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TCF
EDITION

CFMEU

JULY

MANUFACTURING

2020

**HOW WILL THE
CORONAVIRUS CRISIS HURT
THE AUSTRALIAN ECONOMY?**



FROM THE TCF NATIONAL SECRETARY

COVID 19 – UNION RESPONSE

Organisers have been in workplaces every day representing members faced with the many challenges because of COVID-19 and the impacts it is having on our sector. Many workplaces in the TCF industry are directly impacted and have been working short weeks and dealing with stand downs due to the lack of work and impacts on retail sales. The Union is directly communicating with employers to ensure your workplace is safe, members are well represented, and disputes are resolved. If you have an issue in your workplace, please contact the Union.

We have been regularly sending out text messages & Facebook updates including information on your rights at work, JobKeeper payments and Union campaigns.

GOVERNMENT LOBBYING

We have been meeting regularly with the Australian and State governments to discuss how it is vital that the governments spend taxpayers' dollars on buying Australian Made and provide support for the TCF Sector.

Beth Macpherson (TCF Senior Vice President) and I have been appointed to the Federal Government TCF roundtable hosted by Industry Minister Karen Andrews, along with industry stakeholder groups including the Australian Fashion Council, Australian Industry Group and the Advanced Manufacturing Growth Centre. We are calling on the Australian Government to provide additional support for TCF workers and workplaces and that they commit to:

- Buy Australian Made uniforms, TCF products and medical PPE
- Provide additional support for the TCF industry to ensure we continue to have a growing sector with job security
- Reinstate Australian made standards and testing in all Government tenders
- Provide support for Ethical Clothing Australia.

Please sign the union ['Make it Here Make it Now'](#) petition if you have not already.

If you have any issues you would like to raise please contact us on 1800 060 556

In unity



Jenny Kruschel



**TCF NATIONAL
SECRETARY**

Jenny Kruschel



**TCF SENIOR
VICE PRESIDENT**

Beth Macpherson



ETHICAL CLOTHING

AUSTRALIA CELEBRATES

20 YEARS

Ethical Clothing Australia (ECA) has been protecting and advocating for the rights of Australian garment workers and helping local businesses to comply with local workplace laws for 20 years.

The role of the TCF Union (Manufacturing Division of the CFMEU) is central to ECA's work as the union undertakes the auditing and compliance work and worker outreach activities.

The organisation was created in response to rising concern about the exploitation of Australian garment workers, particularly of outworkers (otherwise known as homeworkers) in local supply chains.

Key aspects of the program have remained the same since it was created. To take part in the program businesses must voluntarily sign-up and commit to an independent audit (undertaken by the Union as part of a Service Level Agreement) which ensures that all workers including outworkers/homeworkers and any contractors are receiving the appropriate pay, entitlements and are working in a safe environment.

The need for the accreditation program and auditing remains as strong as the day it was created as non-compliance, exploitation and unsafe work practices continue in the local industry. The program continues to provide a platform to profile and showcase businesses that are doing the right thing by the workers in their local supply chains.

In recognition that the TCF sector is at high risk of non-ethical labour practises and modern slavery when buying locally manufactured uniforms and Personal Protective Equipment (PPE) Victorian government departments and agencies must procure from registered suppliers on the Ethical Supplier Register. Only ECA accredited companies are eligible to be on the register.

The Union is calling for the Federal and State and Territory Governments to take a similar approach by requiring ECA accreditation and the sourcing of locally manufactured products only.

CFMEU organiser Nguyet Nguyen outlines the Union's role in ensuring compliance with workplace laws in the TCF supply chain in ECA accredited companies.

[CLICK HERE FOR THE FULL INTERVIEW](#)

OR VISIT: www.abc.net.au/news/2020-03-10/are-your-clothes-ethically-made/12042210?nw=0



Pay increase for minimum wage and award workers of 1.75%, but many will have to wait

The Fair Work Commission Annual Wage Review has decided to award a pay increase of 1.75% to all workers on award wages and the minimum wage. However, the effective date of the increase varies for workers in different industries and this means many CFMEU Manufacturing members covered by Awards will have to wait until 1 November for a pay rise or even February next year for laundry workers.

