

**THE
TWO**

WHEEL

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☎ 1800 657 477

**Some of the happy troops at
Path Transit's Morley depot**



Big pay boost for our bus drivers

In 1996 Richard Court's Liberal government privatised Perth's metropolitan bus service and in the process turned bus driving from a good job into a bad one.

The drivers either went to work for private bus companies or they found other jobs.

Those who stuck with the buses signed on at Swan Transit, Path

It's amazing what a bit of unity will do

Transit or Southern Coast Transit. The now defunct Perth Bus got into the act a few years later.

The drivers were paid between \$10.80 and \$12.00 per hour and lost

many of their government perks and working conditions.

The TWU – who until then had no bus drivers as members – was asked to pick up the pieces and put them together again.

Restoring an army of Humpty Dumpty's would have been easier – it has been a long and often frustrating task.

FULL STORY INSIDE

First cases go before Owner-Driver's Tribunal

TWU member claims he is owed \$34,000 by two hirers

TWU STATE SECRETARY

JIM MCGIVERON Reports

Word is quickly spreading around that owner-drivers can now take complaints against hirers to a special tribunal.

During November, the Road Freight Industry Tribunal heard its first cases.

One of them involved eight truck operators who contract to Independent Grocers of Australia (IGA).

The drivers appointed the TWU as their bargaining agent and two of our officials represented them before the Tribunal.

The first part of the process is a conciliation hearing and this was conducted by the Deputy President of the WA Industrial Commission, Ms Jennifer Smith.

The owner-drivers were in dispute with IGA over several matters including:

- IGA's insistence that they form a company, for IGA to deal with, rather than dealing with them as individuals.
- IGA's contention that their contracts could be terminated with just one month's notice.

At the hearing, IGA – through their lawyers – backed away on the one month's notice issue.

They conceded they would not be able to terminate the owner drivers contracts until they ran out – in just over two years time.

Overall the hearing was very helpful to our members and they came away very happy with the proceedings.

Two other cases, which were recently taken to the Tribunal by road-train operator Mr Graeme Smith, are also very interesting.



Graeme Smith is demanding payment in full

Mr Smith is a long-term TWU member and has appointed us to represent him.

In the first case Mr Smith is claiming he is owed \$15,000 by Mr James Stewart who runs Golden Hiabs in Karratha. The work was carried out in August 2008.

Under the owner-drivers laws, if there is no written contract, payments must be made **WITHIN 14 DAYS**. (30 days if there is a written contract)

On the day of the hearing Golden Hiabs rang Mr Stewart and offered to pay \$7,000 in full settlement.

Mr Smith rejected this offer and the hearing went ahead. However no settlement could be reached.

The matter will now go to a **formal hearing** where a binding decision will be made.

Mr Smith is also chasing \$19,000 he says is owed to him by Mr Matt Borich of Truck and Transport Solutions based in Karratha.

If there is no written contract payments must be made within 14 days

This is for work carried out in September and October

Mr Borich failed to turn up at the first hearing and Tribunal staff were trying to track him down as we went to press.

The eventual outcomes of these two cases will be published on our website at www.twuwa.org and in the next edition of The Wheel.

Owner-drivers who would like to lodge a complaint with the Tribunal can do so through the TWU.

Call 1800 657 477 for more information.

BIG WIN FOR OUR BUS DRIVERS



More than 300 bus-drivers joined the TWU during the campaign and this gave us the strength needed to fight for better wages - says JIM MCGIVERON

It's amazing what a bit of unity will do.

In 1996 Richard Court's Liberal government privatised Perth's metropolitan bus service and in the process turned bus driving from a good job into a bad one.

The drivers either went to work for private bus companies or they found other jobs.

Those who stuck with the buses signed on at Swan Transit, Path Transit or Southern Coast Transit. The now defunct Perth Bus got into the act a few years later.

The drivers were paid between \$10.80 and \$12.00 per hour and lost many of their government perks and working conditions.

The TWU – who until then had no bus drivers as members – was asked to pick up the pieces and put them together again.

Restoring an army of Humpty Dumpty's would have been easier – it has been a long and often arduous task.

But late this year we took a giant step forward in turning the bad job back into a good job.

A recently negotiated pay deal will immediately place Perth's bus drivers amongst the highest paid in Australia. They may even become the best paid.

Between now and July 2010 they will receive **seven pay rises**.

These will include three extra increases of one dollar per hour PLUS two increases each year based on the WA Average Wage Index.

Lately that index has been averaging just over 6% per year.

Even if the index averages 4% over the next two years the top rate at all three bus firms will rise to more than **\$25 per hour**.

When overtime rates, shift loadings, etc come into play drivers are likely to be **hundreds of dollars per week better**.

The TWU's campaign for better pay for bus drivers has been an undisputable success.

As the boss of one of the bus firms said, "I never thought you would do it and I take my hat off to you."

Our success has been aided and abetted by a lot of people and their contribution must be noted.

Thanks to those bus drivers who stuck with us through thick and thin, even though – at some depots – you have been part of a minority.

- Thanks to **our staunch delegates** who stood strong at the forefront

- Thanks to the 300 or so drivers who joined us this year and lifted us to majority strength in most depots.

- Thanks to **Eric Ripper** and **Alannah MacTiernan** who agreed to the pay deal only to lose the election a week later.

- Thanks to the bus firms and the Public Transport Authority for backing us up.

- And thanks to new transport minister **Simon OBrien** and the newly elected Barnett government for honouring the deal done with their predecessors.

But most importantly, thanks to all those drivers who were prepared to fight for a better deal, even if it meant walking out the gate.

Strike action was always a last resort but it was also always **an option we were prepared to take**. Thankfully we didn't have to and **not one member lost a single cent** in the process.

Lastly, a special thanks from me to **Kevin Starr**, **Paul Aslan** and **Mick Knowles** who helped run the campaign.



Andrew Popielnicki votes on the new deal at Path Transit's Wangarra depot

The Skywest pilots are well represented by
Jan Muenkel, Pablo Casali,
Brenley White and Richard Hurd.



Skywest pilots reject trade-off proposals

Pay talks got off to a bad start at Skywest Airlines with the company demanding trade-offs in return for paltry rate rises.

Trade-offs is bad language as far as we are concerned and we almost told the Skywest negotiators to go and wash their mouths out with soap.

In return for three 3% increases over three years they want to a major re-arrangement of pilot rosters that are more favourable to the airline.

The new rosters would require pilots to do more hours for no more pay. No way Jose.

After the Ansett crash in 2001 Skywest employees took significant pay cuts to keep the the airline flying.

With our current agreement due to expire at the end of December we were planning on a bit of catch up.

*They can go and wash
their mouths out with soap
says RICK BURTON*

Our claim is for 17% over three years – not 9% with trade-offs.

It now looks like we'll be heading down the same path taken by National Jet Systems pilots last year.

It took the threat of industrial action to get NJS to start taking their pilots issues seriously.

If there is no change in the attitude of Skywest the TWU will certainly be recommending an application be made for **Protected Industrial Action**.

Stoppages are well and truly on the cards

Skywest employ about 100 pilots and a majority are in the union. By early next year, when things start happening, we hope to reach maximum strength.

We will then be in a very strong position to press for a better deal than Skywest are offering.

FRED'S DOCTOR

Fred's doctor referred him to a urologist.

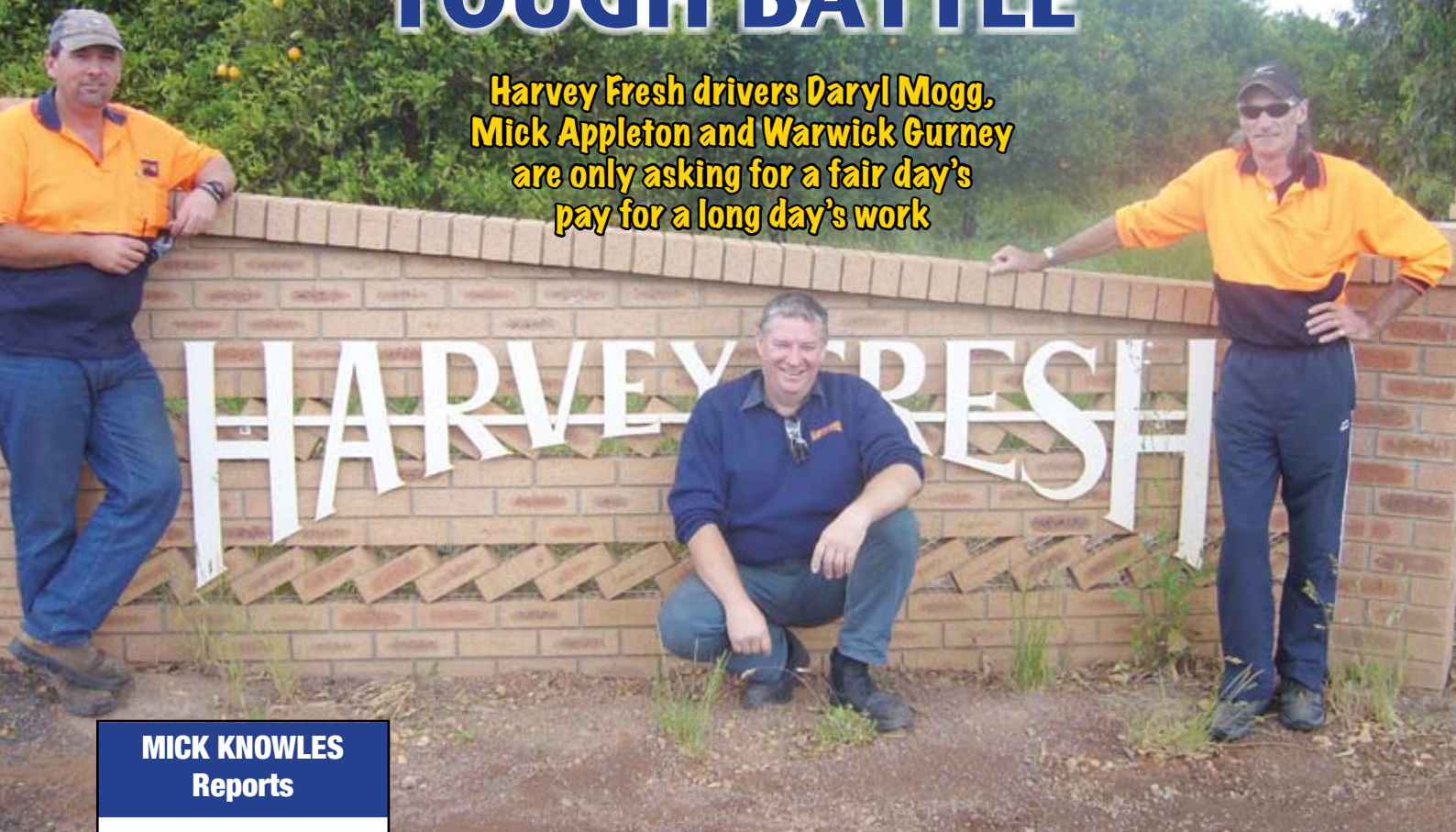
To his surprise, the urologist was a female, beautiful and unbelievably sexy looking. She told Fred that he has to stop masturbating.

Fred asked her why.

She said, 'Because I am trying to examine you.'

HARVEY FRESH DRIVERS IN TOUGH BATTLE

Harvey Fresh drivers Daryl Mogg, Mick Appleton and Warwick Gurney are only asking for a fair day's pay for a long day's work



MICK KNOWLES Reports

Oranges aren't the only things that get squeezed at milk and fruit juice company Harvey Fresh, so do truck drivers' wages.

For example their B/Double drivers are paid a flat rate – everything included – of \$22 per hour for working 11 hour afternoon/night shifts on weekdays.

And on weekends, they are paid \$25 per hour FLAT with NO OVERTIME LOADINGS or MEAL ALLOWANCES.

Now, going on my calculations, those rates put the drivers well out of pocket.

However, getting the family-run company to accept this has been more than difficult.

I've had several meetings with the firm's management and they are playing hard ball.

The haggling hard for Coles owner-drivers

These days trying to gouge money out of Brambles (BIS) is about as easy as extracting teeth from saltwater crocodiles with a toothpick.

So when we went into battle for their owner-drivers on their Coles contract we went in with hardened steel crowbars.

