

1-100	Organisation
200-300	Rules
300-400	Industrial
400-500	Workers Compensation
500-600	Publicity and Education
600-700	Superannuation and Retiring Gratuities
700-800	Political
800-900	Health and Safety
900-1000	Branch Conference

## **ORGANISATION 1-100**

**(a) UNION REPRESENTATION 1966 CONFERENCE**

Resolved: This Conference in declaring that representation on Trades and Labor Councils should be proportional to the affiliated membership of the respective Union affiliated to the respective Trades and Labor Council, calls for the strongest and most determined campaign to achieve this policy, and strongly endorses the action of the Victorian Branch Officers in this matter.

**(b) ETU ENDORSED CANDIDATES 1984 CONFERENCE**

Branch Conference determines that the Union should seek to be represented on the controlling bodies of all organisations that can influence or effect the working conditions or aspirations of the membership.

To this end the Union should endorse candidates and actively campaign for their election or appointment to bodies that State Council deems to be an appropriate organisation.

In cases where the State Council has approved the running of candidates, and there is more than (1) one financial member prepared to stand, State Council shall decide on the suitable candidate if any.

**(a) ELECTRICAL TRADES UNION YOUTH COMMITTEE 1964 CONFERENCE**

Resolved: This Conference determines that a Committee comprising of young workers in the Electrical Industry shall be established within the Victorian Branch of the Electrical Trades Union to work in cooperation with the Officers of the Branch to convene regular meetings for the purpose of educating the youth of this Union in matters affecting the Trade Union Movement in general and the Electrical Trades Union in particular.

**(b) TRADES UNION MEMBERSHIP, APPRENTICES 1961 CONFERENCE**

Resolved: That this Conference of Biennial Conference Delegates, makes it a recommendation to State Council that when any lad commences working under Indentures, the Union send a circular letter to the lad and to his parents in order to point out the value of complete and thorough training in the trade, and to stress the advantages of Trade Unionism.

**TRADES & LABOUR COUNCIL CENTRAL FUNDING****1984 CONFERENCE**

Branch Conference determines to support Central Funding of Provincial Trades & Labour Councils provided Trades & Labour Councils maintain their autonomy and there be no reduction in the numbers of Trades and Labour Councils.

**DUES      COLLECTION OF FEES****1980 CONFERENCE**

Branch Conference determines that due to the wage rates for Process Workers being generally lower than the wage rates for Trades Assistants, this Branch pursue a separate contribution rate for Process Workers based on a quarterly contribution equal to 13 times 0.8% of the all Industry Groups (Adult Males) average weekly wage rate as shown in the Australian Bureau of Statistics, wage rate indexes for March in the proceeding year.

Further that the Victorian Branch National Council delegates be instructed to support the implementation of this policy at the next meeting of National Council.

**WATERFRONT ORGANISATION****1980 CONFERENCE**

Branch Conference condemns the Waterside Workers Federation in its recent attempts to recruit membership from other Unions that have traditionally had membership on the Waterfront.

Conference determines that continuation of these unprincipled attempts to recruit members from other Unions will result in maximum industrial action to protect members of this organisation and other Unions.

Conference calls on the National Office to continue its opposition to the Waterside Workers Federation in any attempts by that Organisation to change its Constitution.

**RULES  
200-300**

## **INDUSTRIAL 300-400**

### **APPRENTICESHIP**

#### **(a) NATIONAL ACCEPTANCE OF QUALIFICATIONS 1961 CONFERENCE**

Resolved: That Branch Conference determines all steps be taken to ensure that the qualifications of licensed Electrical Tradesmen be developed as a Nationwide standard for acceptance and recognition in all States of Australia and further, that the Victorian Branch of the Electrical Trades Union demand that this Organisation have representation on any body presently representing Electricity Supply Authorities which is giving consideration to, or may give consideration to the matter of standardisation of licensing requirements throughout Australia.

### **APPRENTICES**

#### **2002 CONFERENCE**

That Conference adopt the recommendations "as amended" regarding Apprentices as policy:

The ETU recognises that Apprentices are the key to the future of our trades. Apprentice numbers must be lifted and apprentices must have the right to access full training that is safe, informative and meaningful during their apprenticeship. To this end the Union supports the following:

1. Maximise the number of apprentices and apprentice opportunities that exist in all of our industries.
2. That all apprentices become and remain financial members of the Union and fully participate in all activities of the Union. Further that the Union convey to all members the ETU policy on apprentices.
3. That the apprenticeship period is for four (4) years and not be diluted by any political or other agenda to reduce the outcome of a full trade.
4. That working conditions for apprentices be as good as possible in every industry where the ETU represents members.
5. That the preferred form of apprenticeship be direct employment with a company. Where the apprentice is engaged with a Group Training Company the apprentice must be treated in a manner at least as good as an apprentice that is directly employed.

6. That the practice of not paying apprentices when they cannot be gainfully employed be absolutely eliminated in every industry.
7. That apprentices are appropriately supervised in all forms of work and that the minimum ratio of apprentices be one apprentice to every three tradespeople. That no apprentice shall work on their own on a job without an electrical tradesperson being present, and that the code of practice for the supervision of apprentices be adopted as a minimum standard.
8. That the ETU establish an Apprenticeship Committee to assist the union in developing strategy and policy to advance the Union's aims regarding apprentices. Further that the Apprenticeship Committee nominate a representative to attend State Council meetings.
9. That the rules of the Union be amended to allow a "Section" to be created on State Council in conjunction with the Apprenticeship Committee.
10. That State Council examine the appropriateness of appointing an officer predominantly for the purpose of recruiting, organising and looking after the interests of apprentices as directed by the State Secretary. If approved by State Council, the position should be trialled for a period of 12 months.

## **UNQUALIFIED EMPLOYEES**

**1984 CONFERENCE**

Resolved: Branch Conference notes with alarm the practice of training apprentices with untrained personnel and call on all employers to immediately cease this practice and directs the State Branch to indicate to all employers its concern on this matter.

## **(c) ADULT APPRENTICESHIP FOR LINESMAN**

**1990 CONFERENCE**

Resolved: The State Conference endorses National ETU policy on the concept of Adult Apprentices. The Victorian Branch of the ETU will only allow members to be involved if strict training and schooling, agreed to by the Branch, is used. Also that the existing Apprenticeship for electrical workers in Victoria must be protected and promoted.

## **AUTOMATION TECHNOLOGICAL CHANGE**

**1980 CONFERENCE**

Resolved: Branch Conference notes the increasing encroachment into the electronics and instrumentation fields by other organisations and determines to pursue additional classifications where necessary to

ensure that our membership is not disadvantaged by technological change.

**SECV ESTABLISHMENT NUMBERS**

**1984 CONFERENCE**

Resolved: Branch Conference determines that the State Branch opposes any reduction in employment numbers of ETU members in the SECV as a result of the introduction of technology and new work practices.

Further that any increase in productivity should be reflected in shorter working hours.

**DEMARCATIION**

**1968 CONFERENCE**

Resolved: That no member of the Electrical Trades Union shall have the authority to allow any work now being carried out by ETU members to be performed by other trades or classifications unless authorised by the State Branch.

**TEMPORARY STAFF**

**1982 CONFERENCE**

Branch Conference determines that ETU members shall not carry out duties of wages employees, including wages availability duty while on temporary staff.

**HOURS OF WORK  
35 HOUR WEEK**

**1972 CONFERENCE**

That we support the Trade Union Movements campaign for a 35 hour week and the extra leave because of the improved means of production.

**HOURS OF WORK  
SDO/RDO**

**1986 CONFERENCE**

ETU determine that members should be re-educated in respect to the philosophy behind the push for shorter hours in that RDO's should not be used as overtime days but utilised as recreation time in accordance with the objective of the union that shorter hours are desirable in recognition of increased productivity through increased leisure time, increased employment.

**SHORTER HOURS**

**2002 CONFERENCE**

This Conference supports the introduction of a 35 hour week for all members.

Further, we call on all members to eliminate or reduce the amount of overtime worked. Where members work overtime a limit on overtime hours worked

should be no more than ten (10) hours notwithstanding extraordinary circumstances particular to various industries.

Limits on working hours and all overtime should be introduced to:

- have healthier and safer workplaces;
- have a better quality of work/family life;
- create direct, secure employment for our brothers and sisters and in particular, apprentices.

The Union demands that hours of work be at all times in the interests of the health and safety of our members.

It is the aim of the Union that this policy will be introduced in time with regard to the particular circumstances of our members in the various industries they are employed.

## **LONG SERVICE LEAVE**

## **1961 CONFERENCE**

Resolved: That this Conference of Biennial Conference Delegates, requests the Electrical Trades Union to adopt as policy the need for all members in industry to be credited with full Long Service Leave in respect of time served in the Industry itself and not to be limited as at present, in the service of any one employer. Further, that Long Service Leave entitlements should be transferrable from any one public industry, State or Commonwealth, to any other, without loss of privilege. It is also recommended that the ETU originates such action as is necessary, through organisations to which we are affiliated, for the setting up of a Long Service Leave Board, to control such funds as may be required to support Long Service Leave payments. Further that Employers should be required to contribute to this fund, under the control of the Long Service Leave Board, which would determine all claims in respect of Service, and transfers of Service, from one Employer to another.

## **PORTABILITY OF LONG SERVICE LEAVE**

## **2004 CONFERENCE**

That this Branch Conference notes the success of the Co-Invest Long Service Leave scheme in the construction and electrical contracting industries within Victoria.

The major benefits of the scheme include the portability of entitlements between employers and the protection of worker's entitlements in the event of corporate failures.

Almost half of the Southern States Branch membership is not covered by Co-Invest.

Therefore, Branch Conference resolves to call upon the State Labor Government to establish a State-based portable Long Service Leave scheme for all Victorian Workers. Such a scheme should provide for a minimum of 13 weeks of Long Service Leave after 10 years service and pro-rata leave after 5 years service.

## **CO-INVEST LONG-SERVICE LEAVE AND PAYMENT FOR PUBLIC HOLIDAYS 2006 CONFERENCE**

That Branch Conference notes that the current Co-Invest Long Service scheme does not exclude Public Holidays from periods of leave taken. This provision results in members, rather than employers paying for the Public Holidays whilst on Long-Service leave.

