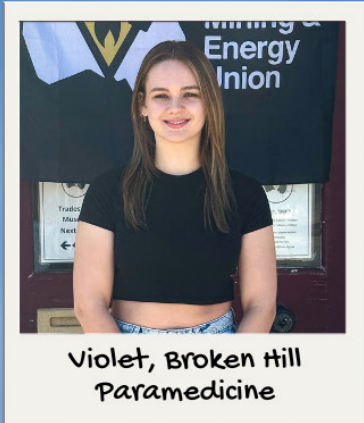
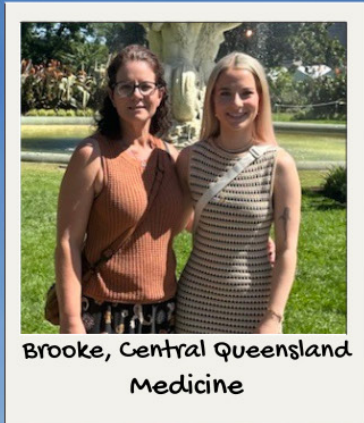


Common Cause.

April 2024



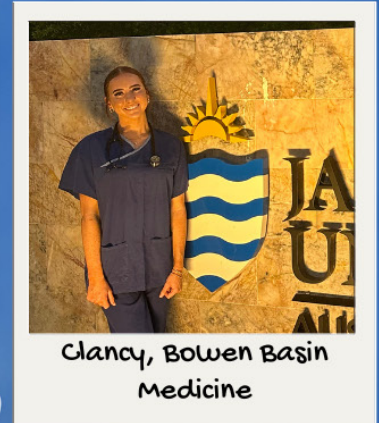
Violet, Broken Hill
Paramedicine



Brooke, Central Queensland
Medicine



Philipa, Boggabri
Early childhood education



Clancy, Bowen Basin
Medicine

**CONGRATS TO OUR 2024
MINEWORKERS TRUST SCHOLARSHIP
WINNERS!**

WE'RE ALSO ON



@MEUAUSTRALIA

**JOIN
TODAY**



(IT'S CONFIDENTIAL)



**Mining &
Energy
Union**

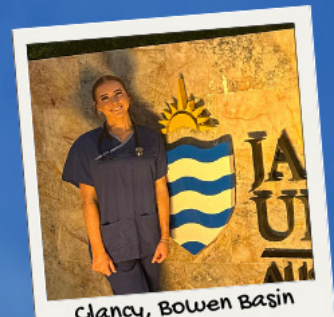
Meet our Scholarship Winners



Brooke, Central Queensland
Medicine



Violet, Broken Hill
Paramedicine



Clancy, Bowen Basin
Medicine



Philipa, Boggabri
Early childhood education

Broken Hill local, Violet Holland is one of twenty successful applicants for this year's Mining and Energy Union Mineworkers' Trust scholarship worth \$7,000. The scholarship will assist Violet to pursue her goal of becoming a paramedic as she completes her Bachelor of Paramedicine at Flinders University in Adelaide.

"I decided to go into paramedicine because I want to be able to get out into the community and have a different day every day, but mostly I want to be out there helping people.

Violet's step-father, Richard encouraged Violet to apply for the scholarship. Richard has worked in the mining and energy industry for eleven years and currently works as a linesman for Essential Energy.

"I've been so grateful to receive the scholarship since expenses for moving out of home and paying for things like accommodation, fuel, laptops and books has been significant."

Meet some of our other successful applicants for this year's Mineworkers Trust Scholarship!

Philipa Sills, Bachelor of Education (Early Childhood and Primary) at the University of New England, NSW

Philipa is undertaking a Bachelor of Education (Early Childhood and Primary) at the University of New England and is an aspiring educator looking to become a teacher.

Philipa's husband is a proud member of our Boggabri Lodge in Gunnedah, and they have three children together.

When she applied for the scholarship, she said that there is a high demand for early childhood and primary school teachers in mining regions and the \$7,000 scholarship will help cover their cost of living expenses while studying and looking after three children.

She also says she hopes to be a teacher in time for when her youngest enters school and looks forward to supporting growing mining communities as an educator and soon to be teacher.

Brooke Adams, Bachelor of Pharmacy at Monash University, VIC

Brooke is an aspiring medical doctor who grew up in Central Queensland. Brooke moved to Melbourne when she was 17 to undertake a Bachelor of Pharmacy at Monash University, and she plans to continue study to become a Doctor of Medicine (MD).