And even though the subbies last rate increase – a paltry 1.3% - was paid more than 18 months ago, Brambles were just as stingy as usual.

We got off to a real bad start with BIS boss Gary Jakovich whinging that the firm had underestimated it's fuel costs on the Coles contract by \$350,000.

And – wait for it – this shortfall would have to be taken into account – in the rate negotiations.

Now I'm not going to go into all the gorey details about the negotiations, except to say things got a bit ugly. The grass outside their yard's gate was starting to look like a good place to set up a barbecue, tent and some chairs.

However, in the end, commonsense prevailed and we managed to extract some important concessions out of them.

Importantly, they would pay the drivers **\$35 per hour for demurrage** – which is when they are sitting around – motor not idling – waiting for loads etc.

This was a big win because, until we arked up, drivers were not being paid a cracker for much of their down-time.

The **full hourly rate would also be paid for dog runs**. For the uneducated, dog runs are when prime movers are driven back and forth picking up and dropping off trailers.

Brambles also backed off on their earlier threat to take away the SIGNIFICANT FUEL DISCOUNTS they make available to their subbies.

The company claimed the fuel discount was worth a 7% rate rise. An argument we strongly disputed.

Anyway they also agree to lift their rates by 1.5%.

In the end, the concessions were not sufficient for the owner-drivers to withdraw the threat of industrial action.

The haggling was continuing as we went to press.

Roofmart drivers stick to their guns on back-pay

We've been engaged in a running battle with Roofmart over wages but were gaining the ascendancy as we went to press.

Roofmart had originally offered pay rises of 5% + 4% + 4% as part of a three-year deal.

But when the troops turned their noses up at this they lifted their offer to 5% + 4.5% + 4%

They also offered a \$10 meal allowance after two hours overtime with 50 cent increases next year and the year after.

This is under the meal money award rate and we are chasing a bit more.

What the company has offered its drivers is not far off the mark. It is certainly a lot more than what they pay their factory workers.

The factory workers – most of who are not in a union – got two thirds of f@*k all and copped it up the date.

At first the Roofmart bosses tried to use the factory pay rates and conditions as a basis for their offer to us. We told them where they could stick that idea and offered to help stick it up there.

After non-union factory workers got two-thirds of F#@k All

MICK KNOWLES Reports

But where the boys really fell out with their bosses was over **the back pay issue.**

All along the drivers have demanded that the first pay rise be backdated to July 1.

They refused to accept Roofmart's argument that it should apply from November 16 when the agreement was technically registered.

Their pay deals have always been done from the start of the financial year. And while none of the boys are accountants, they certainly understand the importance of back pay to their families at Christmas time.

So they stuck to their guns like true Anzacs refusing to budge until they could see the whites of their eyes.

The TWU added firepower by applying for and achieving the right to take Protected Industrial Action.

Confronted with the possibility of their drivers walking off the job, the Roofmart bosses blinked.

They called a meeting of their drivers and offered to back pay to August 15th.

Now, lesser men might have copped this compromise but not the men of steel at Roofmart.

After all, the place has been going gangbuster's during the biggest building boom in WA's history. And the firm had recently merged with CSR – one of Australia's biggest companies.

They could afford to pay back to July 1, the drivers reckoned.

And that's exactly what Roofmart agreed to do, just as The Wheel went to press.

Congratulations to our Roofmart members on their gutsy stand.

And special thanks to our delegate **Brian Lowe** – a very upfront bloke who did a great job representing his workmates.

James Rant is 'The Man' at CEVA Komatsu

James Rant has given the TWU a big lift at CEVA Komatsu in Kewdale by taking on the job of union delegate. This picture of James alongside the snazzy front-end loader was taken by TWU organiser Dave Sheaf on one of his regular visits



Ya Jokin

• ADULTS ONLY • SOME OFFENSIVE LANGUAGE

Edited by Scoop Newsworthy



My Greatest Gripe Bloody Women Drivers

This morning on the Freeway, I looked over to my left and there was a woman in a brand new Holden Calais doing 110km per hour with her face up next to her rear view mirror putting on her eyeliner.

I looked away for a couple seconds and when I looked back she was halfway over in my lane, still working on that makeup.

The Rodeo Position

Two Texans were out on the range talking about their favourite sex positions.

One said, 'I think I enjoy the rodeo position the best.'

'I don't think I have ever heard of that one.' said the other cowboy 'What is it?'

'Well, it's where you get your wife down on all fours and you mount her from behind.

Then you reach around and cup each one of her breasts in your hands and whisper in her ear:

'Boy, these feel just like your sister's.

Then you try and stay on for 8 seconds.'

As a man, I don't scare easily. But she scared me so much I dropped my electric shaver, which knocked the meat pie out of my other hand.

In all the confusion of trying to straighten out the car using my knees against the steering wheel, it knocked my mobile phone away from my ear which fell into my coffee between my legs, splashed, and burned Big Jim and the twins, ruined the darn phone, soaked my trousers, and disconnected an important call.

Bloody women drivers!

Jesus is watching you!

A burglar broke into a house one night. He shone his torch around, looking for valuables when a voice in the dark said,
'Jesus is watching you.'

The burglar nearly jumped out of his skin and clicked off his torch.

When he heard nothing more, he shook his head and continued his business. Just as he started disconnecting the hi-fi wires, the voice spoke again.
'Jesus is watching you.'

The burglar shone his light around the room, looking for the source of the voice. Finally, in the corner of the room, his torch beam came to rest on a **parrot.**

'Did you say that?'
he hissed at the parrot.

'Yep', the parrot confessed, then squawked, 'I'm just trying to warn you that Jesus is watching you.'

The burglar relaxed. 'Warn me, huh? And who are you?'

'Moses,' replied the bird.
'Moses?' the burglar laughed.
'What kind of people would name a bird Moses?'

The kind of people that would name a Rottweiler Jesus,' said the bird.

Hansons drivers don't like being fingered

The way things are going at Hanson Concrete, the bosses will soon have meters in truck cabs to record when drivers fart.

JOHN CAIN asks: What next, sniffer dogs and overhead cameras in the dunny cubicles

It seems Big Brother is alive and well at Hansons.

The concrete firm's latest technological innovation is the fingerprint clock. They want drivers to use the machines to clock on and off work.

In fact they've already installed the mechanical Sherlock Holmes' in most of their depots.

And they did so without agreement from their employees.

Predictably, the drivers don't like the idea one iota – in fact they've given the intrusive invention the BIG FINGER.

The TWU received heaps of calls from angry drivers who believe their honesty and integrity is being questioned.

We've spoke to the company and voiced our members concerns in no uncertain terms.

We'd been through an extensive round of EBA negotiations, during which the fingerprint clocks were never mentioned.

And the clocks are an industrial issue because they will have an impact upon workers pay packets.

Unlike the existing system, the clocks will record the precise time people spend at work. TO THE EXACT MINUTE.

For example if you work ONE HOUR and FIFTY NINE MINUTES of overtime and not TWO HOURS you will be denied your tax free meal allowance.

More money in Hansons's pockets, and less in drivers.

At present there's been a few minutes give-and-take each way but it looks like that's about to end.

It's Hanson's way of spreading the Christmas cheer.

They've already got people piddling in bottles to check if they're drug-takers - now they want to fingerprint them. What next, sniffer dogs and overhead cameras in the dunny cubicles?

We reckon it's all a bit over-the-top and have asked for a meeting to discuss the machines.

After all, the company has provided NO evidence of drivers cheating the existing system. So why such a radical change?



Hansons met with the union and representatives from the quarries and all depots but the meeting ended in stalemate.

Our position is quite clear – our members will not use the machines.

And Hansons have now put the matter in the hands of their lawyers. It'll probably end up in court.

We'll keep you informed of developments.



RAND DRIVERS GRAB NEW FOUR-YEAR DEAL

JOHN CAIN Reports

The world financial crisis is slowly impacting upon all sectors of industry and there are indications some transport companies are beginning to feel the crunch.

Take Rand Transport for example, a medium sized cartage company, operating in the refrigerated freight sector.

Rand are owned by the Automotive Holdings Group (AHG), the biggest car retailer in Australia.

Up until this year they were one of Australia's top companies with a share price to envy.

But, as you may have noticed, the world car market has taken a hammering during the global financial meltdown.

US car giant General Motors Holden is under threat of closure and AHG's share price has crashed.

The problems at AHG have come at a bad time - when we are negotiating a new collective agreement for our Rand Transport members.

Management has informed us of AHG's difficulties and say they limit what they can be offered in wages and working condions.

Despite this impediment we look like signing off on a pretty reasonable deal.

Rand have offered a choice of
A four year deal with four pay rises of 6% + 6% + 6% + 4% (total 16%), or:

A five year deal with five 5% increases (total 25%)

They will also lift their meal allowance to \$22 and increase payments for safety boots and cash handling.

And Bereavement Leave will be increased from two days to four days.

Our delegates Phil Federici and Alan Hadence have had a bit of a chat about the offer with the troops and we are likely to sign off soon.

STOP PRESS: *The Rand drivers opted for the four-year deal*

END OF LONG SLOG AT TOLL-COKE

Things may go better with Coke for some people but pay talks at Toll Coke-a-Cola haven't gone all that smoothly.

In fact we've had to go through the usual tough slog to get our members decent pay rises.

Thankfully I've had great back up from our delegates - **Kenny Gluyas** representing the wages drivers and **John Coelho** sticking up for the subbies.

But we got there in the end and there's a bit of back pay to come, which always takes away some of the pain.

A 4% increase for wages drivers will apply from September 1st and supply

a little bit of Christmas cheer for the better halves and kids.

And it'll be a Happy New Year too because there will be another 4% in pay packets due on January 1st.

The package includes a further two 4% increases to be paid on January 1st 2010 and January 1st 2011.

Toll also agreed to lift the meal allowance to \$20 and the boot allowance to \$120.

Changes to the area boundaries will also benefit the vast majority of delivery drivers.

With the wages agreement done and dusted we've now turned our attention to lifting the subbies rates

Sacked employees at Southern Coast's Palmyra depot join Kevin Starr (left) in giving the company a big thumbs down



SCT craps on loyal wash bay workers

About a month ago the loyal, hard working wash bay and refuelling staff at Southern Coast Transit's Palmyra Depot were told they would be made redundant by December 1.

Their work was to be out-sourced to a private contractor but they were not told the contractor's name or what their pay and working conditions would be.

We went out and spoke to the guys and girls and to their credit all but one or two joined the union in the hope we could do something for them.

They had been told that the new contractors would be there the next day to give a briefing and conduct interviews.

I turned up at the meeting and spoke to the new contractors and asked if we could have a sit down and see what we could do for the troops.

During the briefings and subsequent interviews, drivers were basically told SWEET FA about what pay they

**KEVIN STARR says
SCT handled axings
deplorably**

could expect or even if they would be permanent.

During the following days there were quite a few concerned bewildered and upset members of the TWU.

We tried talking to SCT, telling them what they were trying to do was downright wrong. They had treated these people DEPLORABLY.

They couldn't even give us the name of the contractor, even though they had been using the same people to wash their buses at other depots

We have since found out they are Adelaide based firm International Cleaning.

Anyway, we were bashing our heads against brick walls and eventually

applied to the industrial commission for a hearing.

In the meantime around half of the crew of 34 took basic redundancies and the remainder stayed on to work for the contractor.

The latter went across to lesser paying jobs, simply because they are desperate for the money, and who isn't.

The staff were all supposed to be spoken to and offered jobs with the new company. This never happened.

On Friday 28th November, they were given their letter of termination. Still no info on pay or conditions. Some were supposedly going to be told when they turned up for work on Monday.

Overall, a bloody piss poor way to handle the situation. Peoples' lives thrown into chaos for the sake of a couple of bucks. Thanks to the multi-national company Veolia - trading as Southern Coast Transit.

POLITICALLY INCORRECT ZONE

Adults Only - Some Offensive Language



THE DAY OJ SIMPSON DIED

One day in the future, OJ Simpson has a heart-attack and dies. He immediately goes to hell, where the devil is waiting for him.

'I don't know what to do here,' says the devil. 'You are on my list, but I have no room for you. You definitely have to stay here, so I'll tell you what I'm going to do. I've got a couple of folks here who weren't quite as bad as you. I'll let one of them go, but you have to take their place. I'll even let YOU decide who leaves.'