THE DECISION MEANS:

- Increases for workers covered by the National Minimum Wage Order will take effect from the first complete pay period starting on or after 1 July 2020
- Increases for workers covered by some Awards (frontline healthcare and social assistance workers, teachers and childcare workers and other essential services) will take effect from the first complete pay period starting on or after 1 July 2020
- Increases for workers covered by some Awards (including construction, manufacturing, timber, textile clothing and footwear and other industries) will take effect from the first complete pay period starting on or after 1 November 2020

(This includes workers covered by the Building and Construction General On-site Award, Joinery and Building Trades Award, Manufacturing and Associated Industries and Occupations Award, Textile, Clothing, Footwear and Associated Industries Award and the Timber Industry Award)

- Increases for workers covered by some Awards (accommodation/ food services, arts/recreation, aviation, retail and tourism) will take effect from the first complete pay period starting on or after 1 February 2021 (This includes workers covered by the workers covered by the Dry Cleaning and Laundry Industry Award)

The decision sees the National Minimum Wage (for adult full-time employees who are neither apprentices, trainees nor working under the supported wage system) rise by \$13 per week to \$753.80. The minimum hourly rate will be \$19.84.

Prior to the decision the ACTU and unions made the case for a 4% increase to help workers and to help stimulate the economy whereas major employer groups argued for a wage freeze.

1.75% is below current inflation rates (2.2%) so it means workers reliant on the minimum wage and Award wages face an effective pay cut when increases to the cost of living is considered.

When everyone at a workplace and industry is united and, in the union, workers have more bargaining power and often can negotiate wages above Award wages in Collective Bargaining Agreements. Together workers are stronger.

**ARE YOU A MEMBER
AND THINK YOU MAY
BE GETTING
PAID INCORRECTLY?**

**Contact the Union
or talk to your shop-
steward, delegate, or
organiser.**

Laundry Workers Gutted in Wage Review Decision

The Fair Work Commission has proven how out of touch they are by making laundry workers paid under the Dry Cleaning and Laundry Industry Award amongst the last workers to receive a wage increase.

"The decision is an insult and a slap in the face to laundry and dry-cleaning workers" said TCF National Secretary Jenny Kruschel.

"They have stood up in the face of the coronavirus health crisis"

"These workers are some of the most exploited and underpaid workers in Australia"

The Annual Wage Decision, handed down in June, provided for a staggered 1.75%

increase in Award wages in different sectors of the economy with the first group of workers to get an increase in July 2020.

But laundry workers working under the Award will have to wait until February for their pay rise. Why is it that some of the lowest paid workers need to wait when every cent they earn will be spent and put back into the economy? It is unfair and doesn't make sense at a time when the government should be trying to rebuild the economy.

The CFMEU will continue to work with all members to build power to win improved wages and conditions for laundry workers.

