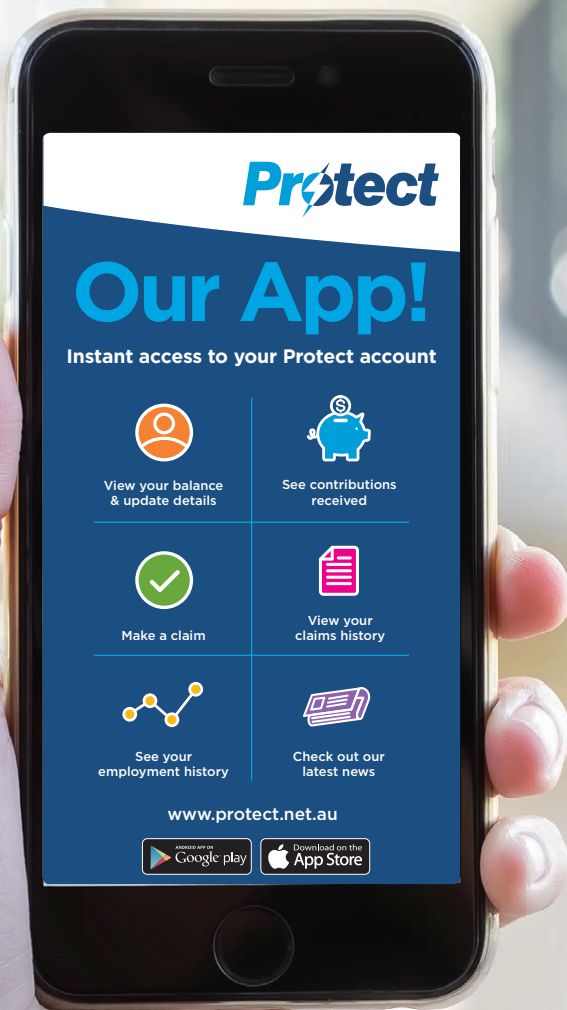


**THE**

SUPPORTING EMPLOYERS, THEIR WORKERS AND THE COMMUNITY

# BUZZ

JULY 2018



## PROTECT'S APP MAKING IT EASY

See page 2 for more details →

### Also in this issue

05 NECA: Education & Careers

07 MUA: The Patrick Lockout 20 years on

08 ETU delivers outstanding new EBA

11 Ballarat Cycle Classic



For more details on the updated employer statements & tax invoices see page 2



# Welcome to the July Edition of THE BUZZ

During 2017, in my first year as CEO of Protect, we looked at some of the 'fundamentals' of operating a business. This started with a review and confirmation of our purpose, which is as follows:

*"Protect's primary purpose is to support employers, workers and their families in our Sponsors' industries during any period of unemployment, illness, injury, personal difficulty, career transition or skill development."*

We aim to achieve this by offering a range of services, including:

- Administering a Redundancy and Severance Scheme
- Facilitating income protection insurance
- Offering counselling services
- Assisting employers with their compliance obligations

I think the key word in our purpose is 'support'. We understand that our members need us most during difficult times – they are out of work, dealing with the possibility of being out of work or are possibly sick or injured and therefore facing a loss in income. We need to provide support, not only through the services we deliver but also in the attitudes our staff display towards our members.

Our work in supporting our members involves us dealing with both workers and employers. Members of our field team, including our Employer Relations Manager are available for face to face visits to assist employers through the administrative process with a view to making the contribution process as easy as possible.

Changing jobs and working on different projects is a reality of modern life, particularly for those of our members in the electrical and manufacturing industries. So, we aim to support workers through that time of change and support employers with the administration associated with those changes.

We work hard to stay engaged with our employer and worker members in the different industries that we support. For instance, in April, we attended the Maritime Union's event commemorating the 20th anniversary of the Patrick Waterfront dispute. On the employer side, we support NECA's series of roadshows, designed to inform electrical industry employers and workers of the latest issues in the industry. Look out for our team on the Protect table.

As we state on the front cover, we are "supporting employers, their workers and the community". We also continue to involve ourselves in the community via our involvement and support of Disability Sport and Recreation through their Wheelchair Rugby Competition. It's a fast-paced, tough, collision-heavy game...with our reigning Paralympic gold medallists participating in local competitions.