OJ thought that sounded pretty good so the devil opened the door

to the first room. In it was Ted Kennedy and a large pool of water. Ted kept diving in, and surfacing empty handed. Over, and over, and over he dove in and surfaced with nothing. Such was his fate in hell. 'No,' OJ said. 'I don't think so. I'm not a good swimmer, and I don't think I could do that all day long.'

The devil led him to the door of the next room. In it was Al Gore with a sledgehammer and a room full of rocks. All he did was wing that hammer, time after time after time. 'No, this is no good; I've got this problem with my shoulder. I would be in constant agony if all

I could was break rocks all day,' commented OJ.

The devil opened a third door. Through it, OJ saw Bill Clinton lying on the bed, his arms tied over his head, and his legs restrained in a spread-eagle pose. Bent over him was Monica Lewinsky, doing what she does best.

OJ looked at this in shocked disbelief and finally said, 'Yeah man, I can handle this.'

The devil smiled and said ...'OK, Monica, you're free to go.

That's A Good Ad

I'm sure that you have seen pharmaceutical advertising in doctor's offices on everything from tissues to exam table cover paper.



...Well, in my book, this one should get the prize

WE DON'T USE THAT KIND OF LANGUAGE

A mother was working in the kitchen, listening to her five-year-old son playing with his new electric train set in the living room.

She heard the train stop and her son saying, 'All of You Bastards who want off, get the f#@k off now, cause we're in a hurry! And all of you Bastard who are getting on, get the f#@k on, cause we have to leave'.

The horrified mother went in and told her son, 'We don't use that kind of language in this house. No I want you to go to your room and stay there for TWO HOURS.

When you come out, you may play with your train, but I want you to use nice language.'

Two hours later the son came out of the bedroom and resumed playing with his train. Soon the

train stopped and the mother heard her son say, 'All passengers who are disembarking the train, please remember to take all of your belongings with you.

We thank you for travelling with us today and hope your trip was a pleasant one.

She hears the little boy continue,

'For those of you just boarding, we ask you to stow all of your hand luggage under your seat. Remember, there is no smoking on the train. We hope you will have a pleasant and relaxing journey with us today.'

As the mother began to smile, the child added.

'For those of you who are pissed off about the two hour delay, please see the fat bitch in the kitchen.'

IN PORT HEDLAND



WHERE THE LIVING'S BLOODY EXPENSIVE

Bull Cartwright and the boys from Rio Tinto Salt

It's not an easy job manoeuvring road-trains around the salt ponds at Rio Tinto Salt in Port Hedland but that's not the only reason our BIS members up there want a huge pay rise.

When you drive into Port Hedland these days you are amazed by the number of trucks – they swarm all over the place like busy bees on a hive.

We may be in the Greatest Financial Crisis the world has experienced since the great depression – as Kevin Rudd says – but someone forgot to tell Port Hedland.

The place is throbbing and it's not all good news amid the ongoing North West mining boom.

Weekly, people are paying up to \$1200 to rent dog boxes, or handing over \$750 to live in tin cans in the caravan park.

BIS truckies rub salt into Rio-Tinto's wounds

RICK BURTON Reports

So it's not so hard to understand why the BIS drivers at Rio Tinto (formerly Cargill Salt) have hit the company with a 36% pay claim.

The boys want 20% up front and two annual 8% rises in a three-year deal.

When we threw this little hand-grenade at the BIS bosses, jaws dropped and faces drained of all blood.

Unfortunately for them, we were deadly serious and they will just have to get over the initial shock and come to terms with reality.

I will admit, the Cargill drivers are already on a good whack but high tax rates and the exorbitant Port Hedland living costs skim off most of the cream.

I'm told the normal shopping trolley in Hedland costs between \$300 - \$400 to fill.

Then there's the exorbitant electricity and water costs. Up that way you either run your air-conditioners 24/7 or you melt and go without sleep.

Cargill Salt knows it is between a rock and a hard place. They can't get labour for love and that only leaves money.

As The Wheel went to press I was about to head up to Hedland again for the next round of negotiations. I'll let you know the result in the next edition of the best read magazine in transport.

*The Eagles would kill
for a back-line like this*



PAY BOOST FOR MAZZA'S MOB!

By MICK KNOWLES

We have just knocked up a new agreement with Mark Mazza for his drivers at South West Express in Bunbury.

The agreement includes pay increases and improvements in their shift loadings.

Mark's drivers do mainly chiller/freezer work and drive a variety of trucks including semis, B Trains and Pocket Road Trains and Rigid.

Because the blokes on the rigids do a lot more running around in built up areas Mark pays them the same as the drivers on the bigger rigs.

And he pays an extra allowance for the road train drivers.

South West Express is one of the better firms down that way and they have quite a few grubby competitors to compete with.

I was pleased to see a few familiar faces the last time I was in their yard. A couple of the Brambles guys on the milk contract at Brunswick have come over.

One of them is **Tim Keays** who is Mark's operations manager.

Tim appreciates the job the TWU does getting more money into drivers' pay packets and has promised to encourage the boys to join the union.

In addition to all our other benefits, union members at South West Express will be entitled to join an income protection scheme we are hoping to set up soon.

God's looking after Tom

'God and I are close. He knows I have poor eyesight, so he's fixed it so when I get up in the middle of the night to go to the bathroom, poof! The light goes on.

When I'm done, poof! the light goes off.'

'Wow, that's incredible,' the doctor says.

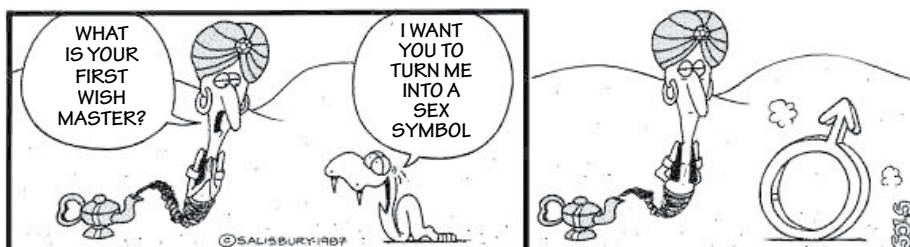
A little later in the day, the doctor calls Tom's wife.

Christine,' he says, 'Tom is doing fine!

But I had to call you because I'm in awe of his relationship with God. Is it true that he gets up during the night and poof! the light goes on in the bathroom, and when he's done, poof! the light goes off?'

'Oh my God!' Christine exclaims.

'He's peeing in the fridge again!



Germaine Gear



To My Dear Wife

HUSBANDS LETTER

A husband wrote the following letter for his wife and left it on the dining room table:

*'To My Dear Wife,
You will surely understand that I have certain needs that you, being 54 years old, cannot longer satisfy. I am very happy with you, and I value you as a good wife. Therefore, after reading this letter I hope you will not wrongly interpret the fact that I will be spending the evening with my 18-year-old secretary at the Comfort Inn Hotel.
Please don't be upset - I shall be back home before midnight.'*

When the man came home late that night he found the following letter on the dining room table:

WIFE'S LETTER

*'To My Dear Husband,
I received your letter and thank you for your honesty about my being 54 years old. I would like to take this opportunity to remind you that you are also 54 years old. As you know, I am a math teacher at our local college. I would like to inform you that while you're at the Comfort Inn, I will be at the Hotel Fiesta with Michael, one of my students, who is also the assistant tennis coach. He is young, virile, and like your secretary, he is 18 years old.
As a successful businessman with an excellent knowledge of math, you will understand that we are in the same situation, although with one small difference; 18 goes into 54 a lot more times than 54 goes into 18.'*

MEN ARE LIKE LAXATIVES

...THEY IRRITATE THE CRAP OUT OF YOU

Women are Evil by Nature

A woman went up to the bar in a quiet rural pub. She gestured alluringly to the bartender who approached her immediately.

She seductively signaled that he should bring his face closer to hers. As he did, she gently caressed his full beard.

'Are you the manager?' she asked, softly stroking his face with both Hands.

"Actually, no," he replied.

"Can you get him for me? I need to speak to him," she said, running her hands beyond his beard and into his hair.

"I'm afraid I can't, breathed the bartender..." "Is there anything I can do?"

"Yes, I need for you to give him a message," she continued, running Her forefinger across the bartender's lip and slyly popping a couple of her fingers into his mouth and allowing him to suck them gently.

"What should I tell him?" the bartender managed to say.

"Tell him," she whispered, "There's no toilet paper, hand soap, or Paper towels in the ladies room."

She brought his Ashes Home

Martha recently lost her husband.

She had him cremated and brought his ashes home.

Picking up the urn that he was in, she poured him out on the patio table.

Then, while tracing her fingers in the ashes, she started talking to him...

"Herman, you know that dishwasher you promised me?
I bought it with the insurance money!"

She paused for a minute tracing her fingers in the ashes then said,
"Herman, remember that car you promised me?
Well, I also bought it with the insurance money!"

Again, she paused for a few minutes and while tracing her fingers in the ashes she said, "Herman, that diamond ring you promised me?
Bought it too, with the insurance money!"

Finally, still tracing her fingers in the ashes, She said,
"Herman, remember that blow job I promised you?"

"Here it comes."

Dear Jim,

Letters to the Secretary JIM McGIVERON



My late husband was a proud member

Dear Jim

It is with mixed feelings that I write to the Union. You see, my late husband was **Jim Moncrieff**, a proud member of your Union and a previous driver at Southern Coast Transit, both at Freo and later in semi-retirement at Rockingham, where he retired some 2 years ago.

Jim had notified the Union of his retirement and ceased being financial. Jim passed away at home on 27 October 2007 after a long battle with health problems and his funeral was well attended by fellow workmates from both depots.

Jim was always a proud member of the Union but he resigned from it after he retired. We have continued to get copies of the Wheel and often wondered if it was normal practice for past members to receive it, or is it an oversight by management? Either way it has given me great comfort to keep up with what is going on in the transport industry. You see, it is, as you can imagine, **very lonely without your man**.

My main reason in writing to you is to bring to your attention the pleasant but curious reason as to why I am still getting the Wheel.

Keep up the great way you look after your members.

**Yours sincerely
Shirley Moncrieff**

Shirley, Your Jim was a greatly respected member and we've put you on the Wheel mailing list too. Cheers, Jim.



IT ONLY TOOK ONE PHONE CALL

Dear Jim

As you are probably aware I resigned from work with Mitchells in December last year and then signed on as a casual to do a couple of the other drivers' holidays for them during the year. Well that's all over now and **I have the caravan all hooked up** to enjoy my retirement.

So, in saying that, I wish to resign my membership with our Union from the end of the year.

I would like to thank the TWU for being there and just say it is a comfort to know we have **someone there to call on** when we are unable to sort things out ourselves.

I would like to thank Rick Burton especially for his help over the years and in particular that one time that I'm sure he will remember about. **Me beating my head against a brick wall for two weeks**, then one phone call to Rick and all is fixed in a couple of hours.

Anyway thanks again and I hope I may see you in Geraldton for a meeting before Christmas.

Malcolm Coles



Bus driver says thanks for the money

Dear Jim

Extending a personal thanks to you and the TWU team for the hard work and long hours to successfully negotiate a new pay increase for Transperth bus drivers.

**Yours sincerely
Frank Cherry**

Thanks for that Frank, it's nice to know our efforts are appreciated.



"We both loved The Wheel"

Dear Jim

Just a short note on behalf of my husband **Graham Street** who passed away in August. I would like to give notice of his resignation.

Although Graham has not been in the workforce for some time now, he has always remained a member of the TWU and appreciated the good work they do. **We both also enjoyed the Wheel magazine**.

I would also like to thank the Union for the funeral fund cheque I received, it was much appreciated.

Keep up the good work.

**Regards
Sheryl Street**

Sheryl, Please accept our belated condolences on the loss of Graham. We have put you on the Wheel mailing list. Jim





Driver nabbed on mobile at bus stop

**Sometimes the
law is an ass, says
KEVIN STARR**

We all know using a mobile phone while driving is dangerous **and** illegal but a recent incident with a Swan Transit southern river operator has left us gob smacked.

The driver had pulled over into a bus stop when his mobile started ringing. He applied the hand brake, put it out of gear and answered the phone.

All this was verified by Closed Circuit Video.

Next thing he knows, a copper from the unmarked car behind him is knocking on the door and writing out a ticket for using a mobile phone while driving???