Her mother is a proud member of German Creek Lodge, and her father is a proud member of the Aquila Lodge.

She is working two part-time jobs, while balancing study and student placements, and she says that the scholarship will assist her financially as she pursues her degree.

Brooke also commented on how growing up in Central Queensland, she saw first-hand the inadequate health services in rural Australia, and she hopes to one day service the communities that she grew up in.

Clancy Morgan – Bachelor of Surgery at James Cook University, QLD

Clancy is studying a Bachelor of Medicine and a Bachelor of Surgery at James Cook University (JCU). She said that one of the reasons she chose JCU was because they specialise in rural and remote medicine.

Clancy's father, Desmond is a Queensland District member from Collinsville and Clancy says she looks forward to one day working as a rural GP.

As part of Clancy's placement, she will be working in a rural facility for at least three years after she graduates, and she hopes to do her placement in the Bowen Basin which is where her family are from.

The annual Mineworkers Trust scholarships are open to Mining and Energy Union members, their families and dependents. Applications for 2025 will open at the end of this year.

Following the founding of United Collieries, the union established the Mineworkers' Trust. The trust awards annual scholarships to the dependants of the union's members and also award funds to mining community organisations, welfare groups, and projects.

The Trust has returned more than \$10 million dollars to Australian mining communities since its inception in the 1970s.

See the full list of winners below:

- **Imogen Reid, Northern Mining & NSW Energy District**
- **Georgia Simm, Northern Mining & NSW Energy District**
- **Maya Gallagher, Northern Mining & NSW Energy District**
- **Alice Small, Northern Mining & NSW Energy District**
- **Tyler Kennedy, Northern Mining & NSW Energy District**
- **Jordan Edmunds, Northern Mining & NSW Energy District**
- **Jack Madden, Northern Mining & NSW Energy District**
- **Philipa Sills, Northern Mining & NSW Energy District**
- **India Iwers, Queensland District**
- **Amy Stachurski, Queensland District**
- **Gabrielle Firth, Queensland District**
- **Clancy Morgan, Queensland District**
- **Makaela Stefani, Queensland District**
- **Skyla Llewellyn, Queensland District**
- **Brooke Adams, Queensland District**
- **Charli Gordon, Queensland District**
- **Brooke Kjestrup, South Western District**
- **Rachael Betts, South Western District**
- **Violet Holland, South Western District**
- **Isabella Simpson-Jung, Victorian District.**

SPREADING THE WORD ABOUT SAME JOB SAME PAY!

As the first hearings for Same Job Same Pay applications get underway, our Organisers are on the ground talking to workers about what it means for them.

Mining and energy workplaces are spread far and wide across Australia and our Organisers do thousands of kilometres each year travelling to worksites and talking to workers about building strength through the Union. Recently the team have been out encouraging workers to get organised through the Union to prepare as many worksites for Same Job Same Pay applications as possible.

We spoke with a couple of Organisers who have been out at the sites where there are active Same Job Same Pay applications, including at Callide Mine at Biloela in Queensland Mount Pleasant mine

in the NSW Hunter Valley to hear what it's been like on the ground.

Buff, Unite Team QLD Lead Organiser

Buff Staker is leading a team of Organisers in QLD where there is an application currently underway at Callide Mine. Buff says that the team are having conversations with workers at Callide but are also laying the groundwork at other worksites for future applications.

He says that workers have been engaged and responsive and more workers are joining the Union to get behind Same Job Same Pay applications.

“Our conversations about Same Job Same Pay are generally well received.

SPREADING THE WORD ABOUT SAME JOB SAME PAY



“Of course we get some variability depending on who you’re speaking to or a particular crib you’re in front of but overall, there is good awareness of the new laws and people want to know more about it.

“We’ve had some positive moments where we walked into a crib room and people come up and say they already joined using a QR code on the wall, and those moments are always great.

“With Same Job Same Pay, we’re doing what we always have done, which is have meetings with people, whether it’s on site, at camp or at the Union office.”

Buff says that an important part of the conversations the team are having on the ground is explaining that Same Job Same Pay does not kick in automatically.

“We really need to stress to workers that what the new laws mean is that the Union now has the power to apply for Same Job Same Pay orders and argue our case for those orders before the Fair Work Commission on a site-by-site basis.

“To apply, we will work with members to collect information about pay, shifts and work allocations in order to make the strongest applications possible, backed by the facts so we need them to come on board during this process.