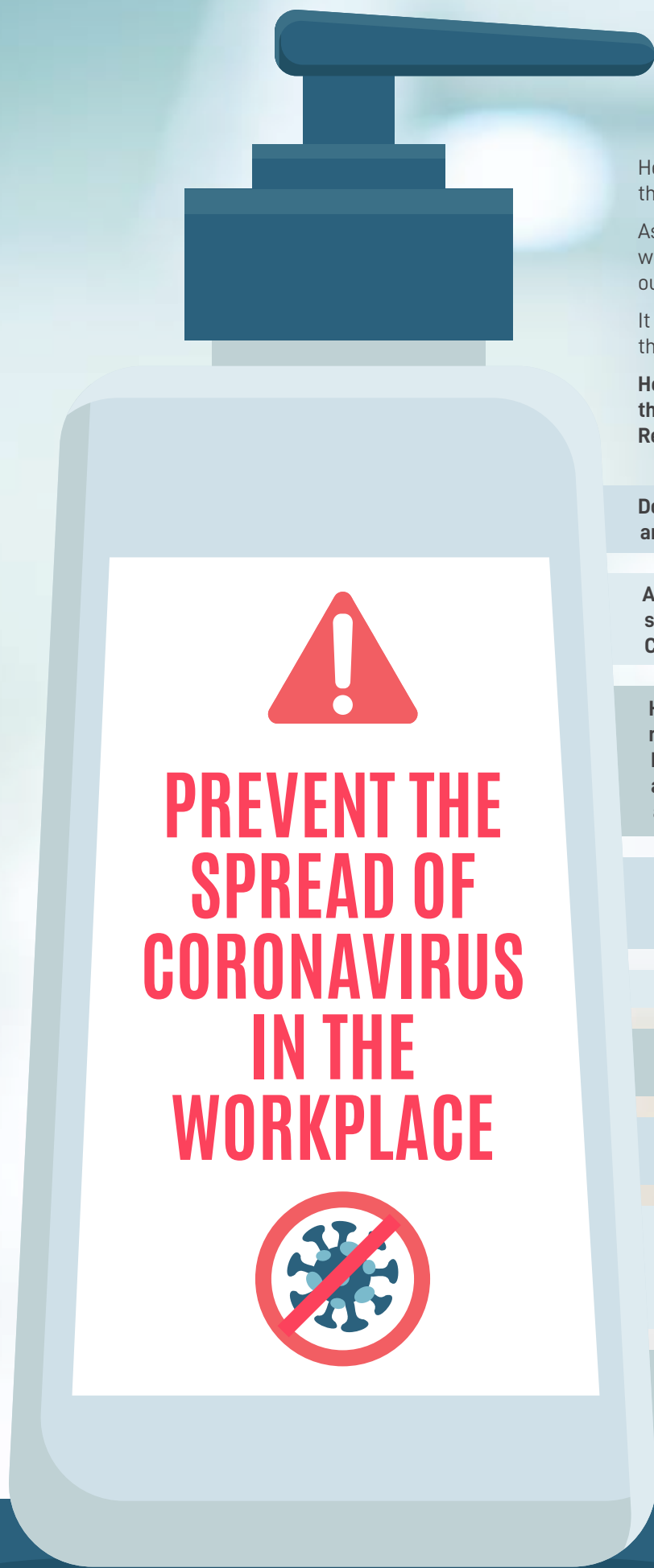
**THERE'S NEVER BEEN
A BETTER TIME TO**

**JOIN
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Health and safety at work is union business and this business is more vital now than ever before.

As the economy reopens the risk of getting sick with coronavirus will increase. Any significant outbreaks will cost lives and jobs.

It is important to make sure that employers play their part in keeping a safe workplace.

Here are some questions to raise in the workplace with Health and Safety Representatives and fellow union members:

Do we have worker elected and union trained Health and Safety Representatives or delegates?

At our workplace is there a plan on what to do if someone is suspected, or confirmed as having COVID-19?

Has our employer consulted with union representatives, including Health and Safety Representatives, union delegates and workers about coronavirus risks and the plan to manage and support workers?

Does our workplace have a culture that encourages workers to take sick leave when they are sick?

Are good physical distancing measures applied?

If shared, are workstations cleaned and disinfected in between use?

Is all shared furniture, tools and equipment cleaned and disinfected in between users?

Does everyone have easy access to hand washing facilities with soap and water and other products such as alcohol-based hand sanitizer (including time to wash)?

If required, have workers been provided with our own, individual personal protective equipment (PPE) and trained on how to apply and use them? For example, disposable face masks?

STICKING TOGETHER MEANS A BETTER DEAL!

Already there have been hundreds of examples of members standing together to negotiate better outcomes than otherwise would have happened if they were not organised and had not acted collectively. Here are just a few examples:

SOUTH PACIFIC LAUNDRIES - JOB KEEPER PAYMENTS

Most of the full-time workers on site had been forced to drop back to just 8-12 hours per week.

A petition signed by 33 workers convinced the company to commence the \$1500 JobKeeper payments upfront and get reimbursed from the government later.

ROLL BACK OF WAGE INCREASE FOUGHT OFF AT AKD

Members at AKD in South Australia were facing a company request for a deferral of a 2.5% wage increase due in July. After consultation with the Union AKD withdrew from their attempt to vary the Agreement and members received their increase.

The union will work with the company to mitigate the impact of the tough operating environment on members.

JELDWEN BACKS DOWN FROM RIGHT OF ENTRY RESTRICTIONS

South Australian members said "enough is enough" when the multi-national sought to exploit the health crisis to deny access of union officials to workplaces.

Eventually, through the power of unity the dispute was resolved with the company agreeing to site access at all four sites Trend, Regency, Corinthian and Stegbar.



**WORKERS AT CORINTHIAN TOOK A STAND
AGAINST ANTI-UNION BEHAVIOUR**

TCF OUTWORKERS ASSERT THEIR RIGHTS

Textile Clothing and Footwear outworkers are some of the most vulnerable workers in society as they are working isolated, and often do not receive information or assistance from their employers.

The Outwork Outreach team held a well-attended zoom (videoconferencing) meeting of outworkers, presented in Vietnamese, allowing the outworkers to engage with others and share their concerns.

With the assistance of the Union, outworkers are asserting their rights and most of the employers subsequently applied for JobKeeper and continued paying the outworkers.