My team and I look forward to continuing to provide you with an outstanding level of service and support.

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## EMPLOYERS

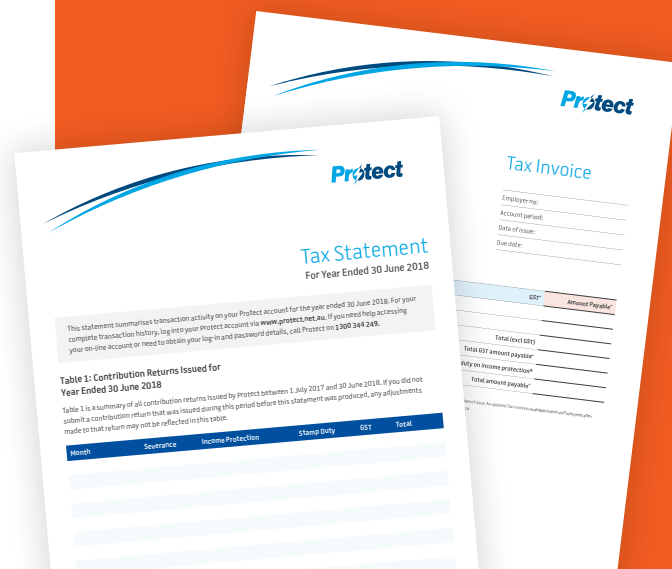
# LOOK WHAT'S NEW

IN RESPONSE TO MANY EMPLOYER REQUESTS, WE HAVE CHANGED OUR EMPLOYER STATEMENTS AND TAX INVOICES TO NOW INCLUDE THE AMOUNT OF STAMP DUTY PAID.

This is relevant for IP paying employers who are trying to reconcile the GST amount to the premium paid.

Previously the stamp duty was not shown separately and included in the premium amount. This was confusing to employers as the GST is calculated on the premium less the stamp duty. Stamp duty is a tax and not subject to GST.

We have back dated this change so now employers will be able to view this breakdown on all invoices and statements dating back to July 2017.



## MAKING IT EASY!

It is only eight months since Protect launched its new App and in that time over 2,800 worker members have downloaded and used the service.

Member feedback about the App's functionality and ease of use have been very positive. Comments from members have been centred around how easy it is to make an initial claim and how easy it is to make sure that their contributions are up to date.

### The App allows workers to:

- View and update personal details
- Check current account balance
- See contributions that have been paid or are outstanding from your employer(s)
- View employment history
- Lodge an initial claim
- View claims history
- Check the latest Protect and industry news

In addition, we've received very constructive feedback about the soon-to-be added functionality of the App (this will come later in 2018) - we will share these updates with you in the coming months.

The App is available from both the Apple and Google stores and can be found by simply searching 'Protect Severance'. If you are already registered for our online web services you can easily login using your member number and your current password.

**If you have not yet registered for online services or you have forgotten your password, you can contact our member services staff on 1300 344 249 to register and have a password sent to your Protect registered email address.**



# SEEING THE LIGHT

## FROM METAL HALIDE & FLUORESCENT TO LED

SINCE ACHIEVING THE CARBON NEUTRAL STATUS IN 2016, OUR TEAM HAS SET OUT TO IMPLEMENT VARIOUS MEASURES AS PART OF AN 'EMISSION REDUCTION STRATEGY'.

Our focus so far, has been to reduce our largest emission source, electricity. Our emissions from electricity totaled 84.3 tonnes of CO2 for FY16-17 and represented almost 40% of our emissions.

Our electricity reduction strategy included an office lighting upgrade; the existing office lighting was replaced with LED panels and sensors were installed in individual offices.

The project began in May 2017 with discussions, and was finalised in April this year with installation. The new LED panels provide increased energy efficiency and improved lighting quality. To carry out the work, we engaged the services of Protect and ETU Members Dave Xuereb, Matt Codognotto and Shannon Mikunda from Harris HMC.

We also changed energy providers to Powershop Australia and purchased 100% GreenPower; a certified renewable energy that has no net greenhouse gas emissions.

Between now and our next edition of The BUZZ, we will have determined the results of our reduction measures on our carbon footprint. We're excited to see the results and look forward to sharing them with you!

We are also pleased to advise that we have achieved National Carbon Offset Standard certification for our second year. Again, we purchased carbon offsets from the social enterprise 'WithOneSeed', who work with subsistence farming communities in Timor Leste.