“We’re talking to workers about how the MEU will prioritise applications at sites with high rates of membership among labour hire workers so that we can run organised applications.

“Having the backing of the workforce is the key to improving our collective position.

“Same Job Same Pay will improve our industry for

permanents and labour hire, and ultimately it will help dismantle the dodgy labour hire model and increase the proportion of permanent jobs in our industry.

Buff says the Union encourages all coal mineworkers to get involved and help win Same Job Same Pay at as many worksites as possible.

Kerry, Unite Team Northern Mining and NSW Energy Organiser

Kerry Konieczny, a new Organiser for the Mining and Energy Union (MEU) in the Northern Mining and NSW Energy District, has been making significant strides in organising workers around the Same Job Same Pay, with a particular focus on the Mt Pleasant Mine.

Kerry's efforts have resulted in a notable uptick in membership, driven by the overwhelmingly positive reception she's received when discussing the union and the Same Job Same Pay laws with workers.

"When we approach and speak to workers about Same Job Same Pay, it's very well received, and people are often up for a chat!" Kerry enthusiastically shared.

"We're finding that there is a good amount of interest, and we've even had some workers reach out to ask when we'll be coming around to their worksite."

She emphasised the importance of providing a listening ear for workers and addressing any questions or reservations they may have about these new and complex laws.

"Even just providing more information about what the union is and what we're about, and what the

new Same Job Same Pay laws mean for them has been well appreciated, I feel."

Kerry, drawing on her 22 years of experience in the mining industry, highlighted the benefits of face-to-face conversations with workers, especially for those new to the industry who may not be fully aware of their rights.

"It's amazing sometimes when we're able to tell people about certain rights that they didn't know about, or what safety inspectors (ISHR's) do, and they're able to discover new great things about their work through the Union."

Kerry sees Same Job Same Pay as an excellent opportunity to engage with more labour hire and contractor workers, advocating for fair representation and pay equality across all types of employment within the industry.

"We need to continue to embrace labour hire members and contractors because all workers deserve to be represented and have someone in their corner, especially since we work in such a risky industry."

Membership growth, Kerry believes, is crucial, as it signifies more voices advocating for workers' rights in the industry. She expressed excitement about the prospect of more people standing together through the Union.

Recognising the increasing number of women entering the industry, Kerry has made engaging women members a priority.

"As a union, we want to be representative of the workforce, so we're out there talking to labour hire, contractors, new-to-industry workers, and women who are increasingly entering the industry."

She mentioned the popularity of stickers bearing the slogan "A woman's place is in the union," even among male workers.



Kerry looks forward to more positive conversations during what she considers a very exciting and significant time for the Union, as they continue to advocate for fair treatment and representation of all workers in the mining and energy sectors.

Go team!

LISTEN TO OUR LATEST PODCAST: MEET THE MAN WHO SHOOK UP UNIONISM 100 YEARS AGO!

SEARCH 'MINING AND ENERGY' ON SPOTIFY OR APPLE PODCASTS TO LISTEN!

Podcast

NORTHERN MINING AND NSW ENERGY DISTRICT AGM

One hundred and fifty Northern Mining and NSW Energy District delegates gathered for the District AGM in Cessnock last month, to discuss issues facing members, safety challenges, legal developments, membership growth and more. Check out our photo gallery from the AGM here.





NEW AUTHORITY TO SUPPORT POWER STATION WORKERS

Eraring power station operator Scott King travelled to Canberra this week to urge MPs to pass legislation to establish a new independent Authority to support power station workers and communities.

With the days ticking down until Eraring's stated closure date of August 2025, Scott knows firsthand the anxiety and uncertainty many power station workers are facing.

"We thought our jobs would last many years into the future, but now we are looking at being on the job market next year," Scott told a Senate Inquiry on Tuesday. "We are told to retrain, but we don't know what for."

The Albanese Government has put forward the Net Zero Economy Authority Bill to establish a new statutory body dedicated to supporting power station workers affected by looming closures.

If the Bill passes through Parliament, the Authority will be established from July.

Speaking to the Senate Inquiry, General President Tony Maher said the Authority had the important twin goals of supporting displaced workers into new jobs; and co-ordinating investment to drive economic diversification in energy regions.

"Coal-fired power stations create high-wage jobs and are predominantly located in regions where they are the main employer.

"We need to act to diversify these economies with new job-intensive industries, so they don't sink into economic disadvantage."

The Net Zero Economy Authority will administer workforce plans for power stations facing closure, with the ability to create pooling arrangements with local employers to transfer displaced workers into new jobs.