The recently amended Victorian Long-Service Leave Act 1992 does provide that Public Holidays are excluded from Long-Service Leave and Branch Conference calls upon the Board of Co-Invest to review and amend the fun rules to cover this provision.

## **PENAL LEGISLATION**

## **1964 CONFERENCE**

Resolved: In re-affirming the decision of the 1962 Victorian Branch Biennial Conference, this 1964 Biennial Conference Executive of the Electrical Trades Union to give effect to the ACTU Congress decision on the Penal Clauses, immediately Unions are fined as a result of proceedings before the Industrial Court.

We believe that because of the inability of the Trade Union Movement to raise sufficient finance, aggravated by the vicious use of the Penal Clauses of the Conciliation and Arbitration Act, Unions involved in the GMH dispute were forced to capitulate.

We declare that the ACTU should immediately launch a Nationwide Campaign for finance and call on the next Federal Conference of the Electrical Trades Union to be held in 1965 to recommend to the ACTU Congress, that affiliation fees paid to the ACTU be increased by a further 2d. per member and the additional amounts so subscribed be the basis of a Fighting Fund to be used in supporting the legitimate struggles of the workers against the Employer Class.

That Conference affirms the right of the workers to strike and further a Labor Government be pledged to complete redrafting of the Crimes Act, also the Penal Clauses of the Commonwealth Arbitration Act with a view to having objectionable Penal Clauses repealed.

This action to be taken in conjunction with the ACTU.

We call upon all sections of the Labor Movement to unite in a campaign to achieve the implementation of this policy at the earliest possible date.

That the fullest possible publicity be given to the political origins of the Penal Clauses of the Arbitration Act.

## **PENAL SANCTIONS ON UNIONS**

**1974 CONFERENCE**

This Branch Conference expresses its total opposition to penal sanctions in any form. This opposition was clearly shown in the campaign against the penal provisions of the Conciliation and Arbitration Act 1904-1972. Therefore, we oppose the use of the Law of Tort being used by the employers against Unions.

- (i) We determine to support any campaign in opposition to the use of this Common Law action.
- (ii) If common Law action is used against the Victorian branch, an immediate State-wide stoppage be called.
- (iii) We call on the Federal Council to call a national stoppage if this Common Law action is taken against any Branch or section of the Union.

## **(c) 45D AND ASSOCIATED ANTI UNION LEGISLATION**

**1988 CONFERENCE**

That this union organise with other unions a campaign to bring about the abolition of all anti-union legislation.

## **(a) PUBLIC HOLIDAYS**

**1962 CONFERENCE**

Resolved: That a separate claim be made to the Arbitration Commission for payment of double time, plus an additional days leave, for work performed on a Public Holiday.

## **(b) MELBOURNE CUP AND SHOW DAYS**

**1968 CONFERENCE**

Resolved: That the Union take steps to have Melbourne Cup Day and Show Day included as Public Holidays in all Awards covering electrical workers.

## **(c) MAY DAY**

**1972 CONFERENCE**

Resolved: That the union campaign at all levels to have May Day declared a Public Holiday.

**(d) MAY DAY MEMORIAL 1990 CONFERENCE**

Resolved: State Conference supports the May Day Committee in making submissions for a memorial to be placed at the Yarra Bank in memory of our Past and Present Pioneers who have contributed to Labour History through their struggles.

**SHOP COMMITTEES**

**(a) RECOGNITION OF SHOP COMMITTEES BY EMPLOYERS 1962 CONFERENCE**

Resolved: That conference directs that action be taken to give effect to the policy of the ACTU in respect to the establishment of Shop Committees.

**(b) SHOPS COMMITTEES 1966 CONFERENCE**

Resolved: That the Charter of Shops Committees be altered by the addition of the following words as a new Clause 4 - "That the Shop Committees should assist to carry out all ACTU policy under the control and subject to the Rules of the Unions involved".

**(c) ALTERATION TO CHARTER 1968 CONFERENCE**

Resolved: That Federal Council of the ETU encourage Shop Committees of Companies in particular industries, to join with Shop committees of other Companies in the same industry, to form combined Shop Committees.

**SICK AND COMPASSIONATE LEAVE**

**(c) SICK LEAVE - STATUTORY DECLARATION 1962 CONFERENCE**

Resolved: that it be the policy of the Union to have Sick Leave pay paid on a Statutory Declaration, without limit on sick leave that is due.

**STATUTORY DECLARATIONS SICK LEAVE 1966 CONFERENCE**

Resolved: that the report be received and that this Union pursue a greater quantum of sick leave for members and further that the present single day without a medical certificate be extended to five (5) and

that the general Secretary be requested to raise this matter at the next Industrial Officers Conference.

**(c) ILLNESS OF FAMILY 1968 CONFERENCE**

Resolved: In the case of worker's wife and/or family becoming sick and the worker being required to remain at home to care for them, such a case is to be covered as compassionate leave on full pay for such period of time as the worker can produce a Doctor's Certificate covering the need for specialised care for his wife and family.

**(d) QUANTUM OF SICK LEAVE - SEC 1968 CONFERENCE**

Resolved: that the present days permissible to be taken for sick leave each year be increased in the State Electricity Commission from twelve (12) days to another quantum superior to it.

Members in the SEC are desirous of taking at least five (5) days per annum without a Doctor's Certificate, but on production of a Statutory Declaration.

The present system of two (2) days with a Statutory Declaration and therein a Doctor's Certificate is unsatisfactory insofar as minor illnesses are concerned where the fact of consulting a Medical Practitioner involves the member in unnecessary expense. Members in SEC are also desirous of having a system implemented where unused sick leave credits could be accrued and payment made for same upon retirement, similar to that which applies in the M & MTB and Education Department of Victoria.

**(e) FULLY ACCUMULATIVE SICK PAY**

Resolved: That Branch Conference determines that the appropriate action be taken to alter all Awards and Determinations which affect members of the Electrical Trades Union, so as to provide for fully accumulative sick pay.

**(f) COMPASSIONATE LEAVE**

Resolved: That Branch Conference direct that appropriate measures be taken to have variations of all Awards and Determinations to which the electrical Trades Union is a party, so as to make provision in such Awards and Determinations, for compassionate leave on full pay.

**(g) PAYMENT FOR SICK LEAVE 1978 CONFERENCE**

That appropriate action be taken to alter all awards and determinations which affect members of ETU so as to make provision for payment for sick leave according to roster for all shift workers.

**(h) NO LIMITATION TO SICK LEAVE**

**1978 CONFERENCE**

Branch Conference determined that employees who suffer an illness shall for all periods of such illness receive their normal weekly wage.

**TRADE TRAINING  
TEST FOR COLOUR BLINDNESS**

**1962 CONFERENCE**

Resolved: That Conference supports the policy of testing for "colour blindness" for all lads seeking Apprenticeship to the trade of Electrical mechanic.

**TRADE CURRICULUM - STANDARDISATION**

**1966 CONFERENCE**

Resolved: This Conference calls upon the Federal Council to initiate a campaign to standardise the curriculum of all respective Electrical Trade courses throughout the Commonwealth, with the ultimate aim of establishing a National Electrical Tradesmans Code and Qualifications to permit the unrestricted movement of qualified Tradesmen throughout the Commonwealth, without the need to sit for further State exams to qualify to work in the trade outside his home State

**UNDERGROUND WIRING**

**1976 CONFERENCE**

Resolved: Branch Conference determine that all future wiring by Supply Authorities be placed underground where possible.

If all work was to go underground there would be a need to retrain linesmen in certain areas of cable jointing to enable them to perform the new type of work.

In areas of newer estates, service ducts should be installed underneath the roadways to prevent the senseless digging up of new roads every time a cable had to be installed.

**APPRENTICE EMPLOYMENT PROTECTION**

**1984 CONFERENCE**

Resolved: Branch Conference recommends that all Shop Stewards in the electrical industry take a more positive and thoughtful approach to apprentices welfare and the ETU seek a deputation to the Minister for Employment and Training concerning the practices associated with the cancellation of apprentices indentures and our concern at the role played by ITC Supervisors and the lack of union involvement prior to action being taken against apprentices.

**TRAINING SCHOOLS**

**1990 CONFERENCE**

Resolved: That the ETU Victorian Branch conducts training schools for Shop Stewards on their relevant awards, site or factory safety practices

and other aspects pertaining to their important and essential role in the ETU.

**WAGES  
EQUAL PAY**

**1962 CONFERENCE**

Resolved: That Conference resolves that the claim of the ACTU that equal pay be granted for equal work performed by the sexes is just and equitable, and endorses the action of the members in the recent dispute at the establishments of EMF and CIG in a successful defence of the Policy.

**WAGES  
RATES OF PAY SHIFT WORKERS**

Resolved: That Branch Conference determines that the appropriate measures be taken so as to provide alterations to all Awards, Agreements and Determinations, so that shift workers should

- (a) be paid their normal shift roster rates when on sick leave or holidays;
- (b) that shift workers on five day three cycle or seven day three cycle shifts or on permanent afternoon or permanent night shifts be paid overtime on the shift penalty rate and not on the ordinary day rate as presently provided in some instances.

**WAGES  
NOMINEES RATE - PAYMENT IN GENERAL TRADE**

Resolved: That Branch Conference determines appropriate action be taken to bring about the position where licensed 'W' Grade Electrical Mechanics employed by Organisations not presently covered by the Electrical Contracting Industry Award, should be paid a sum as a Nominee, not less than that provided by the Electrical Contracting Industry Award, where such "A" Grade men are required to sign a notice of intention to wire directed to the appropriate Electricity Supply Authority.

**ACCESS PERMITS**

**1972 CONFERENCE**

Resolved: That a member who has to work under an access permit should be compensated for it.

**MEDICAL BENEFITS****1972 CONFERENCE**

Resolved: That we should start a campaign for the employers to pay employees medical contribution to the Medical Funds.

**OVERTIME****1974 CONFERENCE**

That all time in excess of the normal working hours worked daily should be paid at appropriate overtime rate.

**WAGES  
SECV TOIL DAYS****1980 CONFERENCE**

Branch Conference determines that the quantum of five days leave per year for working on a public holiday or on a Saturday or a Sunday by a day worker or a shift worker on a full 8 hour shift of overtime worked on a rostered day off or being a shift worker on the working of a double shift in the absence of the shift relief be increased to allow unlimited accumulation according to the number of days so worked.