We rang the traffic branch for clarification and they were really good in explaining where the driver went wrong.

They did say that it was a bit rough but correct. It goes like this:

Section 265 of the Traffic Act 2000 states that it is an offence to drive a motor vehicle and use a mobile phone while MOBILE or STATIONARY – unless you are PARKED.

PARKED – according to the ACT is when you have actually parked your vehicle in a designated parking area.

Apparently, a bus stop is NOT a designated parking area according to the Act and THE COPS.

Under Section 164 a vehicle may not stop in a bus stop unless it is a bus. Okay, that's a given, and only for the purposes of setting down or picking up passengers.



We can understand the cops busting dickheads like this but not bus drivers at BUS STOPS!

But a bus-driver, STOPPED in a bus stop CANNOT use a mobile phone. Because it is not a designated parking area

Even weirder, drivers can speak on two-way radios because they are EXEMPT.

Anyway, the good old days of the depot calling you on the two way and asking you to pull over at your earliest convenience and take a call on your mobile WILL NOW BE A THING OF THE PAST.

And I reckon we will also have to look closely at stopping at Timing Points. Can't stop, unless for the purpose of picking up or setting down passengers, can we?

I have raised this issue and seek answers on these issues at the next Public Transport Security Committee meeting.

HE HAD SIX KIDS

A man boarded a plane with 6 kids.

After they got settled in their seat a woman sitting across the aisle from him leaned over and asked,

"Are all of those kids yours?"

He replied, "No. I work for a condom company. These are customer complaints."

New pay records laws to target fleet-owners

I'd like to make it clear that the TWU has no axe to grind with those small fleet-owners who employ drivers and pay them their full entitlements.

We know there are good operators out there who try hard to do the right thing. Some of these people are respected members of our union.

However, we receive far too many complaints from drivers who are being badly exploited by fleet-owners

Drivers are being ripped off in many ways:

- No award pay rates and overtime.
- No superannuation contributions made to a complying fund.

But not those who do the right thing

JIM McGIVERON Reports

- No meal allowances, overnight allowances, shift loadings, etc.
- No workers compensation cover as required by law.

Often, the offending fleet-owner gets away with the rip-offs because the underpaid driver fears for his job and doesn't want to be named.

However, as part of sweeping changes to our industrial laws the TWU will be able to inspect the

records of any employer – even if their employees are not union members.

The employee will not have to put themselves in the firing line by revealing they have complained to the union.

These new laws will help us flush out fleet-owners who have been able to undercut good operators by underpaying drivers.

If we suspect underpayments we will simply make application to inspect the time and wages records of the employer (fleet-owner).

And after offenders have been taken to court and dealt with we will publish details of their convictions and penalties.

TRANSPORT WORKERS UNION

Elected Officials - WA BRANCH

PRESIDENT

Ray McMillan

VICE PRESIDENT

Mark Bebich

SECRETARY

Jim McGiveron

TRUSTEES

Rick Burton, Bob Dunn

COMMITTEE MEMBERS

Paul Aslan
John Cain
Jeff Williams
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Mick Knowles
John Johnston
Tim Dawson
Neville Hodgson
Michael McGiveron

ORGANISERS

Rick Burton
John Cain
Tim Dawson

FEDERAL COUNCILLORS

Paul Aslan
Ray McMillan
Rick Burton
Jenny Davies

WIN A PRIZE! Missing Wheels

The TWU is in the process of having all our copies of the Wheel indexed and bound in journals.

The Wheel is a great way to track the progress of the union and all its achievements over the years.

By binding them we can ensure that we take care of these records of our history and make sure they are available for years to come.

We have most copies on file but there are a few that have gone missing over the years.

We are asking any TWU members and Wheel readers out there if they have any copies stored away that we could have in order to complete our collection.

Prizes will be given to anyone who can provide us with any of these missing copies

1991 Autumn
1989 Winter & Spring
1988 Spring
1986 Winter and Spring
1985 Spring
1984 Spring
1981 Winter

If you have one of these editions just give the office a call on **1800 657 477** to organize donating the Wheel to us and collecting your prize.

MOTIVATIONAL MESSAGE FOR TODAY



F@#k IT!
I'm Going Home

TWU worked hard to lift drivers pay at Brookes

The TWU did everything in its power to get the best possible pay and conditions agreement for our members at Brookes Transport.

It was our involvement that caused the company to increase its pay offer to 17% over three years.

However our ability to achieve further improvements was severely restricted by the alleged dire financial position the firm claims it is in.

The company told us:

- If the eastern states based K&S Freighters hadn't taken over Brookes Transport the local firm would have **gone out of business**.
- Their Kewdale yard is only a support yard for their Dardenup operation and its (Kewdale's) CLOSURE had been seriously under consideration.

MICK KNOWLES Reports

- The small amount of work done by **Kewdale drivers** could be done from K&S yard in Sheffield Road, Kewdale.
- Drivers could lose all their **overtime**.
- Brookes main customers - Westfi and Laminex, etc - are all still suffering from the gas shortage problem and have had to **scale back** their operations.

Having been bombarded with all this depressing news a majority of drivers voted in an unofficial ballot to accept the firm's latest offer.

There were aspects of the deal we were unhappy with.

One of these was the INFERIOR REDUNDANCY PAY conditions in the

Brookes agreement compared to what K&S drivers are entitled to.

This issue is **SERIOUS** because all the talk from K&S has been about **YARD CLOSURES** and the **FIRM GOING OUT OF BUSINESS**.

Under the Brookes agreement drivers are only entitled to a **MAXIMUM of 16 weeks**.

Yet **K&S drivers are entitled** to up to **52 weeks** if they are made redundant.

Hopefully there will be no job losses or redundancies but in the current economic climate you just don't know.

For these and other reasons the TWU was keen to finalise a **UNION** agreement that would give the drivers **MAXIMUM PROTECTION**.

However, we understand the **difficult position our Brookes members were confronted with**.

They had to promise their wives



Four married guys go fishing. After an hour, the following conversation took place:

First guy: 'You have no idea what I had to do to be able to come out fishing this weekend. I had to promise my wife that I would paint every room in the house next weekend.'

Second guy: 'That is nothing. I had to promise my wife that I would build her a new deck for the pool.'

Third guy: 'Man, you both have it easy! I had to promise my wife that I would remodel the kitchen for her.'

They continue to fish. When they realised that the fourth guy has not said a word, they asked him. You haven't said anything about what you had to do to be able to come fishing this weekend. What's the deal?

Fourth guy: I just set my alarm for 5.30am. When it went off, I shut off my alarm, gave the wife a slap on her butt and said:

'Fishing or Sex?' and she said: 'Wear sun-block.'

Just in case you haven't noticed



There's a hole in the economy

There are growing signs the biggest economic boom in WA's history is slowing, if not coming to an end.

The boom delivered many benefits to Australian workers, not the least being record low unemployment.

In the transport industry there has been a chronic shortage of labour and the TWU has taken advantage of this to push up wages wherever we could.

Overtime, which many members have had to rely on to cover the blow out in living costs, for essentials such as housing, has been plentiful.

Now we are hearing it's becoming easier to attract drivers and that overtime is drying up in some areas.

As media commentators are constantly telling us, nobody will escape the global financial meltdown that has descended upon us so quickly.

The prophets of doom are out in force and many of them are predicting a long-term recession.

The optimists are hopeful Australia will be able to ride out the crash without

**And there's never
been a better time to
be in a strong union
Says PAUL ASLAN**

too much damage. But there is no way we will be unaffected.

There are already indications that consumer buying, construction activity and demand for our minerals is dropping off.

Some say the real crunch of the slowdown will not be fully felt until after Christmas. I think they might be right.

However, I have always believed transport workers are generally better placed than most workers to ride out recessions.

Throughout 2008 the TWU has been locking away three-year wages and conditions deals that will take us through to 2011.

Hopefully, we will have ridden out the storm by then and be in a position to move forward again.

In the meantime, we may have to batten down the hatches, and give job security our top priority. It's darned hard to pay the sort of mortgages people have today, without a job.

And the best way to protect jobs is by sticking together as part of a good solid union.

In recent years, the labour shortages have lulled some people into believing they are bullet proof. That they don't need a union!

But Bob Dylan was right when he wrote and sang, "The times they are a changing".

The times are always changing but one thing never changes and that's the old saying UNITED WE STAND – DIVIDED WE FALL.

And now is an important time to UNITE!

WHO YA GUNNA CALL?



George got strong back up from TWU lawyers Slater & Gordon who were there for him when his life was tipped upside down

Every day we hear of people who have had their life turned up-side-down by a cruel twist of fate.

It could happen to you, me, anyone, and it happened to George Croec a few years back..

George injured himself while working as a truck driver for a local linen service company.

He had been with for the firm for over three years and was fit, healthy and enjoying life.

Now he struggles to cope with constant pain which prevents, or limits, many of the activities he once loved to participate in.

On weekly compensation payments he has also been **unable to afford** many of the little luxuries of life that many of us take for granted.

After 13 weeks on compo, payments drop back to the base rate. Things like overtime, meal allowances, etc are no longer included.

George has had to tighten his belt several notches and make other adjustments.

The injury he suffered could happen to most transport workers who have to lift heavy goods.

George was required to manoeuvre wheeled cages of linen, which weighed approximately 150kgs. He did this on a repetitive basis as part of his delivery duties.

One treatment involved six or seven needles being inserted into my spine

He previously reported to his employer that the cages would fall over when driving his truck to collect or deliver linen.

He was then required to upright the heavy cages by himself, without any assistance.

George injured his back lifting the cages but did not lodge a claim initially. No bludger, he wanted to soldier on, giving of his best for his employer.

He continued working for approximately five months with pain.

It was only after his doctor ordered a scan that it became apparent the injury was work-caused and that he would not be able to continue.

The insurer was not interested in accepting liability for his claim.

Fortunately George was a TWU member – the only one at the company.

With the help of the TWU's industrial officer Neville Hodgson and our lawyers, Slater & Gordon, the claim was finally accepted.

George was back-paid and began receiving regular payments.

And because his employer had not addressed the problem when they could easily have done so, George was prepared to go to trial.

However, Slater and Gordon were able to negotiate an excellent out-of-court settlement for George.

He continues to make slow progress with his recovery but is determined to return to work as soon as possible in a different occupation.

"I am still on painkillers and it (the injury) affects you psychologically. You think, I am not able to do a man's work," he said.

"I often feel irritable and get upset but I have a very good partner and she has been wonderful in helping me get through this.

"I have tried everything to try and get back to work. One treatment involved six or seven needles being inserted into my spine. It didn't work."

George Croec is now one of the TWU's greatest advocates. "You never know when you might need the TWU," he advises other workers.

"It is worth every cent because the union and their solicitors know the law and will ensure you get your entitlements."

Written by PAUL ALAN & JOEL SCHNEIDER

Climbing Iron Mountain

We're chasing more money for

by **JOHN CAIN**

the previous round of negotiations.

our members at Iron Mountain, formerly known as Pickfords Records Management.

We have about 20 members at the company and have met with them to nut out our claim.

Julie Heeney is helping me with the negotiations and I'm optimistic about a positive outcome.

Management has offered pay rises totalling 15% as part of a three-year deal but there are a few other issues we want sorted.

The most important is the \$57 per week incentive allowance which we achieved in

The troops now want it included into their base rate so it can be taken into account for overtime payments.

The firm is balking at this demand and has instead offered to guarantee the ongoing payment of the allowance in writing.

Other items on the agenda include increases in allowances for meal money and boots. We also want a bit more Breavement Leave.

We'll keep bashing away but I don't think we are far from agreement.

Gobbled up by SITA

Sita, the Kewdale based refuse firm, has been out there gobbling up smaller companies as if there is no global financial crisis

Their two latest acquisitions are Western Recycling in Osborne Park and Medicollect who take care of hospital waste.

But being gobbled up is good news for workers at the smaller firms because our SITA agreements are amongst the best in the industry.

I've already spoken to the troops at Western Recycling and the company has given them a pay rise.

This is only an interim measure and negotiations are underway on union collective agreements to cover the new bods.

We're looking at classifications and structures and a couple of issues with casuals.

However, I'm certain our latest batch of new members will be happy with the outcome. As they say in the classics - it's all good.

