff member, therefore they are not a good worker".

A good manager is one who knows how to take a staff member into their office and talk to them, not yell and abuse in front of all other staff. Belittling some in this way is not right and more laws to protect these abused staff are needed. GM's and

owners of companies need to take more action to sort their managers out and understand that some managers just aren't meant to be managers.

**Penelope Street**

★★★★★

### TOO MANY HOURS ON THE ROAD

Big mobs like Toll preach safety & fatigue management but not if it's going to cause missed delivery windows, etc. Toll's policy is a max of 14 hours; it's not uncommon for Toll Woolworths drivers to regularly do 16-18 hour and in one case 21.

Would you want to be coming home with one of their trucks coming in the opposite direction? It's only a matter of time before something happens. Obviously no one is auditing the driving hours. Draw your own conclusions to that one.

**Name Withheld**

★★★★★

### SLOW DOWN AT ROAD-WORKS

I am a traffic controller and when I set up a lane closure on major roads it is to repair infrastructure and also to safeguard my workmates.

However, I am constantly amazed at the stupidity of Perth drivers - especially truckies - who ignore the signage on the worksite.

The speeds have been reduced for a reason - to stop me and my workmates from being maimed or killed while doing our jobs. PLEASE SLOW DOWN!

**Name withheld**

★★★★★

### SPEEDING ON ROE HWY

The increasing number of semi-trailer and B double drivers who speed through lights along Roe Highway at the junction of Tonkin is alarming.

Particularly those heading West towards Midland.

I often have had to wait at a green light until they have sped through. It is very dangerous and someone is going to get seriously hurt.

**Peter Weare,  
Alpha Flight Services**

★★★★★

### TRAFFIC LIGHTS TOO QUICK

Often timing of traffic lights doesn't allow a single road train combination to go through intersections before they change back to red.

Some examples are Abernethy Road, Thomas Road and Rockingham Road.

There must be a small mountain of complaints and hazard reports about these lights but nothing gets done. This just results in drivers ignoring them.

**Phillip Van De Grint**

★★★★★

### NO SLIP, SLOP SLAP THANKS

These dopey long sleeve, long pants rules for truck drivers, in case I get sunburnt. I am not a child.

**Name Withheld**

★★★★★

### SKYWEST UNFAIR

Employers (such as Skywest) that seem to be of the view that they can get more out of their employees for nothing in return. Where is the fairness?

**Name Withheld**

★★★★★

### A WATERY GRAVE

One thing that pisses me off, how on wet days lots of motorists seem to drive faster and take more chances than when it's dry, are they in a hurry to get to a nice dry grave?

**Harry (Blue) Monola**

★★★★★

### LOUSY BASTARDS

I have been employed with the same company for 4 years and spent the last 20 months on compo. I felt the company a good one to work for until it came time to help me when I really needed it.

As I have had two ops and a loss of capacity to work I thought the company would retrain me. Wrong. Not interested in that type of thing. So due to their failure to retrain me I still sit on the compo train.

All this time loosing holiday pay & super as well as any bonuses given to drivers. When everyone got their 3 year bonus I got noting because they don't recognise my contribution once I got injured.

**Name Withheld**

★★★★★

### RECAPS ON DRIVE WHEELS

Companies saying we promote 'safety' and send you home as same as the way you came. Then when a truck needs repairs there's no money in the budget to get it done. Most of real safety repairs are done but things like running caps on drive wheels which blow in our hot weather is not a safety issue.

**Name withheld**

★★★★★

### CYCLISTS NEED LABOTOMIES

Lack of consideration by other (smaller) road users, as bus drivers we are in control of a large vehicle. Unfortunately too many people feel the need to 'beat the bus' even if it means cutting in front.

Cyclists!!! They ride three abreast on road making passing by a bus impossible. Some of them need a lobotomy to ascertain the presence of a brain!!

**Name withheld**

★★★★★



# Your Shout

## Our members Greatest Gripes



### DIP YOUR EFFING HEADLIGHTS

We run east of Geraldton & return. The roads are very bad and need constant repair. Drivers not dipping headlights or using lamps as spotties!!