**EQUAL PAY****1974 CONFERENCE**

That the Branch adopts a policy and campaigns to achieve equal wage rates and conditions for any job irrespective of age and sex.

**MEDICAL BENEFITS FUNDS****1976 CONFERENCE**

Branch Conference opposes in principle the concept of an employer paying or subsidising the cost of health insurance for its employees to private health funds.

**WAGE PARITY****1978 CONFERENCE**

Resolved: Branch Conference determines that classification working in similar circumstances shall receive the same wage and *conditions*.

**ELECTRICAL ASSISTANTS****1978 CONFERENCE**

Resolved: That Branch Conference instigate a Campaign around an extra rate for Electrical trades Assistants who need to acquire extra knowledge required to work on electrical work both low tension and high tension.

**PRICES AND INCOMES ACCORD****1984 CONFERENCE**

Resolved: That Branch Conference scrutinize and debate the effectiveness or otherwise of the Prices and Incomes Accord.

The Victorian Branch at its 1984 Conference having debated the Prices and Incomes Accord, finds that in some area's it is not working to the advantage of our members, as a consequence of these findings we request the National Office to convene a National Conference to examine the accord, in particular Prices C.P.I., Tax, Hours of Work and Working Conditions of Employment.

## **HOLIDAY LOADING**

**1988 CONFERENCE**

The ETU resolves to oppose any moves to remove or limit the payment of loadings on Holiday Pay.

Holiday Loadings were the subject of lengthy court hearings and considerable struggles by members and we will not stand by and see hard won conditions eroded.

## **WAGES OVERTIME**

**1988 CONFERENCE**

Conference opposes the principal of the requirement to work overtime and accordingly determines that manning levels and wage rates should be structure to obviate the requirement to work overtime.

However where - Business operations and Industry peculiarities necessitate the working of some overtime members or sections of members should determine a maximum of overtime hours allowable to protect against the implications on OHS and sociological factors.

## **ELECTRONIC FUND TRANSFER**

**1990 CONFERENCE**

That the Victorian Branch seek to include, in all negotiated agreements, a provision for penalties and costs, caused by late payment, to be paid for by the employer.

## **EMPLOYMENT**

### **(a) AGE LIMITATIONS**

**1972 CONFERENCE**

Conference determines that objection be raised with electrical employers organisations and employers of electrical labour, to the practice of limiting the age of eligibility for application for their job advertisements.

### **(b) ELECTRICITY SUPPLY INDUSTRY**

**1982 CONFERENCE**

Branch Conference determines that in all areas of public employment we will oppose the infiltration by private contractors and that in line with this ultimate aim resolve as a first step that a campaign be instigated in the electricity supply industry for the retention by employees of construction work associated with electricity distribution.

**(c) MANPOWER AGENCIES 1988 CONFERENCE**

Victorian Branch implement a policy on Manpower agencies and Work Registers and request the Victorian State Government to license such.

**LICENSING**

**(a) SECV LICENSING 1972 CONFERENCE**

Resolved: That the SECV Licensing Act be amended to prevent Electrical Mechanics from holding a contractors license, whilst still being employed by a contractor or other employer, doing a normal 40 hour per week job.

**(b) AGE RESTRICTIONS 1972 CONFERENCE**

Resolved: That the SECV Licensing Branch reappraise its position of licensing with regards to Electrical Apprentices completing their indentured time prior to reaching the age of 21 years, and so not being eligible for their holding of an "A" or "B" grade license.

**(c) SECV LICENCE 1976 CONFERENCE**

"All electrical tradesmen required to carry out work on supply authority systems or any electrical equipment, connected by any means to a supply authorities service or to any private supply system should have a common syllabus of training and be licenced."

**(d) "R" GRADE LICENCES 1986 CONFERENCE**

That the ETU vigorously oppose the issue of "R" Grade Licence holders not specified as above and that the full resources of the union be utilised to achieve this policy.

**(e) EMERGENCY MOTION  
ELECTRICAL LICENSING 1990 CONFERENCE**

This Branch Conference is concerned with the implications of the Report of the "Tregellis Report" on electrical licensing in Australia. The Union should immediately instigate a campaign to ensure that electricians are not compromised by any changes that could occur as a result of this report.

We urge all States and our National body to take similar action.

The Branch Conference opposes the introduction of multi-license such as the "S" permit, "I" license, "E" license, T/A Grade Permit, and the ETU oppose the introduction of 5-year renewed licenses. Further Branch Conference calls on the Branch Secretary to co-ordinate a campaign to actively oppose the introduction of these new licenses. This Bi-Annual Conference rejects the findings of deregulation of the current electrical licensing system in the "Tregellis Report"; and calls on the Federal Government to reject the findings. We also call on the National Office to co-ordinate a series of "stop-work meetings" of all members except process workers to inform them of the "Tregellis Report" and endorse a 24 hour stoppage for the week starting 23/4/1990. That the Secretary release a press statement today on this item.

**CONDITIONS  
SECV EMPLOYEES**

**1978 CONFERENCE**

Branch Conference determines that we seek the objective of cheap electricity to electricity supply industry workers.

**WATCH/CLOCK**

**1982 CONFERENCE**

Branch Conference determines that Leading Hand, No. 1 Availability & Resident Linesman and other classifications as required be supplied with a watch/clock or suitable remuneration for same.

**TRANSPORT FROM HOME/RESIDENCE**

**1982 CONFERENCE**

Branch Conference determines that employees be transported to and from their home/residence to their work location by transport provided by the employer.

**ELECTRIC FENCES**

**1984 CONFERENCE**

State Conference determines that where fences are to be electrified they must be constructed to appropriate standards and clearly identified as such.

Should owners of electrified fences persist in not meeting the required standards then members are directed to black such areas.

**ACCOMMODATION FOR MEMBERS**

**1984 CONFERENCE**

That the Electrical Trades Union, Victorian Branch seeks to arrange with the Motel Chains, that when financial members of the Electrical Trades Union stay at Motels, that their Motel costs are discounted in line with the agreement reached.

#### **MEMBER INSURANCE COVERAGE**

**1984 CONFERENCE**

That Conference resolves to investigate the feasibility of provision of improved forms of insurance being provided to members than that which is currently available through the insurance industry.

#### **SECV STAFF AND WAGES EMPLOYEES**

**1988 CONFERENCE**

That Branch Conference calls upon the SECV and other agreements to amend the SECV Staff and Wages Employee's Regulations Councillors Clause 11 and 13 to read 18 hours.

Conference calls on the Union to make a further claim on the SECV to change its regulations for members to do community duties and be allowed the time needed without loss of pay.

The union take the matter up with the Municipal Association of Victoria and request it be taken up with the Minister for Local Government.

#### **INDUSTRIES**

##### **VEHICLE INDUSTRY**

**1980 CONFERENCE**

Branch Conference determines to instigate a campaign to establish Vehicle Industry Maintenance Awards in lieu of the in house award system that currently is disadvantaging tradesman.

#### **SECV**

**1982 CONFERENCE**

Branch Conference authorises the Victorian Branch to determine a policy towards restructuring of the State Electricity Commission including an approach be made to the Government on the holding of a series of seminars to be held at various levels within the SECV structure to provide a forum for union activists and officials to discuss various issues and provide the Government with a complete picture of the SEC's activities at all levels.

## **SECV DIAGNOSTIC REVIEW/CLOSURE OF MAFFRA OFFICE AND DEPOT 1988 CONFERENCE**

That this State Conference of the ETU totally rejects the SECV recommendations outlined in the Diagnostic Review documents of closure of certain SECV Offices or Depots.

We demand that in any restructure of the SECV departments or gangs that prior consultation occurs with the ETU State Branch Office.

We further reiterate our opposition to any closure of depots or offices as this will effect not only workers but the public of Victoria. To this end we demand that the SECV withdraw the proposals where there is membership and community opposition.

Conference recommends that the State Office inform both the SECV and State Government as to our opposition to the proposals and to take whatever action is necessary to ensure that the proposals are withdrawn.

## **FUTURE POWER STATION DEVELOPMENT IN VICTORIA      1988 CONFERENCE**

Branch Conference resolves that all future Base Load Power Station developments for Victoria be through public ownership (ie Government) fired by Brown Coal and situated in the Latrobe Valley.

We recognise the vast infrastructure already in place in the Latrobe Valley region and the socio-economic importance of maintaining this region as Victoria's primary electricity supply industry.

The scale of the Electricity Supply Industry and its effect on a wide range of people issues is of great significance, ranking equally with any other considerations before the Government of Victoria at this crucial stage of the Electricity Supply and demand beyond the mid 1990's inquiry.

The future of the Latrobe Valley Region depends and will continue to depend on the future development of this regions natural resources and Electricity Industry.

Conference endorses the submissions made to the NREC inquiry by the VTHC, MC and all Victorian Power Industry Unions. In particular, that Loy Yang B3/B4 be the next Brown Coal fired power station constructed to meet the systems needs, taking into account the need to reduce the peaks and troughs of employment by better planning, now and in the future.

**UNION  
UNION MEMBERSHIP**

**1982 CONFERENCE**

Branch Conference determines that Union membership and financial status be made an employment provision throughout industry.

**SHOP STEWARDS CHARTER**

**1990 CONFERENCE**

Branch Conference determined that there be safeguards for Shop Stewards and ex Shop Stewards with employment copies be sent to all Shop Stewards in all industries.

**WORKERS PARTICIPATION  
(a) COMMITTEES**

**1986 CONFERENCE**

Branch Conference calls upon the National Council to set up committees to consider the implications of changes in industries from new production systems.

- a. Just in Time.
- b. Quality Control.
- c. Employee Involvement

Such committees to investigate effects in industries in which our union has membership.

**CONTRACTORS  
SECV CONTRACTOR LABOUR**

**1988 CONFERENCE**

That the Victorian Branch of the ETU reissue the Contract Labour Agreement to all day labour SEC/ETU Shop Stewards explaining the contract agreement and how to use the contract agreement subcommittees to solve any problems that may arise concerning contract labour.

Further, the ETU establish a register for contractors contracting to the SECV in work areas covered by the ETU and no contractor will be accepted on the job unless he is registered and accepted by the ETU as complying with all statutory and union requirements.