AH BEARD WORKERS BACK TO FULL SHIFTS

AH Beard sites in New South Wales, Queensland and Victoria cut hours to a 4-day week for 2 weeks in April. Workers stood together and leveraged their power and with the support of the Union worked hard to get the company to agree to go back to full hours in May.

A big welcome to new AH Beard members who joined to help take up the fight. In unity there is strength and by staying strong, workers will be ready to fight any unfair practice the company tries to implement in the future.

SOLARIS TRIES TO STALL EBA NEGOTIATION, UNION FIGHTS BACK

Some employers are always looking for excuses to not negotiate with members.

Solaris (producing bulk toilet paper, paper hand towels, facial tissues, commercial wipes and dispenser systems) is booming thanks to members. Despite this, the company refused to resume bargaining for a new Enterprise Agreement on the grounds that they were "too busy". The Commissioner ruled in favour of the Union and ordered Solaris to meet with the Union and resume bargaining on 11 June. This has occurred.



Workers at Reid Bros timber have joined up to fight back against the Victorian Government's stupid plan

TOGETHER WE ARE STRONGER: ONE IN ALL IN

Workers join unions for several reasons: to get a fairer deal at work, to support their workmates and to protect their jobs, livelihoods and their families. There has never been a better time for workers to join up and become CFMEU members.

A mass meeting at **Portland Pine Products** in Heywood saw Wes unanimously endorsed by all Members to represent their interests. Wes' first action as delegate was to sign up six new members.




Reid Brothers Timber have been operating a sawmill at Yarra Junction since 1940. The workers there have recently joined up to the Union to fight against the Victorian Government's stupid plan to shut down the native industry and battle for their jobs and their communities. They realise that everyone getting on board and unity will be the key to success.

DID YOU KNOW?

Did you know that over 250 members have joined the CFMEU Manufacturing Division online this year? Together and with everyone on board we are stronger, so why not ask any of your workmates who aren't members to get on board? They can get started through membership.cfmeu.org.au/join/manufacturing or by putting their camera on their mobile phone over this symbol and following the prompts.





THE CFMEU MANUFACTURING DIVISION, FIGHTING FOR EVERY SINGLE JOB

The CFMEU Manufacturing Division has been at the forefront of the fight to save and protect jobs. We know that governments have levers available to them that they can pull to lessen the impact on workers and communities of this economic slump. But we need them to commit to keeping supports in place where required, stimulate the economy and make sure that Australian made products are opted for instead of cheap and often dumped and dodgy imports from places like China.

JOBKEEPER

Following a huge union campaign the Government put in place the JobKeeper wage subsidy program for eligible businesses and workers. Around 844,000 businesses have accessed JobKeeper, delivering payments to 3.5 million workers.

Although far from being a perfect scheme, it has helped keep thousands of CFMEU Manufacturing members in work or with a wage.

A disaster for workers and the economy would be if the Government arbitrarily removed supports like JobKeeper without having regard for what was happening in different sectors of the economy and in different regions and communities.

At the time of publishing, the support is due to finish at the end of September, while extra support for the unemployed in the form of JobSeeker is due to end then too.

A union campaign for the Government to support jobs and workers including through an extension of these supports where needed is already in full swing and must escalate.

STEMMING THE SLUMP IN HOUSING STARTS

Housing starts are forecasted to be just half this year what they normally are without significant government investment in the sector. Sawmilling and building products and furniture manufacturing jobs rely heavily on the domestic house building market.

In April, members and officials of the Green Triangle district were amongst the first to call for Government investment in social housing realising that demand was falling for sawn timber and other wood products.

Members of the NSW District at Tumut, Tumbarumba, Narooma, Eden and Bombala sought commitments from candidates at the Eden-Monaro by-election following the inadequate government HomeBuilder in housing starts package, which even if taken up will only help reduce the shortfall by a fraction.

Members asked that candidates commit to fight in Canberra for Government investment in social housing to stimulate housing starts and requiring that the timber and building products used will be Australian made.

LOCAL JOBS, LOCAL CONTENT

The Union welcomes measures that governments are committing to increasing construction activity and is calling for more announcements but also calling for requirements for Australian manufactured product to be mandated.

Assistant Secretary Leo Skourdoumbis warned in a submission to the Victorian Government that the absence of measures to ensure local content would risk further large losses of jobs and capabilities in the building products and materials manufacturing industry.

The Union has been joined by employers such as Viridian, Jacaranda, Southern Star Windows, Solo Glass and Schiavello in trying to get the Government to act. Politicians will need to hear from members at those firms and others that they need to act to safeguard jobs.