Their vision, "to build village-based economies using environmental practices that are viable and support sustainable living. Putting an earned dollar in a person's pocket empowers them to make decisions for their own future", and this complements Protect's own values and purpose.

Future strategies we're considering, but not limited to include online member statements and newsletters, replacing paper towels in our toilets with hand dryers, replacing our pod coffee machine with ground coffee and improved office recycling and waste management. If you have any ideas – please get in touch!

Again, we look forward to letting you know of our progress in the next edition of, The BUZZ.

### PROTECT'S CARBON NEUTRAL TEAM

Catherine, Kristy, Michelle, Paulo



NECA

JOIN US AT THE

# NECA ROADSHOWS



James Keegan  
Executive Director NECA  
Victoria



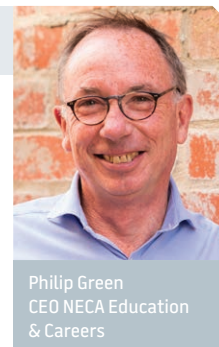
THE 2018 NECA ROADSHOWS ARE IN FULL SWING ACROSS VICTORIA, BRINGING THE LATEST INFORMATION TO ELECTRICIANS AND CONTRACTORS ACROSS THE STATE ON HOT TOPICS SUCH AS THE AS/NZS 3000:2018 WIRING RULES, VICTORIAN UPDATED SIR'S, BATTERY STORAGE AND MORE.

Ten roadshows have already been conducted and there are another eight to go in July & August. Over 20 service and product suppliers such as Protect, Middy's, L&H, AWM, Clipsal, Energy Australia are in attendance. The evenings kick off with a trade show before attendees enter the plenary to be instructed by the industry experts.

After an hour of critical information being taught in the plenary, attendees move into smaller breakout sessions where topics that are most relevant to them are discussed.

With complimentary food and drink provided to attendees these evenings are not to be missed.

FOR MORE INFORMATION OR TO PURCHASE TICKETS VISIT [WWW.NECA.ASN.AU/ROADSHOW](http://WWW.NECA.ASN.AU/ROADSHOW)



Phillip Green  
CEO NECA Education  
& Careers



# OUR APPRENTICES ARE AN INVESTMENT

SO LET'S MAKE SURE THEY ATTEND THE RIGHT TRADE SCHOOL

HAVING AN APPRENTICE IS NOT ONLY AN INVESTMENT IN YOUR INDUSTRY BUT ALSO AN INVESTMENT IN YOUR BUSINESS. GIVEN THIS, IT'S IMPORTANT THAT YOU MAKE SURE THEY ATTEND THE RIGHT TRADE SCHOOL.

Our friends at NECA Education & Careers pride themselves on being the only Victorian electrical trade school wholly owned by the industry, for the industry.

You can have confidence that when your apprentice attends trade school they will be treated as part of the family, not another number or face.

NECA Education & Careers ensure students are provided with every opportunity to be the best they can be. The team believe that any person who walks through the door has the right to feel safe, know they are supported and be provided with skills to walk out of trade school competent, confident and ready for the challenges ahead.

## Safety

Whether it be physical or mental, safety is always the number one priority. Safety isn't just signing SWMSs, it's important for students to understand good work practices, what the implications can be if the work practices are not followed, and have the confidence to speak up when they know something isn't safe.

Mental safety is viewed in the same light. As young adults, it is vital that students understand the benefits of good mental health, the steps

**BY HAVING A SUPPORTIVE ENVIRONMENT WITH OPEN COMMUNICATION, STUDENTS FEEL COMFORTABLE ASKING FOR EXTRA ASSISTANCE WHEN NEEDED. IN 2017, NECA EDUCATION & CAREERS ASSISTED 150 STUDENTS WHEN THEY NEEDED EXTRA ASSISTANCE WITH COURSE WORK OR REAL-LIFE ISSUES.**

they can take to access help and the importance of removing the stigma of mental health issues in the industry.

2018 has seen the inclusion of CPR & Low Voltage Rescue accreditation, a refresher training component in the apprenticeship program. Emphasis is placed on safety and it is guaranteed that students will feel comfortable to step onto a worksite armed with the skills and knowledge they need to do their job safely, and in cases of emergency. All CPR and Low Voltage Rescue training and refreshers will be provided to apprentice students at no extra cost.