**ESTABLISHMENT OF A STATE-BASED INDUSTRIAL RELATIONS SYSTEM  
2004 CONFERENCE**

That this Branch Conference notes with alarm the Howard Government's attack on Unions' and Workers' rights through changes to Federal Industrial Legislation.

As in most other States, there should be an option available to all Unions to have employment conditions, Awards and EBAs regulation by a comprehensive State-based IR system.

Branch Conference resolves to call upon the State Labor Government to establish a State-based IR system. This can be achieved by rescinding the reference of the State's Industrial Relations powers to the *Commonwealth Powers (Industrial Relations Act 1996)* and the passing of State industrial legislation to cover the making of Awards, the certifying of EBAs and setting minima for worker's terms and conditions within Victoria.

Branch Conference further resolves that the Union pursue re-establishment of a State-based Industrial Relations system at the next ALP State Conference. This should be pursued as a matter of urgency in conjunction with affiliated unions at the ALP State Conference.

## **GUEST LABOUR AND SHORT TERM WORKING VISAS**

### **2006 CONFERENCE**

That Branch Conference condemns the Howard Government's use and exploitation of overseas 'guest' workers to drive down wages and working conditions in Australia.

By undercutting EBA and Award rates and conditions, the users of imported labour are putting Australian workers out of a job.

By importing labour, unscrupulous employers are avoiding training of young people and skills upgrading for workers who are currently employed.

We continue to support Australia's skilled migration and humanitarian assistance programs that allow workers from overseas to emigrate and take up permanent residency and citizenship in our country.

Branch Conference resolves that the following principles should be advocated by ETU delegates to the 2007 ALP National Conference in determining that no 'guest' labour will be allowed in Australia unless the following conditions have been complied with:

1. That the jobs have been advertised locally and nationally in both newspapers and through the job network.
2. That the jobs must not pay less than the going industry rates with no employer deductions from this amount for accommodation, travel, training costs etc.

3. That any 'trade' skills of imported workers have been formally recognised by a recognised Australian Registered Training Organisation of Trades Recognition Australia.
4. That any employer of 'guest' labour will be required to employ an equal number of Australian trainees in the vocation where the supposed labour shortage exists.
5. Unskilled labour shall not be imported under any circumstances.

## **WORKERS' COMPENSATION 400-500**

### **WORKERS COMPENSATION**

#### **WORKERS' COMPENSATION MAKE-UP PAY**

**1964 CONFERENCE**

Resolved: That this Biennial Conference condemns any attack on our conditions and opposes the taking away of make-up pay attached to Workers' Compensation for not using safety gear.

Resolved: That this item be referred to State Council for implementation.

### **WORKERS COMPENSATION (KILOMETER RATE)**

**1982 CONFERENCE**

Branch Conference determines that the Union approach the Victorian State Government to change the Workers Compensation provisions whereby members that are involved in Workers Compensation claims that have to use their own private vehicles to attend doctors and interviews that the travelling kilometre rate be increased to reflect the Award provision or determination that a worker is respondent too. Further, that when the award or determination travelling kilometre provision rate is increased then the Workers Compensation provisions are also immediately increased to the same amount.

### **PAYMENT OF WORKERS COMPENSATION**

**1982 CONFERENCE**

Branch Conference determines that the Victorian Branch pursue in State and Federal provisions that payment be paid to the employee immediately and on a continuing weekly basis.

## **PUBLICITY AND EDUCATION 500-600**

### **EDUCATION EDUCATION 2004**

Resolved: Education should be free of cost at all levels, which contains the principle that every student irrespective of the economic circumstances of his or her family shall have equal opportunity at all levels of education.

We reject the proposition that the privileged few should have the exclusive right to all forms of education.

Further we believe that it will be in the interests of the community in general.

Especially as the hours of labour become fewer, that the opportunity should be provided where any person, if they so desire, may study any of the Arts or Sciences outside those associated with their every day role in society.

### **TRADE UNION EDUCATION**

**1968 CONFERENCE**

Resolved: This Branch Conference determines that the State Branch shall make every endeavour to have included in the activities of the Trade Union Youth Week, an educational programme for young workers, designed to suit the industrial and political interests of the working class.

### **SECONDARY EDUCATION**

**1984 CONFERENCE**

Resolved: That the policy be changed to read total opposition to work experience by students unless:

1. Limited to 1 week
2. Purely in the capacity of observers
3. Workers Compensation cover equal to full time employees.

### **STUDENT TRADE UNION EDUCATION**

**1990 CONFERENCE**

Resolved: That the ETU Victorian Branch immediately set up a kit for students advancing the course of trade unionism in general and the ETU in particular.

**A. IMPROVED TRAINING****2004**

- (1) The ETU has continually monitored and surveyed the electrical/electronic industries to ensure that training needs suit the industries requirements. This has been done in conjunction with training authorities, employers and educationists.
- (2) The Union is of the opinion that a greater exposure by apprentices to the latest technology is important if apprentices are to be able to provide the necessary skill update to industry.
- (3) The notion of lifetime training has always been a consideration of the ETU as the Electrical/Electronics industries have required tradesmen to keep up with the latest technologies if they are to be effective in their vocation.
- (4) The ETU has a philosophy that training should be broad based and there should be a career structure that allows for incentive to continue studies after completion of Apprenticeship.
- (5) The broad based training should equip a trained apprentice to be able to gain employment anywhere that the specific skill is required and not confined to one enterprise or part of industry.

**B. TRAINING****1. Apprenticeship**

The current 4 year terms ought remain and there should be no reduction in this time, in fact the contrary can be argued that the term of apprenticeship should be extended. This is further reinforced by recent trade surveys.

**2. Adult Apprenticeships****2004**

Whilst awards and statutes allow adult apprenticeships to be undertaken, the term of duration should be the same (4 years). However, preference should be given to young school leavers to undertake apprenticeships.

**3. Traineeships**

Provided individual employers and the Union agree traineeships can be introduced in the Electrical/Electronic Manufacturing Industries for production line workers and traditional non-trade areas of work only. They should provide occupational training suited to the industry and increased

wage scales of pay should be introduced to compensate for the additional training.

Discussions with the Electronics and Communications Industry for further skills training via "Traineeship" are currently underway and this should ensure that sufficient training can be undertaken to enable production workers to gain skills required by modern industry.

Current Award classifications for Process Workers have been deficient for a number of years and many firms have created "In House" structures.

#### **4. Paid Study Leave**

Paid Study Leave should be introduced for Traineeship and Trade and Post Trade Studies.

### **C. SKILLS**

#### **1. Multi Skilling**

The Union recognises that multi-skilling is a potentially reactive subject matter particularly at the workshop floor level. This is because trade to trade and trade to non trade working practices are established and have been for many years. In other words working practices and demarcation practices are established and carried out by the respective classifications.

The Union opposes wholesale changes to these established practices, however it is committed to an efficient manufacturing industry in Australia to improve the countries performance.

To this end the Union is prepared to negotiate (with reference to its members) the grey areas of industry inefficiencies.

#### **2. Vertical Skilling**

The ETU has not, and never has had, a policy opposed to a person performing the full range of skills they have been trained to perform. In fact, the career structure that has been evolved by ETU pursuit has entrenched the fact that an Electrician who progresses to Electrician Special Class and then Electronic Tradesman can still perform all of the duties of the base electrical trade.

## **D. CAREER PATHS**

### **1. Power Industry**

The Linesman and Cable Jointer classification whilst having some common core subject matter would tend to be isolated to the Electricity Generation and Distribution Industry.

### **3. Instrument Trade**

Modern industry has introduced applications in technologies that brings change that is common to both electrical and instrumentation practices. There is now a much greater requirement of Electrical/Electronic functions than the Mechanical/Pneumatic functions in industry. Process Control Instrumentation training should become a part of the Electrical/Electronic trade stream.

## **2. JOURNALS**

### **MONTHLY NEWS LETTER**

**1962 CONFERENCE**

Resolved: That Conference recommends that the Victorian Branch of the E.T.U., when the opportunity arises, should publish a "Monthly News Letter" to be circulated to all Shop Stewards.

### **E.T.U. NEWS**

**1966 CONFERENCE**

Resolved: That a Victorian supplement be sent to the Federal Office to be included in the E.T.U. News.

### **PUBLICATIONS**

**1968 CONFERENCE**

Resolved: That State Branch gives immediate effect to the printing of a Victorian Branch publication of News giving a full coverage of current Awards, conditions, and items of concern and interest to Victorian members, as our Federal E.T.U. News does not cover this State adequately and nearly enough. The distribution to be made through Shop Stewards and Sub-Branch Secretaries.

### **INFORMATION TO SHOP STEWARDS**

**1974 CONFERENCE**

Resolved: The Electrical Trades Union send out more literature to Shop Stewards for the members stating the action of anything that happens concerning them within the Union.

Resolved: Southern States Branch publish a journal each quarter and distribute it to all members.

## **SUPERANNUATION AND RETIRING GRATUITIES 600-700**

### **SUPERANNUATION**

**1986 CONFERENCE**

Conference calls on the ACTU to support an approach to the Federal Government in support of persons on Superannuation payments only receiving the same fringe benefits as those applicable to receive on the old age pension.

### **SUPERANNUATION/TAX ON SUPERANNUATION**

**1988 CONFERENCE**

This State Conference opposes any extra taxation of lump sum payments or any further tax rates on superannuation benefits.

Should the Government determine to increased tax rates on future benefits the ETU should initiate a campaign against such tax and call on other unions to do the same.

### **SUPERANNUATION PAYMENT BY EMPLOYERS**

**2004 CONFERENCE**

*Resolved:*

That this Branch Conference notes that the current Federal Government's Superannuation Guarantee Charge (SGC) Legislation only provides for payment at the rate of 9% of a worker's ordinary time earnings.

This amount will not be adequate to fund our members in retirement unless substantial increases to Superannuation contributions are phased in as soon as possible.

Therefore, Branch Conference resolves to pursue an increase in employer Superannuation contributions to an employers' contribution of 15% of a worker's weekly earnings in all future Award, EBA and Site agreement negotiations.

Further, we call upon the Commonwealth Government to immediately increase the Superannuation Guarantee to this amount of 15% for all workers, as was envisaged when the SGC Act was originally passed by Parliament in 1992.