CALLING ON GOVERNMENTS TO BRING FORWARD TCF CONTRACTS AND BUY LOCALLY MANUFACTURED TCF PRODUCTS

The local Textile Clothing and Footwear manufacturing industry has been particularly hard hit by a downturn in consumer spending and subsequently the downturn in retail sales.

Despite early indications from government that local TCF manufacturers would be assisted to pivot to produce medical Personal Protective Equipment (PPE), this support has been limited and many government departments and businesses have decided to import the product instead of buying locally.

That fight continues and the next battlefield is uniforms and general PPE.

Members are fighting hard to ensure that Governments change their approach by bringing government contracts forward and ensuring that contracts are delivered by suppliers who engage local manufacturers in order to save jobs and assist the industry's recovery.

Picture (in header): A worker at Nobody Denim makes scrubs for the Royal Melbourne Hospital. The Factory previously produced jeans only but now up to 20 new sewing machines will be installed to produce medical isolation gowns.



IT HAS BEEN BUSINESS AS USUAL FOR THE CFMEU MANUFACTURING DIVISION INDUSTRIAL TEAM, ORGANISERS AND WORKPLACE REPRESENTATIVES WHO HAVE ASSISTED IN THE RECOVERY OF WAGES AND THE WINNING OF COMPENSATION FOR MEMBERS WHO HAVE BEEN UNFAIRLY TREATED. SOME RECENT WINS BY THE UNION FOR MEMBERS ARE OUTLINED BELOW:

UNDERPAYMENT RECTIFICATIONS:

- Members at a shower screen manufacturer received **\$4,500 each** in backpay
- Members at a laundry received **\$1000-\$2000 each** in backpay
- Members working for a labour hire company received a collective **\$20,000** underpayment rectifications
- A member at an auto glass company received **\$2800** in backpay
- A member at a post manufacturer received over **\$1000** backpay
- A member received **\$200** in back pay after being wrongly classified as a trainee
- A member at a sawmill received over **\$30,000** in unpaid statutory entitlements

UNPAID SUPER

- Members at a sawmill collectively received over **\$100,000** in unpaid super
- Members at a laundry collectively received **\$90,000** in unpaid super
- A TCF worker received **\$3,700**

COMPENSATION

- A member at a window manufacturer received over **\$65,000** in dismissal settlements
- A member in the fashion industry received **\$55,000** compensation for workplace harassment
- A worker at a door manufacturer received over **\$40,000** for unfair dismissal and workers compensation
- A member in the glazing industry received a **\$16,000** workers compensation settlement
- A member in the glass manufacturing industry received a **\$11,000** settlement following unlawful dismissal
- A member at a kitchen manufacturer received **\$3,000** compensation for unfair dismissal



Tax Time

ADVICE FOR UNION MEMBERS

Tax time is coming! Here's some important advice from your Union to make sure you're getting the best deal.

1/ UNION DUES ARE FULLY TAX DEDUCTIBLE

Your Union dues will lower the tax you pay or increase your refund. Make sure to include your yearly Union Dues in your tax return so you don't miss out.

2/ IF YOU'RE LODGING YOURSELF, YOU'LL NEED YOUR MYGOV ACCOUNT AND PASSWORD

MyGov is a login system that allows you to access to ATO's online services. From here you can lodge your own tax return. Visit my.gov.au to get started.

3/ YOU MAY MIGHT NOT RECEIVE AN ANNUAL SUMMARY DOCUMENT FROM YOUR EMPLOYER.

From last year, information on your on income, tax and superannuation is sent to the ATO – and automatically filled in on your tax return.

4/ COVID-19 PAYMENTS

Depending on your circumstances, you may have received payments from your employer that are not your usual wages. Generally, payments for leave or a temporary stand-down are treated the same as your wages. You will declare them as income and your employer should have withheld tax on those payments on your behalf – just as they do with your wages.

If you've been made redundant, your genuine redundancy payment will be tax-free. Accrued leave payments can either be taxed normally or taxed at a lower rate. Severance pay and other payments are usually taxed at a lower rate.

More information is available on the ATO website, or through your accountant.

If you've been working from home, some expenses can also be claimed as deductions.

Về Ngành Dệt Giày Dép và May Mặc trong Bộ phận Sản xuất

Là Bí Thư Toàn quốc của ngành Dệt May mặc và Giày Dép tôi muốn cập nhật cho các thành viên TCF trong Nghiệp đoàn về cách Nghiệp đoàn đã và đang ứng phó với COVID-19 và những vấn đề khác ảnh hưởng đến những người làm việc trong ngành TCF.