### Skilled

NECA Education & Careers ensures each student has access to a quality education delivered by qualified teachers with extensive industry experience and a passion for sharing knowledge and skills.

From 2018, 'Empower' workshops will be offered as part of the apprentice and pre apprentice training. This training will be focused around decision making, building resilience and emotional intelligence, improving leadership and communication skills and strategies for developing respectful relationships as an antidote to negative behaviours. This program is an integral part of not only educating great electricians but also strong, knowledgeable and incredible staff and leaders.

As of 2017, additional practical based teaching methods were incorporated, allowing students to be more hands on whilst seeing their learnings translate into real-life scenarios.

### Supported

As leaders in the mentoring and education of young men and women, NECA Education & Careers have

a responsibility to support students in navigating their life, whether it be through schooling, personal life or employment.

Apprentice Mentors will continue to be provided to all students attending trade school in 2018 as part of the Let's Connect Program.

By having a supportive environment with open communication, students feel comfortable asking for extra assistance when needed. In 2017, NECA Education & Careers assisted 150 students when they needed extra assistance with course work or real-life issues.

### NECA Members Tuition Fee Discount

2018 also sees the launch of our NECA Members Tuition Fee Discount which provides apprentices with a 5% student fee discount when they are employed by financial NECA Members.

So, where will you be sending your apprentices in 2018?



MUA

# MUA – THE PATRICK LOCKOUT: 20 YEARS ON



Christy Cain  
MUA WA Branch  
Secretary and National  
President

APRIL 7, 1998: Just before 11pm, waves of security men, some in balaclavas, accompanied by dogs swarmed across the Australian waterfront pulling workers off forklifts, straddles and cranes. This prevented dock workers from carrying out their duties and therefore stopping them from earning a living. What followed was one of the biggest industrial disputes in Australian history.

It was Patrick chief Chris Corrigan who authorised simultaneous raids on the company’s terminals to lock out 1,400 union employees. It is a widely held view in the union movement and many others that the lockout was a conspiracy between the Howard Government and Patrick Stevedores to remove MUA wharfies’ from their workplace simply because they were part of a strong union.

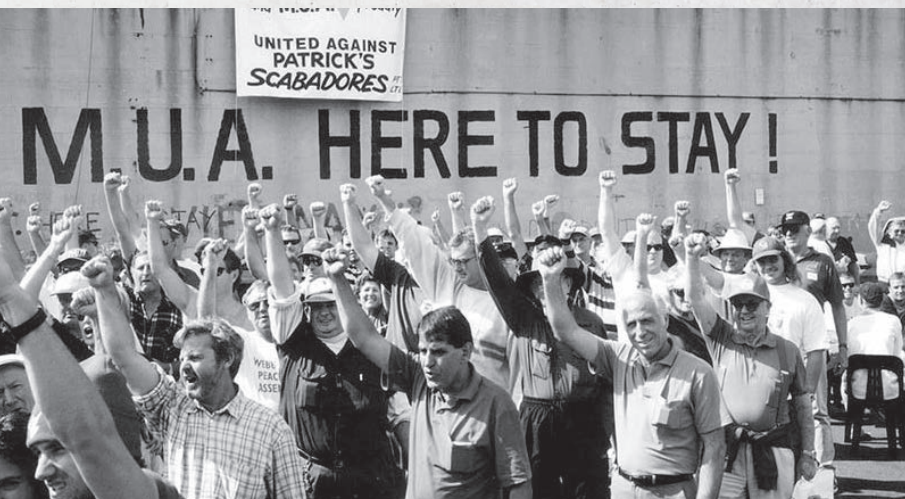
The union fought back - on the ground the MUA mobilised community and the union movement and then progressed the matter through the court system, reaching as far as the High Court and the Prime Minister’s office. For the duration of this dispute, community pickets were established at every Patrick port in the country. The rest of the world watched on as the MUA called on their international comrades for support. The ILWU in Long Beach California refused to unload the Columbus Canada which had been loaded by non MUA members during the dispute. The vessel was sent onto New Zealand where Maritime Union NZ members unloaded and then reloaded the cargo before it was sent back to the USA. It is still recognised that the international solidarity demonstrated by the ILWU and MUNZ was as a turning point in the dispute.