### **SUPERANNUATION CHOICE OF FUNDS**

**2004 CONFERENCE**

*Resolved:*

That this Branch Conference supports the choice of approved industry funds being placed in all Awards and EBAs that the Union is a party to.

However, current Federal Legislation extends choice to Employer, Commercial and Bank controlled Super funds. All of these for profit funds see the contribution of compulsory super payments as a licence to print money for their shareholders at the expense of returns to members.

Branch Conference resolves to oppose any widening of choice of super funds beyond our approved joint Union and Employer controlled non-profit industry funds.

## **POLITICAL 700-800**

### **1. APARTHEID**

#### **APARTHEID**

**1964 CONFERENCE**

Resolved: Conference declares its condemnation of the oppressive apartheid laws pursued by the Government of South Africa and calls for the release of all Political prisoners and the reprieve of those sentenced to death under the sabotage laws.

We therefore on the ACTU, the ALP and the Federal Government to join with all other National who are pressing through the United Nations to have stringent economic sanctions and a total trade boycott placed against South Africa.

#### **ARBITRATION COMMONWEALTH ARBITRATION COURT**

**1966 CONFERENCE**

Resolved: This Biennial Conference condemns the Arbitration Commission as a product of the Capitalist class and its attempts to make the Trade Unions and workers a part of their State apparatus to stop the workers from struggling for wages and conditions such as the Basic Wage Case.

We feel that we should by-pass this Court where opportunity arises and to rally the workers to mass action to achieve wage justice through collective bargaining.

However, notwithstanding the foregoing, this Conference recognises that the only way the working class shall achieve equity is to establish a Socialist Australia.

#### **ETU ENERGY POLICY**

**2002 CONFERENCE**

Victoria is on an energy intensive path, involving high fossil use and high greenhouse gas emissions. Victoria needs to seek an alternate path with renewable energy. Tasmania must preserve its status as a "green electricity" state.

- Workers in the Energy Industry should be financial members of the ETU and have safe work practices and the best possible wages and conditions.
- Create long term manufacturing jobs in Victoria and Tasmania around renewable energy and that these jobs be available to Energy Industry

- The long term objective must be the exclusive use of renewable energy and recycled resources.
- Reduction of energy usage through efficiencies and conservation is the most effective and ultimately cheapest way of attaining sustainable energy goal.
- A Victorian target should be set for increasing the contribution to electricity supply from environmentally friendly, renewable energy sources by the year 2005.
- Assist all consumers with energy efficiency and renewable technologies to reduce greenhouse gas emissions and keep their energy costs down.
- Allow no new brown coal power stations to be built unless other generators come off line and any new generators are more efficient resulting in less greenhouse emissions.
- Facilitate the transition to sustainable energy systems through the introduction of a "pollution levy" on all fossil fuels used for power generation in Victoria and Tasmania.
- Place a ban on the generation of electricity by the burning of woodchips from native forests.
- Ensure that Wind Farms are subject to proper environmental and social approval processes that always involve the community, even for large farms.
- Branch Conference notes that Basslink seeks to exploit two major flaws in the regulations concerning Mandatory Renewable Energy Targets. These flaws allow the allocation of Renewable Energy Certificates to old hydro infrastructure and the burning of native forest woodchips/waste for power generation.
- The Union continues its opposition to the Basslink Project until such time that State Council can be convinced that it is in the interests of our members in Victoria and Tasmania.

## **NUCLEAR WASTE**

## **2006 CONFERENCE**

That Branch Conference condemns the Howard Liberal Government's active promotion of a domestic nuclear industry and nuclear waste dumps. The Switkowski report as commissioned by the Howard Government reveals that if

Australia moves to nuclear power generation, then a High Level Waste (HLW) dump will have to be built.

High Level Nuclear waste containing processed Uranium and Plutonium takes 200,000 years to decay to its natural state.

There is currently no High Level Nuclear Waste dump anywhere on earth and the most advanced facility at Yucca Mountain in the USA has been under construction since 1987. It is now 19 years behind schedule and the earliest operation date is at least 2017. More than \$US8 billion has been spend on this project so far.

The quality of the environment for our future generations must not be depleted merely to improve the short term profits of multi national corporations who donate money to the Liberal Party.

Branch Conference supports section 70 of the current 2004 ALP National Platform and the commitment that Labor will:

- Ban the ocean dumping of nuclear waste
- Prohibit the establishment in Australia of nuclear power plants and all other stages of the nuclear fuel cycle
- Fully meet all our obligations as a party to the Non-Proliferation Treaty (NPT); and
- Ban the importation and storage of nuclear waste that is sources in Australia.

Branch Conference also supports the continued operation of the Victorian Government's Nuclear Activities (Prohibitions) Act 1983 and opposes any future Commonwealth attempts to override this State legislation.

## **INDIGENOUS**

## **2004 CONFERENCE**

That following policy be adopted that the ETU:

- Recognises Indigenous Australians as the traditional owners of this land now called Australia
- Is committed to Indigenous Australia's desire for self-determination, self-management, economic independence and land rights
- Is dedicated to the just and equitable settlement of Indigenous people's claim for the repayment of all wages stolen from them in the past
- Acknowledges the destructive effect past policies of successive Australian governments have had on the lives of Indigenous Australian and the legacy of these policies today
- Fully supports the Racial Discrimination Act, Equal Opportunity law and social justices for Indigenous people

- Supports the International Labour Organisation Convention 169 Indigenous and Tribal Peoples Convention 1989
- Supports the Draft United Nations Declaration on the Rights of Indigenous People
- Supports the principles of equity and access for Indigenous people
- Supports the vision of Australia as expressed by the Council for Aboriginal Reconciliation
- Will actively seek to increase the employment rate of Indigenous people within the Union and on all work sites.

## **PENAL LEGISLATION**

## **1962 CONFERENCE**

Resolved: That Conference declares its support for the urgent need to have the Penal provisions of the Arbitration Act repealed, and calls upon the Federal Executive to place this matter in the hands of the ACTU with a view to organising a campaign for the purpose of exposing to the Australian public, the true anti-Union basis of this tyrannical and oppressive act of legislation.

Conference deplores the manner in which Employer Organisations are making a mockery of the Conciliation and Arbitration System, by their repeated attempts to have the Penal Provisions inflicted on the Trade Unions, in a frenzied desire to still the voice of the working class, and maintain that it is the right of the workers to take industrial action whenever necessary, without restraint, and supports the action of the Australian Labor Party in declaring its intention to remove the Penal Provisions, when elected to Office.

Further, we call on the A.L.P. to guarantee the return of fines paid by the Unions when dealt with under the Penal Legislation whilst pursuing claims on behalf of the workers.

## **MONOPOLIES AND MULTI-NATIONAL COMPANIES**

### **(a) ANTI-MONOPOLY ACTIVITY**

## **1964 CONFERENCE**

Resolved: That this Conference declares its full support to all National Campaigns of the Trade Union Movement, which have the object of curtailing and restricting the rapacious activities of monopolies, both Australian and Foreign, operating within this Country, however, this Conference realises that so long as the working class is subject to a capitalist economic and social environment this decision can be no more than a necessary reform to ease the burden placed on the working class and it shall only be by the establishment of a socialist society that exploitation will be removed.

## **NATIONAL SERVICE TRAINING AND CONSCRIPTION 1964 CONFERENCE**

Resolved: This Conference declares its total opposition to conscription in any form and to the Federal Government's policy to implement National Service Training for service overseas and demands that all persons over 18 years of age be given full voting rights at a referendum on this question.

Further, this Conference congratulates the Australian Labor Party for its determined opposition to the Bill in the Federal House, and condemns the Menzies Government in the strongest terms for its blatant neglect of Australia's defence requirements during its term of office.

## **NATIONALIZED INDUSTRIES**

### **(a) NATIONAL SHIPPING LINE**

**1962 CONFERENCE**

That due to the strangle hold on employment of Australian Maritime labour and the Australian economy by Foreign Shipping Monopolies, Conference supports the Australian Labor Party in its policy to establish a National Shipping Line and declares active support to the ACTU in its campaign to press for the establishment of an Australian Overseas Shipping Line.

## **PRIVATISATION**

**1988 CONFERENCE**

The ETU opposes any Government enterprises or services being sold or handed to private ownership, e.g. Williamstown Dockyards experience. We call on the next National ALP Conference in June and all other unions to oppose sell-offs of Government establishments to private run bodies or companies and call for an enquiry into Government enterprise Management with a view to reducing white-anting of these businesses.

## **PEACE**

**1962 CONFERENCE**

Resolved: That Conference supports the policy of the Australian Labor Party that the Southern Hemisphere be declared a Nuclear Free Zone, and pledges its support to all genuine attempts to achieve Peace and total Disarmament, that there shall be a discontinuance of all Nuclear testing and manufacturing of Nuclear weapons.

Further, we call upon the ACTU to bring pressure on the Australian Delegates to the United Nations Assembly to give effect to this policy.

## **PEACE**

**1964 CONFERENCE**

Resolved: This Biennial Conference of the Electrical Trades Union of Australia, Victorian Branch condemns the War mongering individuals of all Nations who by their statements support policies of violence and

aggression. We re-affirm our decision of 1962 Biennial Conference and once again condemn any Nation whose policy is to currently carry out Nuclear tests in any form.

We believe Peace is a basic requirement in our struggle to build a society based on the principle of production for use, and not for profit, realising that wars are only fought to protect the economic interests of those who own and control the means of production, distribution and exchange.

We declare that a fundamental right of any human being irrespective of his race, colour or creed, is to live in a social security without the threat of extermination, or be subject to the shocking mutilation which must inevitably follow the use of Atomic Weapons.

As a first step to achieving World Peace we consider that the Peoples Republic of China, who represent some seven hundred and fifty million people should be recognised and admitted to the United Nations, and form part of an International Commission that we maintain should be set up for the purpose of carrying out a programme of complete and general disarmament on an International basis including the destruction of the stock-pile of all types of bombs now in existence throughout the World.

Further, that Biennial Conference endorses the decision of the Trades Union Conference held in Sydney under the auspices of the A.C.I.C.D. during the week commencing the 25th October, 1964, and which are contained in the following report:

"This Trade Union Conference, meeting as an autonomous section of the 1964 Congress for International Co-Operation and Disarmament meets during a period when for the first time in human history, opposing Nations have assembled stockpiles of weapons, each stockpile being of sufficient power to destroy every living thing on this Earth.