Rules for the Xmas Barbie

We are about to enter the BBQ season. Therefore it is important to refresh your memory on the etiquette of this sublime outdoor cooking activity.

When a man volunteers to do the BBQ, the following chain of events are put into motion:

Routine...

- 1) The woman buys the food.
- 2) The woman makes the salad, prepares the vegetables, and makes dessert.
- 3) The woman prepares the meat for cooking, places it on a tray along with the necessary cooking utensils and sauces, and takes it to the man who is lounging beside the grill - beer in hand.
- 4) The woman remains outside the compulsory three meter exclusion zone where the exuberance of testosterone and other manly bonding activities can take place without the interference of the woman.

Here comes the important part:

- 5) THE MAN PLACES THE MEAT ON THE GRILL.

More routine...

- 6) The woman goes inside to organise the plates and cutlery.
- 7) The woman comes out to tell the man that the meat is looking great. He thanks her and asks if she will bring another beer while he flips the meat.



Important again:

- 8) THE MAN TAKES THE MEAT OFF THE GRILL AND HANDS IT TO THE WOMAN.

More routine...

- 9) The woman prepares the plates, salad, bread, utensils, napkins, sauces and brings them to the table.
- 10) After eating, the woman clears the table and does the dishes.

And most important of all:

- 11) Everyone PRAISES the MAN and THANKS HIM for his cooking efforts.
- 12) The man asks the woman how she enjoyed 'her night off'. And, upon seeing her annoyed reaction, concludes that there's just no pleasing some women...

Boss tried to drag boy into shower with him

Edited by PAUL ASLAN

An employer who repeatedly grabbed the genitals of an apprentice and pretended to drag him into a shower has been hit with \$35,000 in damages.

The apprentice told a tribunal that he had suffered regular sexual harassment at the hands of his employer at a Melbourne engine reconditioning plant.

He alleged the harassment commenced shortly after he started work with the firm.

He said the employer started asking him to join him in the shower saying things like "come on, you know you want to, don't make me drag you in there."

The seriousness of the harassment quickly escalated, with the boss repeatedly grabbing his genitals and pretending to drag him in the shower.

On one occasion he trapped the boy against a tank at the back of the workshop, grabbing his genitals and simulating sex while making "pig noises".

The employer completely denied the claims and said he was shocked by the allegations.

But the tribunal member Andrea Dea preferred the apprentice's evidence, saying he had given credible and convincing responses

when challenged during a rigorous cross examination.

She said the harassment stemmed from the boss's desire to bully, dominate and ridicule the boy with sexualised statements and physical contact.

The boy's failure to tell his family what was going on was consistent with the behaviour of a young man "who regarded himself as being victimised and isolated in the workplace".

His behaviour in the stand exposed a mixture of "enormous hurt and distress and palpable anger"

The employer was ordered to pay the boy \$35,000.

Shame it wasn't more. The sort of behaviour described here should never happen in any Australia workplace. And we should all play a role in helping to ensure it doesn't.

While reading and writing about this case I couldn't help thinking about my young grandson who'll be looking for a job soon.

If I found out he was copping that sort of treatment from an employer I'd be looking around for the nearest iron bar. Then I'd probably cool down and call the cops.

Victorian forkie exposes himself on YouTube

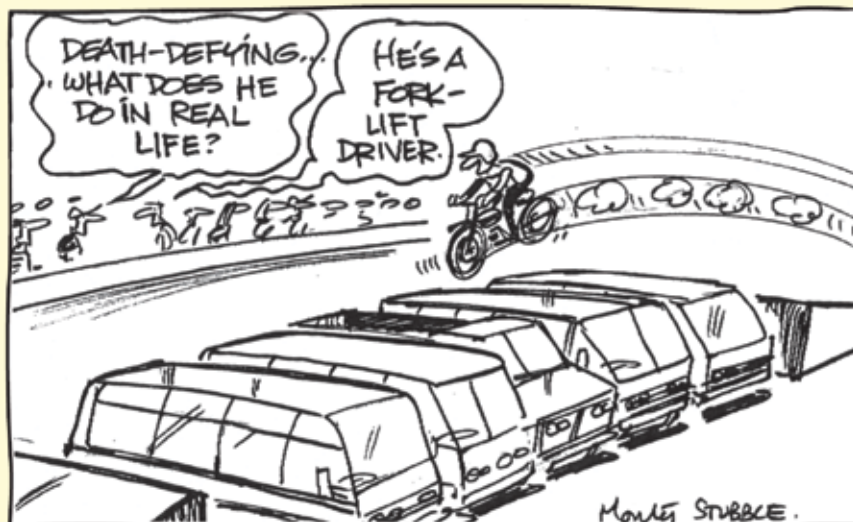
A Victorian forklift driver has been sacked and prosecuted after posting a YouTube video showing him performing "stunts" on a forklift.

The video, which has since been removed, showed the Australasian Pipeline & Pre-Cast employee deliberately crashing into concrete pipes, performing burnouts, and deliberately overloading the machine in order to do wheelies - all without wearing a seatbelt.

The video could be viewed on YouTube for approximately two months before it was discovered by the worker's employer in July last year.

The worker was subsequently charged and ordered, in the Magistrates Court, to complete 50 hours of unpaid community work, complete a five-day health and safety course, and pay WorkSafe Victoria's court costs of \$1,200.

He was also sacked by his employer for misconduct, and had his forklift licence suspended.



The case is a timely reminder to employees about their own accountability in relation to workplace health and safety".

Hardly a week goes by without some poor person being either

seriously injured or killed in a fork lift incident.

In this case the young bloke should have been ordered to do his community service in a hospital's intensive care unit. Or better still - in a city morgue.

Good fences make good neighbours

Just ask my mum, says

JESSICA ASLAN

I don't know about you but my mum is always fighting with the neighbours'. If she had her way she'd have my dad take a chainsaw to their trees and make him cut down the shade-house they've bolted to our side of the fence.

They say that good fences make good neighbours and it is good to know a little about the rules in regards to that kind of thing.

For example: **If a tree is hanging over your fence** or a root is coming through you're allowed to cut it up to your boundary. But don't try and poison the damn thing. If your neighbour's a real horticulturalist you might find yourself in the Magistrates Court. In those kinds of situations you might need expert legal advice.

There are laws and rules in regards to dividing fences. On the Department of Housing and Works website you'll find a brochure on the subject.

The Dividing Fences Act 1961 states that neighbours **share the cost** of building and maintaining a sufficient dividing fence. Each council may have different regulations on what a sufficient fence means. But it's probably safe to say that if you're planning on building the taj mahal of fences you might not be able to hit your neighbour up for half the cost.

And you might not be able to claim until he has built on his land. That's right, if it's a vacant piece of land without any substantial building or structures on the land **he may make you wait**.

That's why it's best to advise him or her that you want to build the fence and reach agreement on the costs beforehand. You're allowed to go ahead and build it without such an agreement, but you might be waiting a while for him to pay you his half.

If you have **an existing fence that gets damaged**, you have a couple of options. You can notify your neighbour that you are prepared to repair the fence and pay half the cost. You can let the other owner repair the fence and you pay half the cost. Or you can have a third party repair the fence and each pay half of the cost. If one party refuses to pay, the other can take them to the Magistrates Court to get payment for his/her half.

'But what if it was the neighbours fault that the fence was damaged?' I hear you cry. Well the Act recognizes that only in certain cases is your neighbour liable for the full cost of repairs. That is, only when **due to the negligence of your neighbour**, the fence is damaged or destroyed by fire, or a falling tree. If he refuses to sort it out you can fix the fence yourself and take him to the Magistrates Court for the full cost later.

When the fence is damaged by flood, fire, lightening, storm, or accident, either owner is allowed to immediately repair the fence without

notice to the other. But you should speak to your neighbour first and have a go at reaching agreement on the costs. This will make it much easier later on.

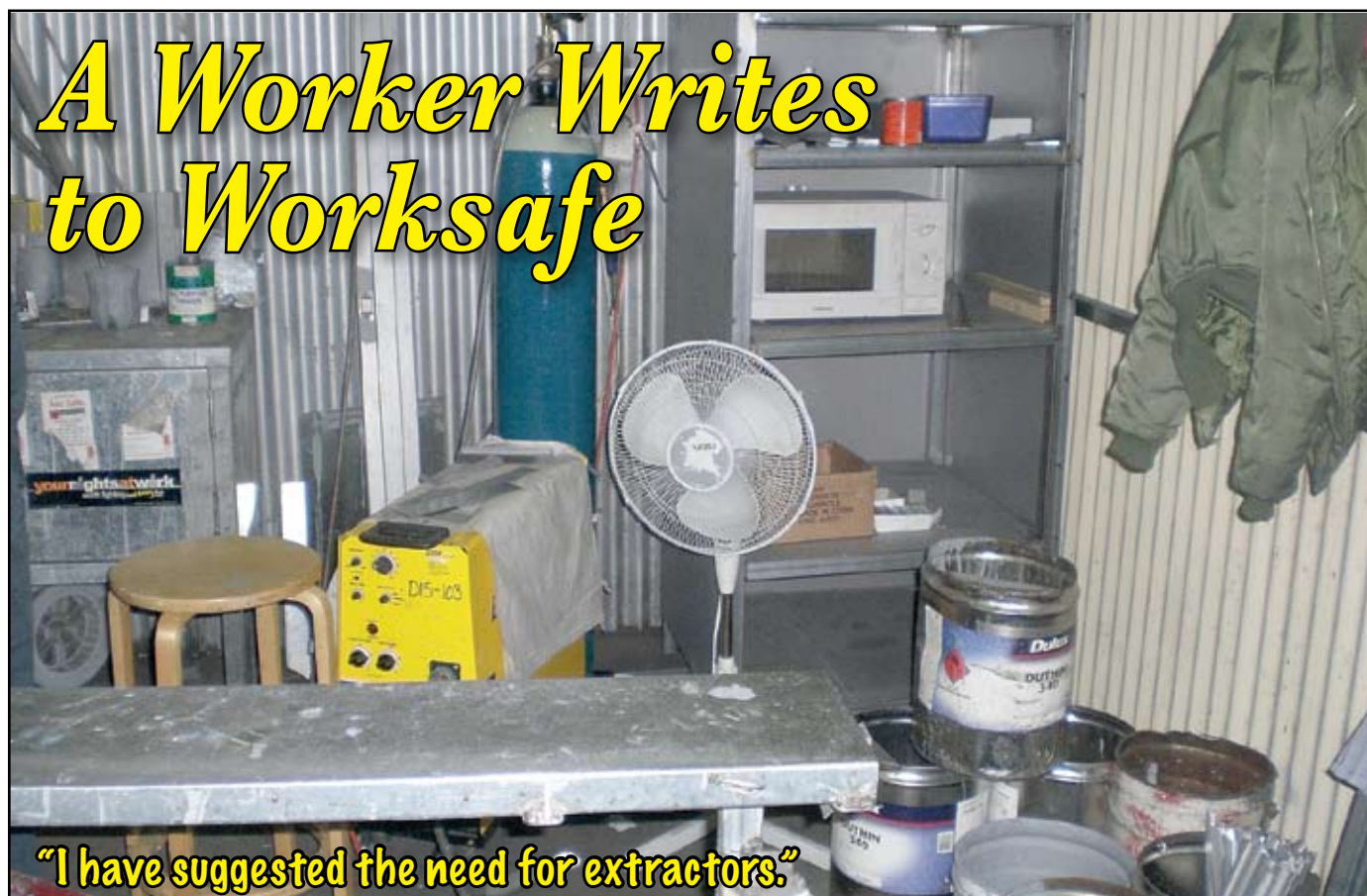
When repairing or constructing the fence you should try to inform your neighbour of what you're doing. You might need to go onto their land and get their OK. Don't go onto their property unless it is necessary and reasonable to do so. And make sure you only do it at reasonable times.

But what if you're a renter? As a tenant you're not liable for the cost of fixing a fence, right? Wrong. If your lease is for a term of 5 years or more you might be liable for a portion of the cost, the amount of which is dependant on the length of the lease. If you live in a strata title you can make a claim against the owners for a contribution. But I'll save the discussion on strata titles for another edition if you're interested.