Name Withheld

★★★★★

### NO REST AT WELSHPOOL DEPOT

At Welshpool depot the drivers' room does not have a quiet room for rest. Why not? Some shifts have narrowed in spread, making it pointless to go home for quiet time. This is important for stress reduction which does reduce sickness and accidents.

Swan Transit driver

★★★★★

### "WHAT'S YOUR PROBLEM?"

My biggest irk is those d\*\*\*head drivers that think I can pull up within two car lengths, a prime mover/trailer combo (fully loaded), doing 70 k/ph, when the lights just go orange and they pull in front of you.

To top it off, they give you the 'what's your problem?' look when you let them know they almost got cleaned up. Idiots!!!

Name Withheld

★★★★★

### POOR GRADES

I would like to write in about some of the cambers on roundabouts, I am sure they are not the same grades.

Douglas Schmoekel

★★★★★

### RATE CUTTING SCABS

To reclaim what was fought for and won but has now been lost to immigration and rate cutting scabs.

Name withheld

★★★★★

### DISGRACEFUL CHUBB

I am employed by Chubb Security Services Armoured Division out of the North Perth branch. My co-workers and I have been going through our EBA negotiations since December 2009, which has included six full days of strike action and an ongoing overtime ban.

My greatest gripe is with this company's complete disregard for the welfare of its employees and underhanded, dirty tricks used to try and intimidate us. After numerous attempts by our TWU reps to negotiate a new proposal, Chubb stubbornly refuse to budge from their crappy offer of 4% + 3% + 3% with tradeoffs which effectively reduce this to 2%+ 2%+ 2%!!

They continue to intimidate employees with threats of lock-out, cutting back union member hours, breaching rules protecting safety and even unfairly sacking our longest standing shop steward!! ABSOLUTELY DISGUSTING!!

All this with the knowledge that our counterparts in NSW are paid \$4-\$5 per hour more than us, with overtime rates kicking in 8 hours earlier and with much better equipment and conditions provided to them! All we are asking for is a measly 8% +4% + 4% but according to Chubb we don't deserve this. DISGRACEFUL!!

Name withheld

★★★★★

### INCONSIDERATE CYCLISTS

CYCLISTS on main roads 2&3 wide, mainly on the Tydeman Rd & Stirling Bridge areas.

Gordon Bowe

★★★★★

### CALLING ALL ICE TRUCKERS FANS

The American who did the film on Ice Truckers in USA came over and made a movie on me and a subbie, it's called Dangerous Drivers - Road Trains. It was put on TV in America. Got 4 copies of it on www.speedtv.com goes for 53 minutes, if you want I will sent a copy of it to Mick.

Gregory Warner

★★★★★

### THANKS FOR SAYING THANKS

The TWU are very helpful for working people with everything such as safety, pay conditions, driving habits and anything with workplace issues.

I am very happy to be joined as a TWU member.

Nay Khine

★★★★★

### WHERE ARE ALL THE GOOD OLD GUYS

Inexperienced, aggressive, overpaid, know-all, steering attendants, dirty, don't want to work, have no ethics or morals-Wanna be truck drivers

Where are all the old fashioned, experienced, hard working 'nothing is too hard' types, who keep their trucks immaculate, full of pride for their job and the trust entrusted with driving someone else's triple combination? Someone else's pride and joy that took blood, sweat, tears and lonely days and nights to buy and build his business - and don't want half your income and more!!!

Where are they???

Name Withheld

★★★★★

### SWAN TAKES A HAMMERING

The way Swan Transit constructs shifts not enough running time - you don't stop - and run off and on times. Not enough stow time at end of shift

always late (2 minutes to walk from the yard to depot and pay in)

Discrimination against the drivers and office and mechanics (wet weather gear jackets supplied to mechanics, driving instructors and L/H starters) but it's ok for drivers to get wet and stay wet until shift finishes.