We cannot ignore the awesome fact that at any time new crises, irresponsibility, or even an accident may produce the nuclear clash which well may reduce this country or our planet to a blackened burial ground.

Conference therefore declares opposition to all forms of nuclear weapon testing, and to the production, stock piling and use of such weapons, and we declare our intention to campaign for the destruction and complete abolition of all forms of nuclear armaments.

In accordance with the historic mission of the Trade Union Movement to build fuller, happier and more secure lives for the people, this Conference as a unit of that great Movement, reiterates the following decision of the 1959 A.C.T.U. Congress, namely:

"That the attainment and preservation of peace is of supreme importance.

That all Trade Unionists should support to the utmost the ideal of peace;

That unless peace is securely established, other problems, whether social, economic, political or industrial are not possible of solution."

This Conference further declares:

1. We re-affirm the Declaration of the 1959 Trade Union Conference of the A.N.Z. Congress for International Co-operation and disarmament, as adopted by the ACTU.
2. We support the United Nations' declaration opposing colonialism. Conference calls for the settlement of conflicts on the basis of self-determination by peoples concerned and where necessary the use of the good offices of the United Nations on the principle that there are no differences between Nations which cannot be settled by negotiation.
3. We believe that the cause of wars will be materially lessened by wider acceptance of our socialist principles of the brotherhood of man and those principles of economic organisation which takes away the amassing of private profits through the horrors of war and eradicate the "military industrial complex" which ex-President Eisenhower warned of in his own country.

We welcome peaceful competition between Nations to prove what form of economic system can best better the lot of the ordinary people.

4. We support the partial nuclear test ban treaty which resulted from the world-side campaign against nuclear weapons, as one step towards our objective, because:
  - (a) Where implemented, it brought to a halt death and deformities to thousands of babies, born or to be born. (Professor Linus Pauling estimates that the testing of one 20 megaton bomb ultimately causes 500,000 yet-unborn children to have physical and mental defects.)
  - (b) Without a test ban, tests by an ever increasing number of nuclear powers could ultimately destroy mankind without an actual war.

The treaty should now be extended to cover underground tests.
5. We deplore and disagree with the testing of nuclear weapons, carried out or planned by China and France. We believe all countries should become parties to the nuclear test ban treaty.

6. In the case of the proposed French tests, Australians have special additional cause for deep concern for the very reason that caused France to plan tests in our neighbourhood instead of her own country, and which forced France to cease testing in Africa.
7. We call for the discontinuance of underground testing, by the U.S.A. and if correctly reported, by the U.S.S.R.. Such tests are strengthening present nuclear weapon techniques; they also permit additional Nations to develop some nuclear weapon power by underground testing.
8. Whilst affirming our support for Treaties banning nuclear tests we also are acutely aware that such treaties do not lessen by one bomb, nor do they even prevent further building up of the awesome and stupendously costly stockpiles of nuclear weapons. The reality is that other large Nations are not prepared to accept that two or three powers should alone be permitted to possess the nuclear weapons which then permit those nuclear powers to largely dominate the world.

Attempts to stop the spread of nuclear weapons to other countries will be fruitless if our only proposal is to try to induce them to refrain from testing nuclear weapons.

Present nuclear powers, as well as the other powers must contribute if truly effective disarmament steps are to be achieved.

The only way to make what Nations without nuclear weapons would consider to be an equitable proposal for them to refrain from nuclear testing when they achieve the capacity, would be for those who already possess the bomb to embark upon the destruction of their own stockpiles and means of producing and delivering nuclear weapons.

9. Coupled with the planned and verifiable destruction of nuclear weapon stockpiles and capacity must be reduction of all other armaments and a dismantling of all overseas bases.

A corollary to the foregoing is that China must be admitted to the United Nations.

10. We call for the earliest possible diversion of most resources new devoted to war purposes to producing the needs and comforts of the people; and in particular, for helping that half of the world's population who still go hungry to bed each night.

The smooth transition in Australia in 1945 from a war time to a peace time economy .provides the necessary pattern to be followed.

11. We declare that racial equality and respect for the dignity of all people regardless of races, colour, creed or sex is a basic requirement in the struggle for peace.

12. We accept that the price of peace includes eternal vigilance. Such vigilance can have effective outcome only if we effectively repel the recurring attacks on our civil liberties, and if we ensure Australia's control of its own resources and policies.

CONFERENCE THEREFORE:

1. Calls on all nuclear powers to meet as proposed by the General Secretary of the United Nations Organisation to determine:
  - (a) That all nuclear powers should be covered by a test ban treaty which also outlaws underground tests and become parties to a treaty for the complete prohibition and elimination of all nuclear arms and means of delivering them.
  - (b) that all Governments agree to a treaty for general and complete disarmament.
2. Supports the joint statements of the ACTU and New Zealand Federation of Labour in opposition to French tests in the Pacific.
3. Supports the call for an international conference to be held in Australia, of representatives of Trade Unions in Pacific Countries that would be affected by the French tests.

Because of the importance of this matter to Australia and the Pacific Islands, we ask the Unions represented here to ask the ACTU to take immediate and positive steps to actively combat these proposed tests by all possible means.

4. We declare our support for the principle of nuclear free zones, and particularly, a nuclear free zone in the Southern Hemisphere.
5. Request the Unions at this Conference to take up with the ACTU the need to undertake special activities on behalf of, and involving the women and youth in support of this declaration.
6. We support the continuation and development of Trade Union participation in peace activity in all States of Australia, and participation internationally, to further the objects contained in this declaration."

**(b) NATIONAL CIVIC COUNCIL**

**1961 CONFERENCE**

Resolved: That this Conference of Biennial Conference Delegates declares that the National Civic Council is a Movement dedicated to the destruction

of the Trade Union Movement and as such, the Electrical Trades Union of Australia, Victorian Branch, is completely opposed to it and to persons actively assisting that Body, further that should it be proved to the satisfaction of State Council that any member of the Victorian Branch of the Electrical trades Union, knowingly assists the National Civic Council in activities against the E.T.U. of Australia, they shall be dealt with in accordance with Rule 49 of the Constitution of the E.T.U. of Australia.

## 12. NATIONAL HEALTH

## 1975 CONFERENCE

Conference determines this Branch of the Electrical Trades Union in support of the Australian Governments health scheme will not carry out any construction, maintenance or modification work for any doctor, clinic or hospitals unless they agree to the following:

- (i) To charge only the common fee.
- (ii) Treat all patients without discrimination.
- (iii) Provide a 24 hour, 7 day service acceptable to the Unions.
- (iv) That they declare their attitude to patients who have trouble paying their accounts.
- (v) The criteria for admission to hospitals.

We call on the Federal government to implement a massive doctor training scheme.

## CHILDCARE FACILITIES

## 2004

### (a) Employer to Provide **Childcare Facilities**

Resolved: That Branch Conference determines that it be required of Employers that they provide **childcare facilities** for the minding of the children of working parents at such places of employment and these be installed and operated at the expense of the Employer.

### (b) Child Minding to be Tax Deductible

Resolved: That Branch Conference determined the appropriate action be taken to approach the Treasurer or Federal Cabinet with a claim that where working **parents** are involved in costs so far as the **care** of children in nurseries during their normal working hours is concerned, such costs will be tax deductible.

(c) Latch-Key Projects

1976 Conference

Resolved: That the Union support, initiate and encourage the establishment of **Government funded child care** facilities.

## **SOCIAL SECURITY**

## **1972 CONFERENCE**

Resolved: State Conference, recognising the nature and extent of the problems of poverty and social injustice in Australia, and believing that the existence of these problems to be a completely unacceptable limitation of human rights and human dignity, declares that:

Poverty can no longer be tolerated in a country as wealthy and highly industrialised as Australia, which has never been in a better position to abolish poverty from this country and take care of the community.

Over two decades of Liberal Governments have seen a rapid and consistent decline to the totally inadequate and piecemeal system called Social Welfare to a position where it has now become a national disgrace

Social Security is the fundamental right of the working class, and a genuine system must replace the present inadequate one.

Social Security must ensure complete protection to all workers and their families, providing their normal means of existence in all cases of a reduction or loss of earning capacity, whether of a temporary or permanent nature.

A genuine social security system must cover all social responsibilities and risks, whatever their origin or cause, including illness, occupational diseases, work accidents, disability, maternity, family allowances, unemployment, old age and death.

In all cases of illness, injury, disease or disability, the workers and their families must be guaranteed the right to complete preventative, curative and convalescent medical care.

These, together with full rehabilitation treatment, the provision of artificial limbs and other aids and retraining with the guarantee of employment, must be provided free of cost and without limit or reservation.

Any impairment of the workers' health caused by noxious working conditions shall be considered an occupational disease.

All occupational diseases must be registered and fully investigated with lists supplemented periodically to include new diseases arising from new techniques, materials and production methods.

That, in addition to making financial and medical provision available, attention be given to the problems encountered by the aged, the disabled and one parent families, with provision of a choice of readily available housing for these people and all low income families.

To assist in this and the provision of adequate home help and child care, more monies should be made available from the Federal Government to local councils.

Retirement should be voluntary from the age of 60 years for males and 55 for females, with full benefits available.

In respect to retirement benefits, Conference emphatically rejects any National Superannuation Scheme which provides for contributions based on income and consequent differential payments of benefits.

Conference further declares that retirement benefits should be sufficient to provide a proper living standard and should be financed from existing Government revenue. Conference desires this attitude to be conveyed to Commonwealth Council urgently seeking their endorsement and conveyance to the A.C.T.U..

To achieve social security, State Conference determines that State Council gives leadership and support to a concerted and intensive campaign involving members in all branches and workshops.

Such a campaign would explain the demand and the need for all types of actions to win this demand and would include individual workshop actions, joint actions together with other branches and workshops together with all other progressive forces.

Conference declared that this union fully endorses the action being taken by the Victorian Action Committee for Pension and Social Service Justice, and affirms its full support for this body. Also when our social service sub-committee is set up, we work in close conjunction with the above body in vigorously and actively putting action in our program.

Branches and workshops should be encouraged to give full support and assistance to and be represented on the Victorian Action Committee for Pension and Social Service Justice and declares support for all organisations actively concerned with achieving a genuine social security system.