So, those are some of your rights and obligations when it comes to dividing fences. And while you may have the right to cut up the tree hanging on your side of the fence and replace a damaged fence without talking to your neighbour, it's much less complicated later on if you **talk to them beforehand and maintain a good relationship**. Otherwise you might have to drag the issue through mediators or the Magistrates Court. Sure, you'll have a nice fence, but you'll also have one pissed off neighbour. And that's what I keep telling my mum.



A Worker Writes to Worksafe



"I have suggested the need for extractors."

To whom it may concern,

I am a worker from Roofmart in Kewdale and have major concerns regarding the safety of our workplace.

I have been employed there coming up to my 13th year and have been welding for at least nine of those years.

We weld Zincalume and Galvanized steel with little to no protective equipment besides a household fan which the company purchased from Big W.

We are supplied a mask which we are told prevents the fumes of Galv, this mask is made by Drager and is the piccola FFP2. The 'face-piece's instructions state's does not provide protection against gases, vapours and fumes! Is not safe for the welding in door frames nor is it safe for spraying them either - which we do.

I have looked into internet sites on galv welding after I started feeling sick and the search results scared me to know that what I was experiencing is 'Metal Fume Fever'. And I can only look forward to further cancers and breathing problems if nothing is done to prevent this.

I have approached management about the problem, suggesting the need for any equipment such as extractors and better masks which will do the job. Their only response has been that they'll look into it.

I've also heard that such equipment is expensive and if I want it, fine, but I must pay half.

Is safety for myself and my fellow workers our own responsibility or does Roofmart have an obligation to supply safety gear?

In the past the safety committee has brought up concerns which are still in the archives today - which I have viewed - where 5yrs ago a request was put forward and management didn't act.

We are paid a \$2.00 an hour bonus for welding galv which workers accept, as welders at Roofmart are paid just \$17.per hour and need the money

So nothing is said but I feel this is a bribe and after reading the facts never want to weld galv again. I'm concerned because other workers are scared they will take the bonus if something is said.

What rights do we have at Roofmart? And is \$2.00 the price you put on your life?

And what is safe work practice regarding the welding of galv. Or any other

material, such as stainless steel which is also welded on occasion.

At Roofmart our welding bays are so close together even if I refuse to weld it there is no extracting and I am still affected.

After reading the information today, as of Monday I am refusing to weld any material until supplied the proper equipment. Do i have this right as an employee?

Are there any tests I can get to find out how badly I am affected by welding and to tell me if in the future if I will suffer more breathing problems?

I am a 32 yr old male, non-smoker who tries to keep physically fit and has two kids I wish to be there for, if galv welding doesn't put me 6 feet under.

Attached is our welding conditions, the fans we use and the unsafe masks that are supplied. Any information you can give me will be a breath of fresh air.

Or you can contact Roofmart and speak to the safety manager to sort out my concerns. Thanks.

Regards.

The name of this TWU member has been withheld. Worksafe has since visited the site and recommended improvements

'I started feeling sick and the Internet search results scared me'

Dealing with rude customers....

For all Who Work With Rude Customers, shame WE can't actually do this!

An award should go to the Virgin Airlines desk attendant in Sydney some months ago for being smart and funny, while making her point, when confronted with a passenger who probably deserved to fly as cargo.

A crowded Virgin flight was cancelled after Virgin's 767s had been withdrawn from service. A single attendant was rebooking a long line of inconvenienced travellers. Suddenly an angry passenger pushed his way to the desk. He slapped his ticket down to the counter and said, 'I HAVE to be on this flight and it HAS to be FIRST CLASS'.

The attendant replied, "I'm sorry, sir. I'll be happy to try to help you, but I've got to help these people first, and I'm sure we'll be able to work something out."

The passenger was unimpressed. He asked loudly, so that the passengers behind him could hear, 'do you have any idea who I am?'



Without hesitating, the attendant smiled and grabbed her public address microphone: 'May I have your attention please, may I have your attention please,' she began, - her voice heard clearly throughout the terminal. 'We have a passenger here at Desk 14 WHO DOES NOT KNOW WHO HE IS. If anyone can help him

find his identity, please come to Desk 14.'

With the folks behind him in line laughing hysterically, the man glared at the Virgin attendant, gritted his teeth and said, 'F... You!' Without flinching, she smiled and said, 'I'm sorry, sir, but you'll have to get in line for that too.'

Wholesale
Grocery
Shopping

Transport Workers Union Members Save with Cash & Carry!



Cash & Carry

Cash & Carry stores can be found at three locations:

Canning Vale
Baile Road
T: (08) 9311 6222
F: (08) 9311 6221

Balcatta
8 Geddes St
T: (08) 9344 7411
F: (08) 9344 9182

Bunbury
60-64 McCombe Rd
T: (08) 9780 1500
F: (08) 9780 1501

TWU members can use their membership card to obtain fantastic savings at WA's Cash & Carry stores.

Cash & Carry stores are wholesale outlets, meaning that members can take advantage of significant discounts - whether they buy individual items or purchase in bulk for even more savings.

With new specials starting every fortnight, you are ensured to save at Cash & Carry!

Conditions: *TWU Members must show their membership card to obtain entry. Sorry, not available Sunday.

check out their specials on-line
www.cashandcarrywa.com.au

COURT ACTION

Big fine for firm that sacked union delegate



A Sydney stationery company that unlawfully sacked its union delegate after a bitter strike has been ordered by the Federal Court to pay \$12,000 in penalties and \$1800 in compensation.

Members of the man's union of Workers went on strike when negotiations over a 28% three-year pay claim pay claim broke down

The company – Esselte Australia – wrote to its workers offering them AWAs with the enticement of a \$250 sign-on bonus.

The letter told employees that by choosing to remain on a union collective agreement, "you have been prevented from receiving pay increases".

Union members voted in favour of industrial action and the situation "escalated into a bitter and protracted dispute lasting for months".

On the second day of a picket outside the site, the delegate, who was a storeman and packer, approached a car driven by a co-worker who had been on leave during the lead-up to the dispute, and was unaware of the strike.

The delegate told him not to enter the site, and when the worker asked why, the delegate said: **"Go and lick the boss's arse"** and made "offensive bodily and facial gestures", which the worker reported to management.

On the same day, an AWA employee sought to cross the picket line and alleged the delegate called him a "fucking c**t". The AWA employee reported the allegation to management.

When the delegate returned to work after the dispute ended in September, the company wrote to him asking him to meet with them five days later over the misconduct allegations.

The delegate admitted he had broadly done what the first employee alleged and offered to apologise to him. But he denied the allegations raised by the AWA employee.

However the company still dismissed him for misconduct.

In court, Justice Moore doubted the company's evidence and noted

He told a strike-breaker to **"Go and lick the bosses arse"**

allegations in the sacked man's letter of termination "had an air of artificiality about them".

Justice Moore noted the "manifest convenience" for Esselte "of getting rid of the union delegate who had been at the forefront of union resistance" to AWAs.

The evidence established the sacking was because the man was a delegate.

He ordered the company to pay a "mid-range" penalty of \$12,000 and to pay \$1800 compensation to the delegate for the period between his dismissal and his reinstatement.

The case shows the need for employers to be conscious of their obligations under the freedom of association provisions of the Act when considering disciplinary action, particularly where union delegates are involved."

BUS DRIVER SACKED OVER "SPEAR-CHUCKER" JIBE

A bus driver was sacked by Brisbane City Council after she wrote a note asking to be removed from a bus route to avoid having to pick up "spear chucks with prams"

The sacked driver took her case to the Australian Industrial Relations Commission claiming unfair dismissal.

The AIRC was told the note was intended for the driver's friend and co-worker, who she thought was working in the council's refuelling bay.

The woman had asked for a bus that didn't have a lift for picking up prams so she didn't have to travel on the route in question.

The route was picked up by a worker of Aboriginal descent who complained to management.

In a subsequent investigation, the driver claimed the reference to "spear chucks" arose from an incident when a group of Caucasians, Sudanese, Tongan and Samoan passengers were picked up in tribal costumes wearing face masks and carrying makeshift spears.

Consequently, that particular bus route was routinely described by bus drivers as the "spear chucker route". The statement was backed up by other witness statements.

The worker was subsequently asked by management to provide a written apology to the Aboriginal woman - but refused to do so. She claimed the note was not intended for the woman, and the woman was being "oversensitive".

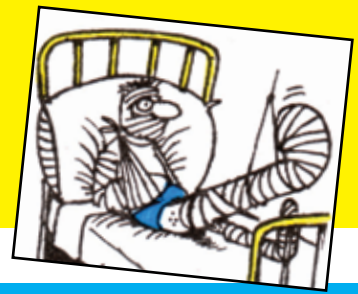
The driver claimed she did not condone any racist or discriminatory conduct as she was of Asian descent herself and homosexual.

In his finding, the commissioner said it was reasonable for the employer to question the worker's ability to service its clients in line with its Code of Conduct.

He said the driver's refusal on two occasions to provide a written apology to the Aboriginal woman suggested the working relationship had broken down, warranting dismissal.

He rejected the bus driver's application.

Safety News



WA FIRM FINED \$40,000 OVER LIFT-TRUCK INCIDENT

A Malaga furniture company has been fined \$40,750 over an incident in which a lift truck rolled over and seriously injured two men.

T E Wang Pty Ltd – trading as New Idea Furniture – pleaded guilty to three charges and was fined in the Perth Magistrates Court.

The company faced two charges of failing to provide and maintain a safe workplace for an employee and a contractor who were injured when a lift truck they were using overturned. It was fined \$40,000.

It was also fined \$750 for failing to provide evidence that the operator of the lift truck was a competent operator.

In February 2005, a painter was engaged on a contract basis to paint the external walls of the company's warehouse and showroom, which were 5.5 to 6 metres high.

It agreed to erect a scaffold but one was not available for several days. To get the work started, the painter was provided with a Crown Lift Truck, a type of elevating work platform (EWP), from which to reach the high panels.

The EWP had tines that could be elevated, as well as an operator's platform with edge protection on three sides which also elevated with the tines.

The painter was told an employee of the company would operate the EWP while he worked from a work platform which had been placed on the tines. He was also supplied with a safety harness.

The two men carried out the painting job for some time, but at around 2.15pm when the two men were working with the EWP at close to its maximum extension height, it became unstable and overbalanced away from the building.

The EWP was being operated on the sloping surface of a car park contrary to clear instructions on the machine to **use it only on hard level surfaces**.

The painter was thrown out onto the bitumen, while the EWP operator remained in the operator's box throughout the fall. Both men were seriously injured.

WorkSafe WA Commissioner Nina Lyhne said the case should serve as a reminder that machinery should only be used for its intended purpose, and that operators must be properly licensed or trained.

"The machine itself has clearly-displayed instructions for its use, and these were disregarded for the sake of convenience," Ms Lyhne said.

Boy lost fingers in fan at firm

A Queensland air-conditioning business has been fined \$40,000 after a four-year-old boy had fingers cut off by an electric fan.

The boy lost the middle and forefinger on his right hand when he was struck by an exposed fan blade on an air-conditioning unit at a Gold Coast club.

Nick's Refrigeration (Gold Coast) Pty Ltd pleaded guilty to breaches of the Queensland Workplace Health and Safety Act 1995, for failing to ensure that the safety of others was not affected by the way it carried out its business.

The Industrial Magistrates Court heard that the employer had been engaged to modify the air-conditioning system and had replaced the fan and motor assembly with a smaller fan, leaving its blades exposed.

Further, the Court found that the boy had been able to access the unit through a missing fence panel, which had been in place before the work was undertaken.

BLIND CORD CAUSED CHILD'S DEATH

A Perth magistrate described the actions of the director of a Karratha blind company as grossly negligent and fined him and his company a total of \$8800 for serious breaches of a product safety order designed to protect young children from strangulation.

In August 2005, a Sunstone Design director supplied and installed blinds at a residence in Wickham, WA, where a 34-month-old girl and her parents lived.

Little more than 12 months later, the girl died from strangulation after becoming entangled in an exposed looped blind cord in her bedroom.

A mandatory safety standard order for internal window coverings operated by a looped cord came into effect on 5 April 2004.

The order requires all looped cords must remain more than 1.6m from the base of a curtain, blind or shade in its fully lowered position.

Dangling cords must be fitted with a safety tension device

If dangling lower, cords must be fitted with an appropriate safety mechanism such as a tension device so that the cord remains fixed and immobile, therefore less accessible to young children.

It also requires warning labels to be placed at the base of window coverings and warning hang tags on the product.