Cold water - 2 drivers take a bottle of water from fountain - all the rest get warm water (office staff and driving instructors are supplied with bottles cold water) - manager told me one cup per person.

Special Xmas lunch for mechanics, office staff, instructors and kick starters.

Name Withheld

★★★★★

### GET OFF MY BACKSIDE IDIOT!

One thing that really irks me is the buggers that sit about a foot off your back bumper. What is wrong with them? It won't make me go faster, especially if I am already doing the speed limit.

In 18 months in Perth I have had one guy run up my backside, then another tosser hit him harder and it wrote off my car. Where is the road courtesy of years gone by?

It's sad when younger drivers in fast cars think the road is a race track, to get in front of someone at all cost, pushing into spaces not big enough so you have to brake hard - 4 wheel drivers love doing this.

Name Withheld

★★★★★

### SCARBOROUGH ROADWORKS A DISGRACE

Road works, maintenance and traffic hazards and the hold ups they incur.

E.g. intersection of Scarborough Beach Road and West Coast Highway is a disgrace and has been for the past 4 months.

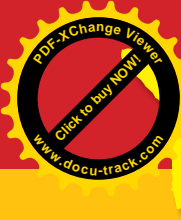
Name Withheld

★★★★★

### Joe Hockey Makes Tony Abbott look clever







# Your Shout

## Our members Greatest Gripes



### RUDE PASSENGERS

Unruly passengers who are rude then ring up and make us out to be the guilty one.

The old saying "March the guilty Bastard in" Management always believe the passenger, not the driver.

*Name Withheld*

★★★★★

### POLITICIANS DO US NO FAVOURS

Continual support of a federal govt from the TWU and other unions why?

The current incumbent govt is more liberal than the opposition. What real support have they provided to the workers of Aust. They have removed the super co-contribution, put the reach of uni education from the working class, inefficient health system.

It is not the job of govt to run a successful business and have a surplus equal to that of the Banks. It is the govt job to provide the infrastructure for all Australians to have their needs met adequately.

*Philip Higgs*

★★★★★

### UK DRIVER SAYS BUS FIRMS HAVE GOT IT WRONG

I have been driving buses in the UK for the past 30 years so I think I have the right to voice my opinion about wages. I would like to know why we new drivers to the company have to wait a year before a pay rise and another (without any incidents) year to receive top rate per hour.

My old company had this system and they found it didn't work so they decided to make it the first six months and then give the drivers the pay increase. This helps keep the new staff on because and this is how "I feel at the moment"

I do a lot of overtime, never sick and since I have been with the company (9 months) and 30 years driving all types of buses but I am being used by the system. It would stop new drivers leaving so soon after being employed.

Another thing is why can't we have a transport company and the other transport companies join up to free bus passes for staff and partners to travel free on all services? If it's good enough for transit police surely its good enough for drivers of all companies.

*Name Withheld*

★★★★★

### HAPPY WORKERS MEANS HAPPY CLIENTS

The Manager at our depot thinks that denying workers pay rises that they are due and screwing them and treating them like shit will improve productivity and make them happy and loyal workers. [HA HA what planet is he from]

In case he doesn't know it's the companies that look after their workers and treat them like one of the family and ask their advice about how to improve their service and look after their customers. [That's the company that goes ahead].

When you do that all your workers are happy, your clients are happy and it creates a great environment for all concerned which will increase productivity and you will gain more customers and happier customers.

Your best salesmen are your workers so look after them and you will have a great company.

*Name withheld*

★★★★★

### RIDICULOUS RUNNING TIMES

Too many casual and part time shifts being created eroding full time work. Ridiculous scheduling times, it's about time these "schedulers" tried a day on the road themselves to see how it really is. That's if they have a license to drive a bus that is!!

*Shaun Hartley*

★★★★★

### HAVE YOUR FARE READY

As a bus driver it always bugs me when passengers don't have their money ready to buy a ticket.

They hop on the bus, open up their handbag, get out their purse, and start fishing around for change.

Sometimes I ask them "How long have you been standing there?"

"Oh' about 20 minutes" they answer.