In view of the federal nature of this demand, all other State Councils be requested to consider similar actions in their states.

We call on Commonwealth Council to coordinate all ensuing activities with the intention of mounting the most militant campaign possible to achieve real social security for the working class of this country.

## **20. TAXATION**

### **TAXATION**

### **1972 CONFERENCE**

Branch Conference determines full support to a campaign aimed at restructuring the Income Tax system to remove the burden and give immediate relief for middle and low income wages and salary earners.

### **POLITICAL OPPRESSION CHILEAN GOVERNMENT**

### **1984 CONFERENCE**

Branch Conference condemns the Pinochet Chilean Government for the brutal and inhuman acts they have performed against the working class people of Chile and the Chilean Labour Trade Union Movement. We call on the Federal Government to protest to the Chilean government about these inhuman and brutal acts. Copies of this resolution are to be sent to the Prime Minister, the Minister for Foreign Affairs and the Chilean Ambassador.

### **US ROLE IN WORLD AFFAIRS**

### **1986 CONFERENCE**

Conference notes with concern the increasingly aggressive position being adopted by the United States Government.

For example;

1. The push for massive military assistance to the murderous group of ex-Somoza National guardsmen known as Contra's and the build up of military forces and Installations in Honduras in an attempt to over throw the democratically elected Government of Nicaragua.
2. Continued support for the genocidal regime in El Salvador.
3. Provocation of Libya and subsequent military attacks on the country on the basis of unsubstantiated allegations of complicity in terrorist acts.
4. The rejection of continued proposals by the Soviet Union aimed at achieving a reduction in world nuclear stockpiles while concurrently continuing to test their own nuclear weapons.

We condemn the United States Government for such actions which endanger the lives of all people on this planet. We are of the view that far from being the defenders of human rights and world peace, the Reagan

Government is fast becoming the major force of world oppression and terrorism.

Further, we call on the Australian Government to take whatever steps available to it to oppose this frightening escalation in United States aggression. Such action would be totally consistent with ALP policy and principle.

## **END MILITARY AID TO PHILIPPINES**

**1986 CONFERENCE**

Conference calls on the Australian Government to cease all military aid, including military training to the Philippines.

Further, that the Australian Government channel all humanitarian aid through agencies guaranteed to funnel it to those in most need, i.e. peasants, workers, the poor, etc.

We further call on the ACTU to support the above and to assist the Philippine trade unions in their fight for democracy and better living and working conditions for Filipino workers.

## **INTERNATIONAL SOLIDARITY**

**2006 CONFERENCE**

That Biennial Conference notes the union has continued and expanded contacts with a number of unions internationally. The union has hosted visits of unionists and activists to Australia from Korea, Japan, Thailand, Vietnam, China, Columbia, Chile, Bolivia among others. A number of ETU representatives have visited electrical and other unions in Columbia, Hong Kong, Venezuela, Ecuador, Chile, Cuba, England, the USA and others.

Conference notes that world capitalism is increasingly dominated by transnational companies which cross international borders. These companies, some of which are economically larger than some small countries, are in a perpetual quest to maximise their profits at the expense of workers, communities and the environment. They are organised and united in their view that unions represent one of the major forces that can interfere with their agenda. Therefore, it is of vital importance that workers and their unions develop and foster links across international borders. Accordingly, we determine to continue and intensify our program of international solidarity actions.

## **URANIUM AND NUCLEAR ENERGY URANIUM**

**1976 CONFERENCE**

Conference declares its full support for that section of the 1975 ACTU Congress resolution on resources, environment, and conservation which reads as follows:

"In view of the danger of global radioactive pollution, the threat of nuclear proliferation, the problems of disposing of radioactive waste, the energy consumption imbalance between the industrialised countries and the underdeveloped third world, and the denial of the legitimate land rights of Black Australians, Congress demands

"That Australia should immediately halt all uranium mining operations pending the completion of a thorough going public access enquiry into the whole ramifications of nuclear fission technology.

The Ranger Uranium Environmental Enquiry, currently in progress, may satisfy this demand provided the Australian Government accepts that the scope of the enquiry be such as to not be limited only to the considerations of physical and technological questions.

That existing Australian uranium stockpiles be used or exported only for bio-medical research and, indirectly through the production of isotopes, for medical diagnosis and treatment.

That uranium exports be refused to those countries engaged in researching or manufacturing nuclear weapons or generating power by fission or breeder reactors. That those existing contracts for the supply of uranium not in accord with these principles be abrogated."

Conference congratulates the Judge in charge of the Ranger Enquiry for refusing to submit to pressure from the present Federal Government to terminate the Enquiry at an early date.

Conference condemns the Fraser Government's decision to proceed with the mining of uranium and to hand it over to private enterprise and the multinational corporations. We note the statement by Mr. Jentes, Attorney for the Westinghouse Corporation, five days before Kerr sacked Whitlam "Maybe if the Labor government in Australia is thrown out in five weeks, so we can get uranium we though we had - if that occurs we may be able to supply it."

All this points to collusion between forces of reaction in Australia and the multinational corporations and is further evidence that the only concern of the Fraser Government and the multi-national corporations is to place profits before any consideration of ethical and moral questions.

Conference instructs State Council to continue to bring these issues before the membership and to continue to seek the endorsement of other sections of the labour movement for the implementation of this policy.

## **URANIUM AND NUCLEAR ENERGY URANIUM MINING**

**1984 CONFERENCE**

Branch Conference views with concern the Federal Governments failure to adhere to the Federal Labor Parties Uranium Policy and the continuing efforts of

the right wing of the party to try to promote a Prouranium Policy. Copies of this resolution are to be sent to the Prime Minister and the Minister for Energy.

## **UNEMPLOYMENT UNEMPLOYMENT**

## **1978 CONFERENCE**

Branch Conference condemns the Federal and State Liberal Party Governments for the high unemployment levels which is degrading to those unfortunates who are unemployed particularly the youth and school leavers.

We therefore call upon the Federal and State Government to change their policies announced during the budget decisions which have worsened the unemployment problem.

We also determine to take any action necessary to assist the alleviation of unemployment. As part of this campaign, organisers are to ensure that suitable employers take on the share of apprentices on the basis of one apprentice to three tradesmen.

We further call upon the Federal Government to assist the economy and unemployment by injecting money into the housing and construction areas and to encourage a consumer lead recovery to assist the economy.

## **TRANSPORT MULTI FUNCTION POLIS**

## **1990 CONFERENCE**

Resolved: That the ETU Victorian Branch oppose the construction of the High-Tech City or Multi Function Polis (MFP). The ETU State Conference condemns the Federal N.S.W. and Victorian State Governments on their plans to build a Multi-Function Polis (MFP) for their deliberate failure not to consult the people of Australia.

The M.F.P. proposal will increase our foreign debt, foreign ownership, promote privatisation of basic Social Services including satellite cities giving corporates control of the Australian economy.

We strongly support close and mutually beneficial social, cultural and scientific ties with Japan and all other countries, but we are opposed to building in Australia a High-Tech City. This ETU Conference calls on the whole Trade Union Movement ACTU, Melbourne Trades Hall and all other Trades and Labour Councils to call Special Executive Meetings in terms of bringing about some action.

Public groups, following a public meeting in opposition to the M.F.P. have been formed as on-going campaign and conference gives direction to State Council to have some input into that campaign.

## **STATE GOVERNMENT**

**1982 CONFERENCE**

Branch Conference determines that the Branch should pursue a policy of co-operation with the State Labour Government to secure a better deal for our members through changes to Acts, Regulations etc., in the area's of Industrial Health and Welfare, Environmental, Education, etc.

## **N.C.C. INFILTRATION**

**1984 CONFERENCE**

Branch Conference totally opposes the affiliation or re-affiliation to the Victorian Branch of the ALP of all Organisations, groups or individuals who are in any way linked to or share the aims of the N.C.C., I.A.F. or any similar organisations.

Further, we condemn and oppose the interference of the above organisations and any others in the affairs of Trade Unions and particularly in their *sponsoring* of so called reform groups in union elections.

We see the above two matters as being part of an all out attack on the labour movement with a view to infiltration for the purposes of total disruption of the political and industrial wings of the movement.

## **(c) BUILDERS LABOURERS FEDERATION**

**1986 CONFERENCE**

Branch Conference expresses concern and total opposition to current practices used by the conservative elements within society and Government in the persecution of Trade Unions legitimately pursuing the interests of their members and the right to organise.

We reject totally the anti-union standover tactics being used by Government and employer organisations to fulfil their paranoid obsession to eliminate militant trade unionism.

We indicate our support to the B.L.F. as an existing union in their struggle against these reactionary forces and serve notice that the ETU will take whatever action it sees appropriate to maintain and protect the rights and interests of union members.

Furthermore, we condemn the Federal and State Labour Government for their actions in pursuit of the B.L.F. deregistration and derecognition bills and subsequent involvement in the dividing up into other unions of B.L.F. membership.

## **CONSERVATION**

### **AUSTRALIA'S NATIVE FORESTS & TIMBER INDUSTRY**

**1984 CONFERENCE**

Branch Conference declares its concern at the ever-increasing rate of disappearance of Australia's Native Forests and believes that the present policy

on timber production, if allowed to continue, will lead to the demise of the Timber Industry in a few years. We note with approval the Australian Conservation Foundations policy statement no. 36 July 1983, as outlined:

## **NATIVE FORESTS AND WOOD PRODUCTION**

The Foundation Advocates:

1. Wood production should be transferred from native forests to areas of new forests and plantations established outside the current forest estate.
2. National parks and other reserves should be established over the greater part of the nation's forests especially those areas of greatest biological diversity. The remaining areas of native forest could be used for various forms of management where wood production is allowed, but is not the dominant use. In such areas management would ensure that all values of that forest type are perpetuated - logging would keep the openings created in the forest no larger than necessary to meet biological requirements for regeneration, seed for regeneration must come from the site, rotation times should be long and close to the natural cycle of that forest type. Forest management must not endanger the existence of any native species. While introducing this system of management governments should ensure that non-wood values are not damaged by wood production activities. In particular, as Australia's forests are limited in the extent no further native forests should be converted to native or exotic plantations, or cleared to provide land for agriculture. As well, substantial areas of old growth forests should immediately be placed in reservations.
3. Australia's total area of forests and plantations should be expanded so that the nation can be self sufficient in forest products grown largely outside existing native forest.
4. The Foundation opposes the establishment of further areas of plantations on native forests in Australia. In those areas outside the native forest estate where wood production is accepted as the dominant aim, monocultural forest and plantation management practices which increase the risk of biological instability (e.g. disease, insect pests, excessive loss of soil fertility) should not be permitted. Regeneration and retention of ecologically sustainable native forests and mixed tree systems should be encouraged and promoted for both public and privately owned lands. Existing monocultural plantations should on maturity, be replaced with more ecologically sound mixed systems.
5. Forestry planning should attempt to allow for and anticipate reasonable needs and to avert genuine shortfalls, but demand in the sense of what people can be persuaded or forced to buy should be ignored. Self sufficiency is not to be achieved through meeting all market induced

demands for forest products, especially when current market forces include high consumption levels of junk throwaway paper. Further self sufficiency is not to be achieved at the expense of local environmental quality such as intensive management of native forests or when another country is the best source of needed wood supplies.