Following the death of the child, Consumer Protection investigated the matter and found the blind cords supplied by Sunstone had become loose. The tension device holding the cord had been affixed to a wall using double-sided tape instead of screws.

Magistrate Tanya Watt said during sentencing at the Perth Magistrate's

Court that this was a serious breach of the order and at best, was grossly negligent. She handed down fines of \$6000 to Sunstone, \$2800 to the director and ordered him to pay \$5628 in court costs.

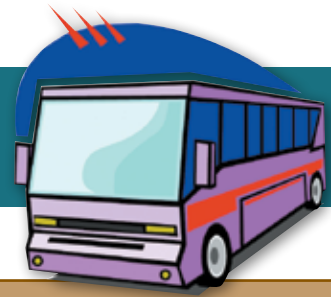
Ms Watt said the director and the company were aware of the safety standards required by the order, but failed to ensure the tension devices securing the blind cords were properly fixed and immobile, or that warning labels were attached.

"These are serious breaches with tragic consequences that were clearly foreseeable," Ms Watt said.

Consumer Protection Commissioner Anne Driscoll said compliance with the safety order was paramount because children's lives are at stake.

"The loss of an innocent child brings the seriousness of this matter into perspective," she said.

ON *the* BUSES



Rabid Frogg didn't like Neil's sermon

Swan Transit driver tips a bucket on his boss



Dear Neil Smith,

Having enjoyed your hospitality at the recent Swan Transit Ball I would like to take this opportunity to respond to your words of wisdom and support.

*Although I exhaustively asked attendees their thoughts on your speech I didn't find any who enjoyed it. I must confess I didn't ask any of your managers whose response would be a fore gone conclusion. And they would be looking forward to **their holiday in Queensland** - oh sorry conference. Funny how there's endless money for these junkets which are paid for in full by the blood, sweat and tears of your faithful drivers along the way.*

*When dissecting your benevolent speech, most felt you were back behind the pulpit preaching. In fairness some of the things you suggested were worthy of mention. but a number of your drivers were quite put out by your remarks and didn't appreciated being **"treated like brainless morons on money matters"**. A number of your drivers, Neil, have been more careful with their planning of their future than some of your managers and your fatherly advice would be better spent on them than us.*

*Then there was the entertainment. I am of the opinion that **you were the class act**. Projecting a most fatherly caring image while after six months of negotiations, in the face of rising costs in rent, food, fuel, etc., etc you gave us two bloody percent which didn't even come close to helping out many of your drivers.*

*Drivers are still trying to recover from the last cuts you imposed on us. You remember, quips, penalties, monies we once enjoyed. And please don't insult us with the extra weeks leave. Remember, **we can add up just like you** and it doesn't take a Rhodes Scholar to do the maths.*

The constant reminder of who was paying for this event too. In fact your drivers were the ones who covered the costs of the ball and all its trimmings, us, not you sir!! I am sure the cost would be less than your Queensland junket and other overseas trips in the past.

Now you are trying to scare your drivers (who can still afford to stay here) that you need them to do the best job so your company can continue to profit from our toil and maintain your contracts..

*What would really happen if Swan was **unsuccessful in its tender**? Name badges would change, logo's on the buses would change and managers would be replaced (now wouldn't that be a pity).*

*But the drivers would still remain. Funny that, and no it wouldn't go back to the old days of your ridiculous scalping the market like you once did to establish yourself at the expense of your drivers (**LUCKY WE HAVE THE T.W.U. TO NOW PROTECT OUR INTERESTS**) .Something you neglected to mention in your speech.*

Bus drivers hit internet blogs

Our recent bus industry pay campaign was certainly a BIG Success and one of the things that made it a winner was the good communication with members.

We kept people informed on what was happening and received constant feedback from our members.

Paul Aslan pumped out an unprecedented number of On the Buses (15) and depot posters.

We have also maintained the lines of communication by emails and sms text messages for the same reasons.

The other method of keeping in touch has been using internet forums.

Two of these forums have been very active on current WA bus industry drivers issues.

www.busdrivers.hostwest.com.au

This site is hosted by jeffa a Path Transit driver at Malaga. Run for Transperth bus drivers, by a Transperth bus driver.

There are only 30 odd drivers signed up at this point but more are dropping in for a visit by the day

The other interesting site is an Australia-wide forum.

www.busaustalia.com/forum/

This one is bigger than Ben Hur, with separate sections for each state and interest.

There are drivers, managers, bus spotters (sorry enthusiasts) even bus passengers onboard at this one.

There are literally **thousands of drivers** from all over the world talking to each other, getting ideas, trading ideas and stories and advice for the newbies.

So get on, have a look and have a chat to the boys and girls who are out there, doing what you do from all over the planet.

Firm fined \$20,000 for not paying holiday loading

A small business employer has been fined \$20,000 and ordered to back pay \$12,581 in annual leave loading owed to employees.

The company had claimed annual leave loading had been abolished under John Howard's lousy IR laws.

But one of the firm's workers stood up for her rights and insisted to her boss that she was being underpaid.

The boss claimed to have obtained government advice saying he wasn't obliged to pay the loading..

He accused the worker of speaking to other employees about their rates of pay. He demanded to know what she had said and told her he couldn't trust her.

He then stood her down for four days and told her to check her facts about the back pay.

When she continued to stick to her guns he put her on annual leave, then, shortly after, sacked her.

He claimed she had "not worked as a team member" and had "displayed unrest" on several occasions. The usual labels bad bosses put on people who stand up for their rights.

However, not to be deterred the woman took her case to the Workplace Ombudsman and won.

The company was ordered to fork out \$33,000 in fines and back pay.

The gutsy worker deserves maximum credit for her principled stand.

SCT in Magistrates Court

On December 9 our SCT members had their day in court over a long running pay dispute with management.

It's all about whether people who had regularly worked through their lunch breaks should have been paid overtime rates.

We say an overtime loading should have applied but SCT are playing hard ball.

So we've picked three example cases to take to the Magistrates Court for an interpretation.

We're now waiting for a decision and have everything crossed in the hope of a good outcome.

Shep's our man at Instant Bins



Dave Shepherds our TWU delegate at Instant Bins in Bayswater. We picked him up for his sexy legs

MAINFREIGHT FINED OVER FORKLIFT INJURY

A goods transport, storage and distribution company has been fined after a worker was injured by a forklift last year.

The worker was employed by Mainfreight Distribution in Queensland.

He was checking an invoice against the contents of pallets being unloaded from a delivery truck when he was struck from behind by a reversing forklift. He suffered a broken leg and multiple fractures.

Investigators found the employer had no engineering controls or physical barriers in place to manage interactions between forklifts and pedestrians.

The industrial magistrate took into consideration that the employer had no prior convictions, it cooperated with investigations and its guilty plea, and fined it \$32,000 and \$1,112 in investigation and court costs.

FIRM FINED \$50K OVER NEGLECTED FORKLIFTS

An engineering business has been fined in the Magistrates Court after WorkSafe found a number of its forklifts required maintenance.

Inspectors visited the workplace last year after repeated allegations of unsafe work. They found one forklift in a state of disrepair and no system for maintenance, such as pre-operational checklists.

The employer was issued with two improvement notices and one prohibition notice.

And hit with fines totalling \$50,000.

Big win for Bunbury, Busselton based bus drivers

MICK KNOWLES Reports

If you live down south you might have noticed that some of the local bus drivers are sitting a little higher in their seats.

It's because the wallets in their back pockets are fatter thanks to a new union collective agreement negotiated with Bunbury City Transit and South West Coachlines.

Seriously though, a seriously good deal has been hammered out at meetings with parent company Southern Coast Transit in Perth.

I was ably assisted in the negotiations by drivers reps Ian Anderson and Don Fraser.

Terry Scott handled proceedings for the company together with their industrial relations guru Chris Stanley.

We deal with these blokes all the time up in Perth and usually find them fair and reasonable.

The new deal includes a big rate increase, which has been tied to an average weekly earnings index. From now on drivers will receive six-monthly pay adjustments.

All drivers on government reimbursed work will be backpaid to July 1.

Another big win is the phased in payment for down-time when drivers are waiting around for their passengers.

After the first 60 minutes downtime—which will be regarded as the lunch break – drivers will be paid at 50% of the normal rate until they resume driving.

This rate will apply on charters and trips to Perth.

On charters such as the annual Leuwin Estate concert at Margaret River, drivers will also be provided with food and drink.

However the new 50% rate will not apply for the next Leuwin concert which had been tendered on prior to our agreement.

The only real negative in the negotiations was our inability to get the drivers made permanent employees.

All the regional bus firms operate with casuals. Bunbury City Transit and South West Coachlines say they would not be able to compete if they had permanent drivers.

But one thing's for sure, their drivers are the best paid down that way – by a country mile.

TOLL BUYS COURIER AUSTRALIA!

The buy out of Courier Australia by the Toll Group has given the TWU the opportunity to improve the wages and working conditions of the firm's employees.

The Courier Australia operation located in Star Trak's old Bentley yard will now be managed by Toll Ipec's boss Kenton Muller.

The trucks will keep the Courier Australia branding until Toll Ipec move into their new super yard which is being built on Abernathy Road in Hazlemere.

When that happens Courier Australia trucks will disappear off WA roads and I can't say I'm all that sad about that.

They were not a union friendly company and we only have a handful of members there out of about 30 dock hands, forkies and 80 subbies.

It's early days yet but we should be able to do a lot for the guys and gals.

Toll Ipec are doing a bit of an inventory of who is who, who is doing what and how much they are being paid.

In the meantime, the troops have already had one win with Toll agreeing to pay the same \$20 meal allowance our Ipec members receive.

Previously they were only paid the \$11.69 award meal allowance.

Another improvement I have discussed with Kenton is Income Protection Cover – a very important benefit that the Courier Australia workers don't have access to.



**Sam and Senada
brighten up
our magazine**

**TWU
organiser
Dave Sheaf
snapped
best mates
Samantha
Dilley and
Senada
Maketic on
one of his
recent visits
to Coventry's
depots. Dave's
working hard
at persuading
the spare
parts firm to
commence
talks on a new
pay deal.**

Last Laugh

with Scoop Newsworthy

Frank was the perfect man

A man walks into the street and manages to get a taxi just going by. He gets the taxi, and the cabbie says, "Perfect timing. You're just like Frank."

Passenger: "Who?"

Cabbie: "Frank Feldman. He's a guy who did everything right all the time. Like my coming along when you needed a cab, things happened like that to Frank Feldman every single time."

Passenger: "There are always a few clouds over everybody."

Cabbie: "Not Frank Feldman. He was a terrific athlete. He could have won the Grand-Slam at tennis. He could golf with the pros. He sang like an Opera baritone and danced like a Broadway star and you should have heard him play the piano. He was an amazing guy."

Passenger: "Sounds like he was something really special."

Cabbie: "There's more...He had a memory like a computer, could

remember everybody's birthday. He knew all about wine, which foods to order and which fork to eat them with. He could fix anything. Not like me. I change a fuse, and the whole street blacks out. But Frank Feldman, he could do everything right.

He
was an
amazing
guy

Passenger: "Wow, some guy then."

Cabbie: "He always knew the quickest way to go in traffic and avoid traffic jams. Not like me, I always seem to get stuck in them. But Frank, he never made a mistake and he really knew how to treat a woman and make her feel good. He would never answer her back even if she was in the wrong; and his clothing was always immaculate, shoes highly polished too- he was the perfect man. He never made a mistake. No one could ever measure up to Frank Feldman."

Passenger: "An amazing fellow. How did you meet him?"

Cabbie: "Well, I never actually met Frank. I just married his f*cking widow."

MUJIBAR SITS HIS TEST

Mujibar was trying to get a job in India.

The Personnel Manager said, 'Mujibar, you have passed all the tests, except one. Unless you pass it, you cannot qualify for this job.'

Mujibar said, 'I am ready.'

The manager said, 'Make a sentence using the words Yellow, Pink and Green'

Mujibar thought for a few minutes and said, 'Mister manager, I am ready'

The manager said, 'Go ahead.'

Mujibar said, 'The telephone goes green, green, and I pink it up, and say, Yellow this is Mujibar.'

Mujibar now works at a call centre.

No doubt you have spoken to him, I know I have.

FREE PUPPY

Our neighbour has a puppy he's giving away (FREE). It's a Dachshund, it's a house broken, and it's great with kids.