The Patrick dispute grabbed the attention of the nation and made world headlines. The ground campaign was as strong as the legal campaign, which was matched by international solidarity. All three ingredients combined to deliver a fantastic victory for the MUA. The decision the High Court found against Patrick for unlawful conspiracy against the union and its members saw the wharfies back on the docks.

Despite the best efforts to break the Union, the MUA today remains a strong and vibrant force and have recently joined together with the CFMEU and TCFUA to become even stronger.

**MUA – Here to Stay!**

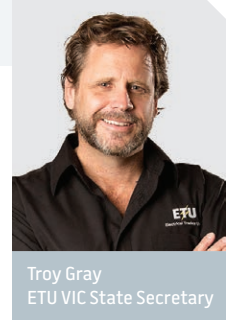
**THE PATRICK DISPUTE GRABBED THE ATTENTION OF THE NATION AND MADE WORLD HEADLINES. THE GROUND CAMPAIGN WAS AS STRONG AS THE LEGAL CAMPAIGN, WHICH WAS MATCHED BY INTERNATIONAL SOLIDARITY. ALL THREE INGREDIENTS COMBINED TO DELIVER A FANTASTIC VICTORY FOR THE MUA.**





ETU

# ETU DELIVERS OUTSTANDING NEW EBA



Troy Gray  
ETU VIC State Secretary

## FOR ELECTRICAL CONTRACTING INDUSTRY

The ETU's 2017-2021 pattern contracting agreement will see over 10,000 members receive 4% pay rises every year until 2021.

The agreement locks in RDOs and boosts important existing entitlements like income protection, site allowances, travel and severance contributions.

The new agreement also secures new clauses that protect members' information and privacy, like the new GPS clause which will allow workers to switch off their GPS or phone outside work hours, preventing employers from using workers' movements against them in disciplinary actions.

This deal also introduces, for the first time, a family and domestic violence leave clause. This clause gives ETU members and their families the time and space to make doctor's and counselling appointments, get away from abusive situations and move house if they need to. This clause will not only save jobs – it could save lives.

"We are proud to deliver this great outcome for our members," said ETU Victoria Secretary Troy Gray. "Even the Governor of Australia's Reserve Bank has urged workers to stand up for wage rises – and our members have won them for the electrical contracting industry."

The construction industry is the most productive it has ever been and we are glad that our members are getting their fair share," said Troy.

### WHAT'S INCLUDED

#### Allowance increases

- Severance increased to \$105 per week
- Income protection increased to \$1,500
- Superannuation increased to 9.5%
- Fares and travel allowance increased to \$191.65 per week
- Living Away From Home allowance increased to \$850 per week

#### New protection clauses

- Local labour/457 visa clause
- Protecting the 4-year apprenticeship clause
- Family and domestic violence leave
- Personal information clause
- GPS clause
- Drug and alcohol policy
- Union RDO calendar locked in until 2022

## HOW TO CLAIM THE NEW RATES

More than five thousand members have already been through the ETU's North Melbourne office to vote up the new agreement and have it signed off by the Fair Work Commission.

Thousands more will vote on the agreement in the coming months. If you're not on the new EBA, call your Shop Steward or Organiser now and ask for them to book your site a mass meeting.



# PROTECT DOES IT AGAIN

AT THE OXFAM

TRAILWALKER EVENT

2018 MARKED A SPECIAL MILESTONE FOR PROTECT BOARD MEMBER PETER SMITH, WHO WAS ABLE TO LEAD TEAM, 'HERE WE GO AGAIN PETE', INTO THEIR 10TH CONSECUTIVE YEAR PARTICIPATING IN THE 100KM OXFAM TRAILWALKER EVENT.

Peter's fondness of the Oxfam charity and love of the outdoors has seen him return to the enduring charity event year after year. Peter was joined by daughter Genevieve Silvasmith - an active mum of three, walking her seventh Oxfam Trailwalker, Protect employee Catherine Eyre - four-time walker, new team member, Nicola Van Reenen who couldn't wait to undertake this challenge. Together the team set off at 6.30am on Friday 23rd March, from Jells Park Lake in Wheelers Hill.