Then I say "And you didn't think to get you money out in all that time?"

They give me a blank look and I continue "C'mon, we are all waiting for you. Next time have your fare ready please"

*Michael Pallo*

★★★★★

### TALKING ON PHONES RISKS LIVES

People driving while talking on mobile phones. There is no excuse for this because 'Bluetooth' technology is readily available and cheap! Wake up you idiots because you are putting other peoples' lives and your own at risk!!!

*Lewis Strachan*

★★★★★

### FLASHING LIGHTS FOR ALL SCHOOL ZONES

Flashing lights should be installed around school zones as not all truckies wear watches and not all trucks have clocks. This would warn drivers when the school hours have started.

*Domenic Guadagnino*

★★★★★

### BUNNINGS AND THEIR "DRIVER ZONES"

Bunnings stores that expect you to stand in the "Driver Zone" and observe their poxy worksafe policies,

but don't care that it takes three bites to get into Malaga, reverse off nearly a railway line into Maddington, and wait in a truck line for however long at Joondalup – I could go on but what do they care as long as you're in their little square or if you really want to get up their nose, tell them you have to hold a gate open for them to get their crap off.

*Paul Marshall*

★★★★★

### RE-SURFACE BAD ROADS

I wish Main Roads would surface new roads properly. I am tired of driving on roads that continuously need resurfacing (e.g. Bunbury Highway and Old Coast Road intersection and Kwinana Freeway).

*Name Withheld*

★★★★★

### OWNER-DRIVERS AND FORKIES

I do not believe that owner-drivers/subcontractors are valued high enough in the industry. Although they are represented by the TWU, the main contractor or prime contractor is still dictating conditions and rates that are really outdated. I think that forklift operators should be given lay down rules on their approach to dealing with drivers generally.

*Name Withheld*

★★★★★

And you thought your parents were bad





# Andy hangs up his steel

*After more than five decades of hard yakka, veteran truckie Andy Dickson has certainly earned a holiday says*  
**Wheel editor PAUL ASLAN**

Amid all the talk about the growing financial burden of keeping baby boomers on old age pensions Andy Dickson is one bloke who can proudly say he earned the right to retire.

The Kleenheat truckie retired earlier this year at 70 after more than five decades of darned hard yakka.

For **40 of those years** he was a TWU member and we have just inducted him into our Veterans Club.

Unfortunately Andy's hard-earned and long-awaited retirement hasn't gone exactly to plan.

No sooner had he hung up his steel capped boots than his doctor hit him with the sobering news that he had a serious problem with his prostate.

Andy had noticed blood in his urine and a subsequent biopsy revealed an aggressive form of cancer was at play.

An operation was quickly arranged and **his prostate gland was removed.**

Unfortunately tests indicated the surgeons didn't get all the nasties and weeks of radiation treatment was ordered.

As I wrote this story Andy was feeling reasonably well and hoping for an all-clear. He certainly deserves a good turn in his fortunes. He's done the hard yards to deserve one.

As a young bloke he worked on as stockman with the State Shipping Service on the good vessel 'Kangaroo'.

The job entailed herding cattle onto the ship at Derby and Port Hedland, sailing them down to Robbs Jetty in Coogee and off-loading them for processing at the abattoir.

Plenty of **blood, sweat, dirt and stink** in that occupation. Not a job for the feint hearted either.

I always remember my dad telling me how schools of big sharks would launch frenzied attacks on any luckless cows that fell from the Robbs jetty. He said the sea would turn red like a boiling cauldren of blood, guts and fins.

I vowed I'd never set foot on Robbs Jetty again but back then sharks and stampeding cattle held few fears for young Andy Dickson.



In fact his next job was shark fishing with a bloke everyone called Sharkey Nelson.

Andy said he and Sharkey would head out from Fremantle in a 24 foot wooden boat and drop set lines about 12 miles North West of Rockingham.

And Sharkey knew how to hook the frightening buggers. On one trip he hooked **a giant tiger shark that was longer than their boat.**

"There was now way we could fit it in the boat so we roped it to the side and made our way back." Andy remembered.