He's giving it away because his wife says the dog 'stares' at her when she is undressing, and that gives her the heebie jeebies. I think she is just weird!

If you're interested, or know someone who is, let me know. Here's a picture of the dog.



Turn This Pic

Nosey Buggers

PADDY AND MICK

Paddy met Mick in the street and said, 'Paddy, in future you should draw your bedroom curtains before making love to your wife!'

'Why?' Paddy asked

'Because,' said Mick, 'all the street was sniggering when they saw you two making love yesterday.'

Mick said, 'Nosey buggers, well, the laugh's on them. I wasn't home yesterday.'

Qantas ground crews vote in new pay deal



**but reject
airlines
unpopular
trade-offs**

RICK BURTON Reports

A new pay deal at Qantas will deliver pay increases averaging 13.5% over three years.

And the first rise will be backpaid to July 1.

In an Australia-wide secret ballot, 86% of our Qantas members voted in favour of the deal.

It was a hard slog and our delegates put in a lot of hours on the ground and in the air working on the deal for their workmates.

Special thanks to Mark Bebich and Alan Scroop (Ramp), John Rawlingson (QFC) and Jeff "Chewie" Shea in Cargo.



In addition to the pay rises there were a number of other achievements:

- A boost in superannuation contributions to 10% for those not in the defined benefit scheme.
- Superannuation salary sacrifice benefits for all employees on the defined benefits scheme. This will deliver a 1.3% - 1.8% tax benefit per annum.

The cap on part-timers work hours to be lifted so they can temporarily fill in for full time workers. This will allow more relief work to be performed in-house, rather than by labour hire.

10 weeks paid maternity leave now locked into our collective agreement.

Optional cashing out of accrued annual leave and RDO entitlements.

Importantly, several **unpopular trade-offs** being proposed by Qantas were rejected by the TWU. .

- **REJECTED:** The new "B grade" starter rate that Qantas was pushing to bring in for new employees.
- **REJECTED:** An increase in part time working hours to 35 hours per week and new four-hour shifts for casuals.
- **REJECTED:** A new minimum call in time of 3 hours.
- **REJECTED:** The watering down of our dispute procedures.

Given the state of the world economy and its impact on air travel, the overall outcome was a very good one for the union and its members.

DONE DEAL AT TIP TOP

In under a year our members at Tip Top Bakeries will have pocketed pay rises totalling 12 %.

The first 5% increase was to be back-dated to October 20. This will be quickly followed by a 2% increase in April 2009. A further 5% will be due in October 2009.

One year later – in October 2010 – our troops will receive another 5%.

That all adds up to 17% over the term of the agreement – not a bad result by any measure. In fact it's probably the best deal ever done in the bread industry.

Hats off to Tip Top who - unlike Buttercup – have held onto all their wages employees and not contracted out their bread-carting.

High fives to our delegates **John Luke, George Read and Mark Mir.**

TIM DAWSON'S Report



Cool Deal At Bidvest

After lengthy negotiations that tested the patience of everyone concerned, we've finally put the finishing touches to a new agreement with Bidvest.

Bidvest are located in Bibra Lake and are in the business of delivering small goods to a clientel of food outlets throughout the metro area.

Our old agreement expired on June 30 and after talks with our members we sought pay rises in line with our national claim.

Management eventually agreed to our claim, and we also won a few other improvements for the employees.

The company has added a couple of extra grades to provide incentive for drivers to progress and earn more.

A new **90 cents per hour freezer allowance** will also be paid to those who have to work in the cold rooms.

Mitchells push AWA's in Kalgoorlie

Someone forgot to tell Mitchell's Transport that the Workchoices labour laws were pronounced dead by the Australian people at the last federal election.

Despite rebellions against workplace agreements by their drivers in Perth and Geraldton the firm is now trying to sneak them in Kalgoorlie.

And if some of their Goldfields drivers don't snap out of their apathy they might end up on the scummy non-union deals.

On a recent trip to the town I spoke to several of our members there and warned them of the dangers of AWA's.

A few years back Mitchells metro drivers signed an AWA thinking they would be better off. Warnings from the TWU went unheeded.

However the proof of the pudding was in the eating and the drivers

eventually worked out they had been diddled.

Fortunately TWU organiser Rick Burton was able to get them out of the dodgy deals and onto union collective agreements.

The new TWU package put heaps of extra dollars into the drivers pockets and a similar exercise was done for the firm's Geraldton drivers.

But it is not only money that workers have to worry about when they sign a non-union deal, it's also the lack of union protection.

I don't care what anyone says, the only way blue-collar workers can protect themselves is through strength in numbers.

Unfortunately there are quite a few non-members at Mitchells in Kalgoorlie and drivers could pay a heavy price for their lack of unity.

TIM DAWSON'S Report



Intercon buys out M&J Millars

Takeovers, mergers and buyouts occur regularly these days and one of the latest is the sale of M&J Millars to Intercon.

It wasn't long ago that Intercon were Ridolfos and it's all getting a bit hard to keep up with.

Anyway, Mal Millar has sold his business to Intercon and will stay on for three years to help manage the place.

Millars was a medium sized firm with about 20 drivers who have always been looked after well but have never been on a union agreement.

That's changed now with a new deal being struck with Intercon to cover their new employees.

The Millar's drivers will be on a similar deal to our Intercon members and will receive pay rises of 8% + 5% +5%.

Drivers on side-lifters will be happy because Intercon have agreed to pay a \$10 per day allowance for that type of work. This will be increased to \$12.50 next year and \$15 the year after.

New dangerous goods allowances will also be introduced - \$7.50 per day for packaged and \$15 for bulk.

Depot workers will be eligible for a payment of a Competency Allowance - of up to \$35 per week - once they acquire relevant skills.

What every man wants for Christmas



Linfox takes big contract off Centurion

When I heard Linfox had just won a big BHP Billiton contract at the expense of Centurion Transport I thought, that's got to be a good thing.

And it is.

After all, Centurion was one of the few major transport companies in WA to put its workers on John Howard's lousy workplace agreements.

On the other hand Linfox have an excellent relationship with the TWU and are happy to sign union collective agreements.

And union deals are always a lot better than non-union AWA's.

Linfox will employ around 30-40 people on the BHP contract which entails delivery of goods and equipment to The Big Australian's mine sites throughout the state.

The new employees will work out of the old FCL yard in Casino Road and various regional depots.

They will be offered an EBA similar to the special WA deal we struck earlier this year for other similar Linfox operations.

The agreement will also include a \$200 per week Regional Allowance for employees living in regional areas.

FANTASTIC DISCOUNTS FOR TWU MEMBERS



**UP TO
40%
DISCOUNT**

On Quality Bristol Paints!

Present your TWU Membership Card and quote our Customer No. 942430 to gain BIG DISCOUNTS on top quality Bristol Paints.

**STORE LOCATIONS
CITY**

BALCATTA 90 Erindale Rd
BENTLEY 1155 Albany Hwy
CLAREMONT 211 Stirling Hwy
JOONDALUP 109 Winton Rd
MORLEY 139 Russell St
MYAREE 118 North Lake Rd

REGIONAL

MANDURAH 76 Pinjarra Rd
ALBANY 58 Serpentine Rd
BUNBURY Lot 6 Sandridge Rd

Discounts also available on Taubmans Paints but they will not be as huge, as they are on the Bristol Range.



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FOR
BRUCE
OR
SCOTT



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- Discounts on Computers

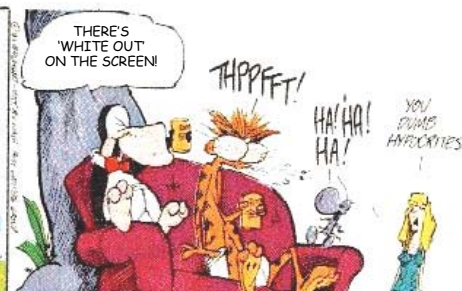
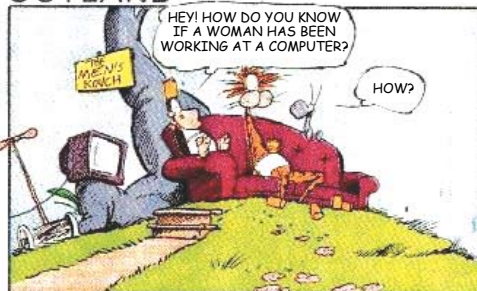
445 Hay Street, Perth

9218 8188

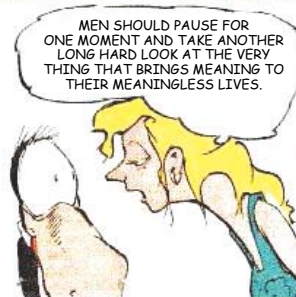
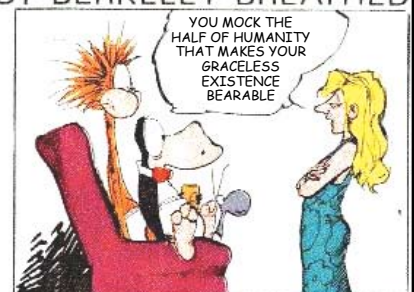
More information can be found at www.retravision.com.au



OUTLAND



BY BERKELEY BREATHED



WA Weighbridges for Heavy Vehicles

<i>Name Owner</i>	<i>Address</i>	<i>Capacity</i>	<i>Contact number</i>	<i>End Weigh</i>
Australian Consolidated Metals & Machinery	Cnr Keates Rd & Dickens Pce, Armadale 6112"	60	(08) 9497 1340	No
Cleanaway - Bayswater	Lot 102 Collier Rd, Bayswater 6053	60	(08) 9271 5177	No
Wesfeeds Pty Ltd	31 Sevenoaks St, Bentley 6102"	75	(08) 9350 7000	Yes
Shell Market City - Brumar Services Pty Ltd	280 Bannister Rd, Canning Vale 6155	60	(08) 9316 4300	Yes
Dundas Road Weight Services	521 Dundas Rd, Forrestfield 6058	60	0417 957 968	No
Fertal Holdings Pty Ltd	141 Talbott Rd, Hazelmere 6055	120	(08) 9454 7033	Yes
Bulk West Pty Ltd	Cnr Russel & Rockingham Rd, Henderson 6166	70	(08) 9437 3300	Yes
Mundijong Hardware & Rural	Cnr South West Hwy & Shanley Rd, Mundijong 6202	60	(08) 9525 5476	No
Pacific Terminals Australia Pty Ltd	Cnr Rudderham Dve & Birksgate Rd, Nth Frem 6159	60	(08) 9335 9590	Yes
M & J Metals Pty Ltd	Lot 1 Hope Rd, Naval Base 6165	80	(08) 9437 2025	Yes
Broome Port Authority	Broome Port, Broome 6725	50	(08) 9192 1304	Yes
Bunbury Port Authority	Outer Harbour Rd, Bunbury 6230	70	(08) 9721 2800	Yes
Broad Holdings Pty Ltd T/A Martins Mill	Lot 169 Brand Hwy, Greenough 6530	70	(08) 9926 1114	Yes
Rod River Districts Co-Operative Ltd	Weaber Plains Rd, Kununurra 6743	41	(08) 9168 2255	Yes
City of Mandurah (operated by Cleanaway)	Gordon Road Waste Transfer Station, Mandurah 6210	60	(08) 9535 2542	No
Bateman & Company	124 Barrack St, Merredin 6415	25	(08) 9041 1777	Yes
Co-Operative Bulk Handling Ltd	Merredin Gran Dept, Gameyna Ave Merredin 6415	80	(08) 9322 3677	Yes
West Midland Public Weighbridge	Great Eastern Hwy, Midland 6056	30	(08) 9274 5281	Yes
Geraldton Seed Services	Goulds Rd, Narngulu 6530	75	(08) 9923 3698	Yes
Cockburn Cement Ltd	9 Craig Rd, West Kalgoorlie 6430	60	(08) 9021 3701	Yes
Resource Recyclers	42 Kelvin Rd, Maddington 6109	60	(08) 9459 9122	Yes
Metal Corp Recyclers Bassendean	34 Jackson St, Bassendean 6054	50	(08) 9359 1600	Yes
Ketteridge Stock Feeds	Cnr Delmaco & Harris Rd, Picton 6229	70	(08) 9725 4470	Yes