'Here We Go Again Pete' team members at the 2018 Oxfam Trailwalker event



The first leg of the Oxfam Trailwalker offers extensive views of the Dandenong Ranges, providing walkers the opportunity to contemplate and prepare for the challenge ahead. The team maintained a steady pace throughout the duration of their walk as they progressed further east through Lysterfield Lake, Ferntree Gully and Mt Evelyn before finally crossing the finish line at Wesburn Park at 7.18AM on Saturday morning. Unfortunately due to injury, Peter Smith was forced to retire at the final checkpoint in Milgrove, completing an outstanding 84.6km of the overall 100km journey.

Protect would like to congratulate each team member for their outstanding efforts, both in the lead up to the event throughout the countless hours of training, and their efforts on the day completing this physical and mental challenge.

**THE TEAM WERE ABLE TO ONCE AGAIN BLOW THE PREVIOUS YEAR'S EFFORTS OUT OF THE PARK, RAISING AN OVERWHELMING \$11,065 FOR OXFAM.**





# BALLARAT CYCLE CLASSIC

ON SUNDAY 18TH FEBRUARY THE REACH4RESEARCH BALLARAT CYCLE CLASSIC PROUDLY CELEBRATED ITS 11TH YEAR RUNNING.

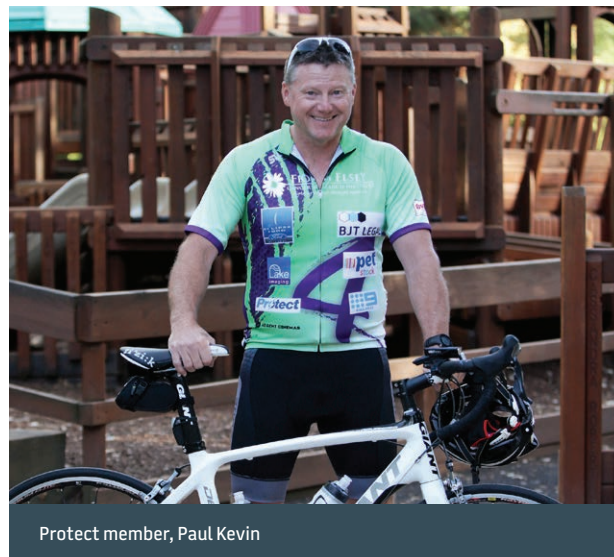
A favourite event of the Ballarat community as well as former Protect CEO, Alex McCallum, the Reach4Research Ballarat Cycle Classic is something that remains very close to the Protect community. The event was founded in 2008 by a volunteer committee and has raised over \$1.6 million for cancer research programs in the area, in particular the Fiona Elsey Cancer Research Institute.

The race day saw riders from all across the country come together to compete in a great community charity event. Participants were able to undergo either road ride circuits ranging from 50km – 135km, a Mountain Bike Fat Tyre Challenge with distances including 28km, 33km, 40km and 50km, or alternatively join the family for the Lake Relay or 6km Lake Walk/Run.

Protect caught up with competitor and Protect member, Paul Kevin about his experiences on the day.

**Paul, this being your first year competing in the Ballarat Cycle Classic, what inspired you to enter?**

I lost my mother to cancer a few years ago so these days I love to support the cause in any way I can, and when I heard about the Ballarat Cycle Classic, I thought this was another great opportunity. I was more than happy to support and register myself, but Protect approached me to join their team - it was incredibly generous, and I bought a jersey too!



Protect member, Paul Kevin

**THE EVENT WAS FOUNDED IN 2008 BY A VOLUNTEER COMMITTEE AND HAS RAISED OVER \$1.6 MILLION FOR CANCER RESEARCH PROGRAMS IN THE AREA, IN PARTICULAR THE FIONA ELSEY CANCER RESEARCH INSTITUTE.**

**Which event did you participate in on the day?**

I competed in the 100km road cycle event. I thought the ride was fantastic! The countryside was absolutely beautiful... I found it really takes your mind off everything and lets you take in the natural surrounds.

**What was your highlight of the 2018 Ballarat Cycle Classic?**

Really the whole event! It was a beautiful day and I've always loved Ballarat. I thought all the competitors, spectators and volunteers were upbeat, ensuring it was a really well run event. I'm already looking forward to participating again in 2019.

**How have your experiences been in dealing with Protect over the years?**

I've been with Protect since about 2000; I joined back when I was working for Answer Switchboards, who I was with for about 32 years. We were all put into the Union as you had to go out on different sites each day, that's when I became a member of Protect.