The legislation puts obligations on the closing entities to provide certainty and support to employees during the closure process. It also establishes an Energy Industry Worker Redeployment Advisory Group to identify and incentivise appropriate local regional employers to provide opportunities to workers affected by power station closures.

A wide cross-section of witnesses at Tuesday's Senate Inquiry expressed support for the Authority, noting it was a new approach to economic restructuring to ensure workers and regional communities don't pay the price for Australia's goal of reaching net zero emissions by 2050 – a target supported by the Government and Opposition.

Scott King urged MPs to pass the Bill, saying it gave him hope for a high-employment future for the Hunter region.

"We can't rely on grapes and café lattes to support us," he told Senators.

MOURN THE DEAD, FIGHT LIKE HELL FOR THE LIVING

**GENERAL VICE-PRESIDENT,
STEPHEN SMYTH**



Each year, on the 28th of April, we come together to recognise Workers' Memorial Day. This solemn occasion is an opportunity to reflect on those who have been killed, injured, disabled, or made unwell by their work.

While we are proud to take a leading role in many of the memorial events specific to our industries, events like Workers' Memorial Day allow us to remember those we've lost and advocate a future where all workers go home safe at the end of the day. Every year in Australia, 200 workers are killed at work, with more than 5,000 dying from work related diseases.

Workers' Memorial Day was established in the United States in 1989, with the date chosen to commemorate the establishing of the Occupational Safety and Health Administration (OSHA). This date has since been adopted by unions internationally and across all industries as a day of solidarity and action in the name of workplace safety.

Although Workers' Memorial Day has a shorter history than some of the important dates we celebrate, its origin is an important recognition of the need for governments to set and enforce workplace safety standards because we can't rely on employers alone.

As unionists safety is at the heart of everything we do. Motivating all of our activities is the belief that every worker has a right to be safe at work, regardless of the supposed danger of their workplace. Whether caused by an industrial accident or chronic illness, every workplace death was preventable, and should have been avoided.

For over a century, safety has been one of our absolute priorities as a Union. MEU members work in hazardous environments, surrounded by risks that must be assessed and mitigated on a daily basis. Mine operators seeking to maximise production foster complacency which can, and does, lead to

tragic consequences.

Our industries, and the conditions we work under, have been shaped by disaster and the avoidable loss of life. The early days of Australian mining were defined by the 'free labour' of convicts and economically dependent workers, who were considered expendable provided that production could be maintained. Disasters, such as Mt Mulligan in 1921 in northern Queensland or Bellbird in 1923 in the Hunter, claimed dozens of lives and left deep lasting scars on their communities.

But we must also remember the advocacy that has followed these disasters. Each substantial improvement to safety conditions was won through the activism of the workers who put their lives at risk. It is critical to recognise that modern safety standards did not come cheaply but were paid for in the blood of our forebears and comrades.

For instance, both Mt Mulligan and Bellbird preceded the largest reforms to coal mine safety legislation in both New South Wales and Queensland. These reforms saw an expansion and formalisation of mines rescue services, and the requirement for the deputization of experienced mineworkers as safety inspectors with the power to stop work. This role continues today through our site and industry safety and health inspectors, known as check inspectors.

While there has clearly been significant improvements to safety in the intervening century, the MEU will never be complacent in fighting for the necessary changes to keep mining and energy workers safe.

The re-emergence of Black Lung in the coal industry in 2015 was a wake-up call that has led to significant reform around dust exposure and diagnosis and treatment of mine lung dust disease. More recently, our safety advocacy has extended to psychosocial hazards and fighting for the employment security we



know is necessary to empower workers to speak up for safety.

Because it is our responsibility as a Union to ensure that we continue to advocate in the strongest possible terms for improved safety, until every worker returns home at the end of the day and finishes their working lives in good health. Just as

we can't rely on employers

The Mining and Energy Union is an indispensable component of the safety regime in our industries, because nobody has more at stake workplace safety than the workers whose bodies are on the line.

WE HAVE WON SAME JOB SAME PAY LAWS

JOIN TODAY TO HELP GET IT AT YOUR WORKPLACE



*Applications underway!
Register your interest*

New laws are in place to stop labour hire workers being paid less than permanents for the same work.

Standing together through the Union is the best way to achieve Same Job Same Pay at your workplace.

There has never been a better time to join.

The MEU welcomes permanent, contractor and labour hire workers.



Mining & Energy Union



samejobsamepay.com.au