"The massive fish was a huge attraction at the time. Sharkey hired a tent and charged people to come in and check it out. At one stage it was in the Book of Fishing records."

When he was about 23, Andy must have worked out there were easier and safer ways to earn a crust and decided to try his hand on dry land as a truckie.

In 1963 he got a start with Mayne Nickless driving Internationals and Bedfords. He clocked up 13 years with Maynes apart from deserting them for about a year to cart for Bells, a big trucking firm in Guildford at the time.



**"This is the perfect watch for mothers. Every day is 36 hours!"**





# Recapped boots



The Bells work took him all over the North West to remote towns, mines, construction sites, roadworks and outback stations. You could genuinely classify truckies of that era as pioneers.

"We really did it tough," Andy recalls. "The roads were all dirt from Carnarvon and out to Meekatharra and Magnet.

There were no air-conditioners in the old Macks with their V8 General Motors Detroit diesel screamers. No cruise control, DVD's air seats or any of that fancy stuff they have today.

"The seats were bolted straight to the floor and we **slept in swags on the back of trucks covered in dust and shit.**"

Andy's next change of jobs was to be his last. He went from Maynes to Kleenheat and must have adopted the motto, when you are on a good thing stick to it.

He stuck with **Kleenheart for 33 years**, including seven as an owner driver. For the past few years he had been a part-timer.

Andy worked out that with the casual loading he could work three ten hour days a week and gross close to

## His doctor hit him with the news that he had serious prostate problems

\$1,000. That was plenty for him and his missus.

"Thanks to a TWU negotiated agreement which included a tax free \$18 meal allowance and a 25% loading we were sweet." He added.

Always a union man Andy doesn't mince his words. "If it wasn't for the unions we'd be a lot worse off"

**"We'd all be working like Indonesians for a dollar a day** and if some of those big multi-nationals ever get their way that's what will happen."

Andy Dickson and his wife Jan have worked hard and raised three good children. They've paid their taxes in full, managed to pay the bills and own their home.

Now all they ask for is good health so they can enjoy a happy and peaceful retirement together. They deserve nothing less.

## TAX TIME TIPS



This guide is a summary of deductions for employee/self employed truck drivers which can be claimed in your 2009/2010 tax return.

Further information can be obtained when you visit your friendly Hewitt Turner & Gelevitis Consultant to have your personal and/or business tax return completed for the 2010 year-end.

Suite 4, 1st Floor,  
63 Shepperton Road, Victoria Park WA 6100  
Telephone : (08) 9362 5855  
Facsimile : (08) 9362 5186

## DEDUCTIONS AVAILABLE

### CAR EXPENSES YOU CAN CLAIM

You can claim a deduction for the cost of using your car:

- For work related travel; and
- To travel between work and home where your home is base of employment or if you have to transport bulky tools/equipment from home;

### CLOTHING EXPENSES YOU CAN CLAIM

- Compulsory and non-compulsory uniforms;
- Occupation specific clothing that is specific to your occupation and not everyday in nature; and
- Laundry and dry-cleaning up to \$150 without receipts.

### WORK/BUSINESS RELATED EXPENSES YOU CAN CLAIM

- Answering machines, mobile phones, pagers and other telecommunication equipment;
- Bank fees;
- CB radios;
- Depreciation of equipment used for work;
- First Aid Courses;
- Home office – Electricity and gas;
- Insurance – tools and equipment;
- Insurance – Income protection or sickness & accident;
- Overtime meals pursuant to an award;
- Parking fees, bridge & road tolls;
- Premiums on drivers licence;
- Refrigerators;
- Seminars, conferences and training courses;
- Sleeping bags;
- Stationery;
- Superannuation Contributions (self employed);
- Technical or professional publications;
- Telephone calls, rental;
- Tools;
- Travel claims (subject to tax office rulings);
- Truck repairs, washing, consumables;
- Union and professional associated fees; and
- Working dogs.

**SO CALL US NOW ON :  
(08) 9362 5855**