The company ended up going belly up and into receivership, that's when Protect thankfully stepped in. I was so fortunate to have been a member at this time for the support Protect provided, I was also lucky enough

to step straight into a new role.... I'm currently working at NAC (National Automation Control) and have been for about 3 years.

Protect have really looked after me throughout the years, so when this opportunity came up to support both Protect and an excellent cause in the Ballarat Cycle – I was more than happy to be involved.

Protect had the pleasure of supporting the event as a 2018 Gold Sponsor. This opportunity gave Protect the chance to pay tribute to the late Alex McCallum, naming and presenting the 'Alex McCallum Perpetual Trophy' which was awarded to the largest social team registered to ride. Current CEO Michael Connolly and Alex's wife, Mary Ann Gibson, represented Protect at the event and had the honour of presenting the trophy.

Protect loved supporting the Ballarat Cycle Classic in 2018 and look forward to dusting off the bikes again next year.





## QUAD NATIONS

FOR A NUMBER OF YEARS PROTECT HAS FONDLY FOLLOWED THE SPORTING CAREER OF VALUED TEAM MEMBER AND PROTECT EMPLOYEE, BEN FAWCETT. BEN ACTIVELY COMPETES IN THE SPORT OF WHEELCHAIR RUGBY, A UNIQUE GAME CREATED BY ATHLETES WITH A DISABILITY; IT COMBINES A MIX OF SPORTS INCLUDING RUGBY, BASKETBALL AND HANDBALL.

Ben and the Australian Steelers team were fortunate enough to travel to the UK in March to compete in the Wheelchair Rugby Quad Nations, held from March 9 – 11 at Leicester Arena in central United Kingdom. During this tournament, Ben celebrated his 100th game of Wheelchair Rugby, an amazing achievement.

Made up of 11 athletes, the Australian Steelers team are supported by two fantastic coaches, Brad Dubberley & Greg Smith. The actual game itself consists of four players on the court per side, who aim to carry the ball across the opposing team's goal line. Spectators can expect to witness plenty of wheelchair contact throughout each match, as players use their chairs to block and hold opponents. Heading into the tournament, Australia were expected to headline the event as favourites, followed by USA (ranked second), Japan (ranked fourth) and Great Britain (ranked fifth).

The three-day tournament commenced on Friday for Australia when they successfully faced Japan in their opening match, before playing back to back games on Saturday against Great Britain and the United States.

Australia and USA ended up playing a rematch, competing for gold on Sunday, although unfortunately USA were too strong for the Australian Steelers, defeating them by one point, 56 – 55. Following the nail biter final, Japan brought bronze home as the Quad Nations came to a close for another year.

When Ben's involvement with Wheelchair Rugby was identified, Protect came on board to support Ben, recognising that the sport upholds many of Protect's key values, such as helping those in times of need. Protect look forward to supporting Ben and the sport of Wheelchair Rugby in the future.

# MELBOURNE WHEELCHAIR RUGBY INVITATIONAL

The Melbourne Wheelchair Rugby Invitational was an action packed three days of skill development and gruelling competition as five teams from around Australia went head to head for the inaugural title.

Held at Caroline Springs Leisure Centre the event was hosted by Disability Sport & Recreation and commenced on Friday 13th April, where Australia's emerging wheelchair athletes competed in the ETU Challenge, giving players an opportunity to hone their skills.

Saturday morning saw the two formal days of competition commence, where competing teams included; Victoria Protect Thunder, Victoria ETU Sparx, Suncorp Queensland Cyclones, GIO NSW Blue and GIO NSW White. It was also great to see some of the Australian Steelers squad joining the tournament ahead of their three-day training camp, enabling competing players to experience playing with some of Wheelchair Rugby's greatest athletes.

The grand final match proved some fierce talent, with GIO NSW Blue narrowly beating VIC Protect Thunder to take out first place by one point!



# Protect Counselling

Provided by Hunterlink

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24 hours a day, 7 days a week - Australia-wide.

 **1300 725 881 (FREE CALL)**



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AT WORK



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RELATIONSHIP ISSUES



SUICIDE PREVENTION



BULLYING & HARASSMENT



FINANCIAL PROBLEMS

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