Những người tổ chức vẫn đi thăm các hãng xưởng mỗi ngày để đại diện cho các thành viên và họ đang đối mặt với nhiều thử thách vì COVID-19 và nhiều ảnh hưởng của dịch bệnh đối với ngành công nghiệp của chúng ta. Nhiều hãng xưởng trong ngành TCF đang bị ảnh hưởng trực tiếp và đang làm việc giảm giờ hoặc không đi làm do ít việc và ảnh hưởng của các cửa hàng bán lẻ, Nghiệp đoàn đang nói chuyện trực tiếp với các chủ nhân để đảm bảo nơi làm việc của quý vị an toàn, các thành viên được đại diện tốt và các tranh chấp được giải quyết. Nếu quý vị có vấn đề gì trong nơi làm việc của quý vị, hãy liên lạc với Nghiệp đoàn. Chúng tôi đã thường xuyên gửi tin nhắn và cập nhật Facebook bao gồm các thông tin về quyền lợi của quý vị nơi làm việc, các khoản tiền Job Keeper và các chiến dịch của Nghiệp đoàn.

Vận động Chính phủ

Chúng tôi vẫn gặp gỡ thường xuyên với Chính Phủ Tiểu bang và Liên bang để thảo luận quan trọng như thế nào trong việc Chính phủ sử dụng tiền Thuế để mua hàng được sản xuất tại Úc và hỗ trợ cho ngành TCF.

Beth Macpherson, phó Chủ tịch ngành TCF và tôi đã được chỉ định để tham gia buổi gặp gỡ bàn tròn về TCF trong chính phủ Liên bang được thực hiện bởi Bộ trưởng ngành công nghiệp – Bộ trưởng Andrews cùng với các tổ chức liên quan trong ngành công nghiệp bao gồm Hội đồng Thời Trang Úc, Tập đoàn Công nghiệp Úc và Trung tâm Tăng trưởng Sản Xuất Nâng cao.

Chúng tôi kêu gọi Chính Phủ Liên bang cung cấp thêm sự hỗ trợ cho các công nhân TCF và hãng xưởng và rằng họ sẽ cam kết là:

- Mua đồng phục, những sản phẩm TCF và đồ hỗ trợ Y Tế (PPE) Làm Tại Úc
- Cung cấp thêm sự hỗ trợ cho ngành công nghiệp TCF để chúng ta tiếp tục có một ngành công nghiệp phát triển và công việc ổn định
- Khôi phục các tiêu chuẩn và kiểm tra về Sản xuất trong nước Úc cho tất cả các hồ sơ dự thầu của Chính phủ
- Cung cấp sự hỗ trợ cho Ethical Clothing Australia

Hãy ký tên cho việc yêu cầu Làm Tại Đây Làm Ngay Bây Giờ nếu quý vị chưa làm điều này, xem đường link bên dưới

Ethical Clothing Australia

Năm nay Ethical Clothing Australia kỷ niệm 20 năm. Nghiệp đoàn cùng với các bên liên quan khác trong ngành đã làm việc với nhau lập nên ECA để chống lại việc bóc lột trong ngành dệt may.

Chúng tôi dự định sẽ tổ chức vài sự kiện trong các hãng xưởng để chúc mừng nhiều thành tựu của ECA.

Nhóm kiểm tra việc tuân thủ có trách nhiệm thăm tất cả các hãng xưởng ECA và thực hiện kiểm tra để bảo đảm các nơi làm việc vận hành an toàn và mang tính đạo đức. Nghiệp đoàn đã thành công trong việc vận động cho chính sách Mua sắm trong tiểu bang Victoria để hỗ trợ ngành sản xuất TCF ở Victoria và chỉ những công ty có tiêu chuẩn ECA được dự thầu đồ Chính phủ.

Nếu quý vị có bất kỳ vấn đề gì muốn nói với tôi hoặc hội đồng ngành TCF, xin liên lạc cho tôi số 0419 337 137 hoặc jkruschel@cfmeumd.org. Chúng tôi cũng muốn đưa lên các hình ảnh của thành viên trong ngành TCF và chia sẻ những thành công trong việc đấu tranh của các thành viên trong đơn vị này.

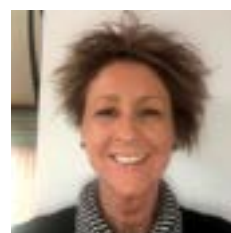
Đoàn kết



Jenny Kruschel



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