6. Australia should not import wood products at the expense of the environment of other countries such as rainforest timbers from tropical areas.
7. In general, the forestry and wood based industries should not be developed for export. Rather such objectives should be eliminated over the long term.

Permanent export industries commonly result in large unsustainable demands on our ecosystems. Based on native forests such an industry would result in the destruction of many forest values; while based on plantations it would create intense pressure for ecologically undesirable monocultural forestry, and involve a large input of fossil fuels.

Any forest products which are exported should only be those which come from plantation areas outside native forests and are surplus to local needs.

The Foundation regards the export woodchip industry as it currently operates in Australia on both public and private lands as being environmentally and economically unsound (chipping of sawmill wastes is an exception).

No new export woodchip schemes should be permitted. As the first step in the elimination of the industry as a whole, existing supply commitments and export licences should be reduced to allow sustainable forms of forest management (as described above) in woodchip concession zones.

8. In view of the non-wood production values and the ecological and genetic vulnerability of tropical and sub-tropical rainforests, no further wood production should be undertaken in those areas. For similar reasons, temperate rainforests should also be reserved from logging.
9. Royalties on wood products from public forests and plantations should be on, at least, a cost of production basis, covering all cutting and regeneration costs, including all infrastructure costs such as roads and administration. Costs incurred during cutting and regeneration should be accounted at realistic interest rates over the full rotation of the forest or plantation.

Premiums should be charged to cover loss of environmental values. As well a further premium should be added to native forest royalties, to

help fund the establishment of alternative wood supplies outside the forest estate. Royalties charged on this basis would also provide an incentive for the establishment of private wood lots and plantations.

10. Steps should be taken to prevent the participation of Australian companies in destructive forestry practices (e.g. large scale clearfelling) in native tropical forests, especially those of the S.E. Asian/Pacific region.
11. The concept of urban forestry should be adopted together with the *planting* of other appropriate areas such as sewage farms.
12. The Governments of Australia should develop an overall strategy for Australian forestry demonstrating how the various forest objectives can be achieved with a minimum loss of the distinctive values of the native forests.
13. The priorities and the forms of management of public forests should be subject to study and recommendation by competent and independent land use authorities and the concerned public.
14. As an interim measure, until wood production ceases in native forests, legislation similar to the United States Multiple Use-sustained Yield Act (1960) should be introduced to present guidelines for balancing the wood and non-wood aspects of forest management. Environmental inventories and impact statements should be considered in all projects proposing major environmental impacts.
15. The Governments of Australia should actively promote public participation in planning and solving community environment problems in respect of forest operations.
16. More research should be carried out on wood-waste disposal and recycling and more efficient use of energy in the manufacturing of forest products.
17. Forest management research, carried out by private and public bodies relating directly and indirectly to wood production and other extractive, commercial forest uses, as well as to maintaining and protecting other forest values under pressure from commercial uses should be funded by the timber industry and other relevant industries.

Forest ecology research should be publicly funded.

**RACE  
AUSTRALIAN ABORIGINES**

**1986 CONFERENCE**

The ETU calls for the abolition of all discriminatory practices against the interest of the Australian Aborigines.

The ETU supports the rights for Aborigines to land, employment, equality and opportunity and recognition as an integral part of Australian Culture.

Further we call on the Federal Government to adhere to ALP policy on Aboriginal Land Rights.

## **POLITICAL AFFILIATION AND SUPPORT**

## **2002 CONFERENCE**

1. This Branch Conference resolves that the primary reason the ETU Southern State Branch should support any political party or candidate seeking political office is that it be in the absolute interest of our members.
2. The ETU Southern States Branch remains committed to pursuing progressive political change and considers the ALP as a party that has been traditionally sympathetic to the plight of working class Australians.
3. The Victorian ALP now has the mandate and must pursue progressive change that will benefit the working lives of Victorian workers. The Federal ALP must also pursue progressive change.
4. This ETU Southern States Branch Conference calls upon all Members of Parliament at both the State and Federal level, who have been elected with the co-operative support of Trade Unions, to maintain the interests of working people and their Unions as their primary focus.
5. This Branch Conference notes that the ETU has been successful in assisting a few of its own members seek political office and we will continue to offer them our full support in advancing the interests of working people and the Union movement.
6. This Branch Conference resolves that the Union stay affiliated to the ALP.
7. Conference recognises that there may be some candidates and/or other political parties that have or share similar views or policies as the ETU and they should also be supported provided that such support can in no way advantage the Liberal or National Parties.
8. If State Council believes that it is inappropriate to remain affiliated to any particular party it may instigate an "extra ordinary meeting" of Conference on the matter at any time.
9. Conference calls on the Branch Secretary to establish a political committee to provide advice to State Council for their

consideration on the most effective use of the resources of the Union in support of political parties or individuals.

10. This Branch Conference notes that the Greens in particular have demonstrated that they are committed to advancing workers rights and Union rights along with the causes and interests this Union seeks to provide.
11. The Union will continue to support the Greens.
12. Further this Branch Conference authorises State Council to withdraw assistance given to candidates or parties of the Southern States Branch if these parties or candidates cease promoting the interests of working people and the Union.

## **HEALTH AND SAFETY 800**

### **TOXIC SUBSTANCES ASBESTOS**

**1978 CONFERENCE**

Branch Conference recognises the National Council policy on Asbestos and determines that a blanket ban be placed on future use of materials containing asbestos and that the members notify the State Office of the union immediately of any matters concerning asbestos to allow necessary action to be followed up by the officers.

### **ASBESTOS**

**1984 CONFERENCE**

That Branch Conference is recognising the serious effects of asbestos on workers exposed to any level of contamination determined that :-

- A. A ban be placed on any future use of asbestos or materials containing asbestos.
- B. The phasing out of asbestos or materials containing asbestos to continue and replaced with nonhazardous materials.
- C. While the above is being carried out the safety equipment provided and methods adopted will be to the satisfaction of the union.
- D. All workers required to work with or in the proximity of asbestos, to be medically examined and the results be made available to the workers concerned. An investigation by the Victorian Branch of the ETU commence immediately regarding the most appropriate methods and procedures of handling asbestos or materials containing asbestos during removal.

The results of the investigation be reported to the next State Council for further policy formulation, followed up by a referral to National Council for revised National policy consideration.

### **SAFE WORKING PROCEDURES WORKING ALONE**

**1978 CONFERENCE**

We reiterate our policy that no member should work alone and a campaign be started to have that policy implemented.

**SAFETY****1982 CONFERENCE**

Branch Conference determined that for safety, Elevating Platform Vehicles, particularly when working on roadways and hazardous areas, be manned by a crew of not less than 3 employees.

**POLE TESTING****1984 CONFERENCE**

Branch Conference determines to pursue the introduction of a system of pole testing guaranteed to protect the interests and safety of our members and the public.

**HEAT****WORKING IN HEAT CONDITIONS****1982 CONFERENCE**

Branch Conference determines that the Victorian Branch form a policy on all aspects of working in heat conditions caused by direct sunlight, radiated and artificial heat. This policy to consider the various types of conditions, from indoor to outdoor, that ETU members throughout the industry must work in. Further that resolutions on the above matter be submitted as Agenda Items for National Conference so that a National policy be resolved.

**INJURIES AND ILLNESSES****WORK RELATED INJURIES AND ILLNESSES****1982 CONFERENCE**

Branch Conference determines that statistics be gathered on Work Related Injuries and Illnesses with the view to determining problem areas and means of overcoming these problems.

**ELECTRO MAGNETIC RADIATION****1988 CONFERENCE**

State Conference reaffirm Victorian Branch support for the National Policy on Electro Magnetic Radiation (E.M.R.).

We demand that further research be conducted in Australia to expand the current knowledge on E.M.R. This research must be appropriate and involve the Electrical Trades Union and agreed experts.

To progress the debate, the Branch will initiate and cooperate with any meaningful research into this potential work hazard.

## **MEDICAL CHECKS**

**1988 CONFERENCE**

Conference determined to pursue compulsory medical check-ups for members who handle hazardous materials or are involved in stressful work situations.

Medical check-ups shall be on a regular basis with results of any test made immediately available to the member free of any charge of fee.

All such medical check-ups shall be carried out by Doctors, Specialists, etc., who are experienced in Industrial Diseases and or Hazardous Work Practices.

## **BRANCH CONFERENCE 900**

### **AGENDA ITEMS**

**(a) AGENDA 1966 CONFERENCE**

Resolved: That every endeavour should be made to see that all items to be dealt with at the Biennial Conference should be submitted to the Branch Secretary two (2) months before the Conference and that each Delegate be sent a copy of the Conference Agenda as it stands at that time.

**2. AGENDA COMMITTEE - ELECTION OF**

**(a) BIENNIAL CONFERENCE AGENDA COMMITTEE 1964 CONFERENCE**

Resolved: This Conference determines that before arriving at the conclusion of the final session, each Biennial Conference shall elect an Agenda Committee of five (5) for the following Biennial Conference.

Further, should any vacancies arise on the Agenda Committee, those vacancies shall be filled by election at the commencement of the first session of the following Conference

**3. BUSINESS - UNFINISHED**

**(a) RESOLUTION IN RELATION TO UNFINISHED BUSINESS  
1966 CONFERENCE**

Resolved: That any business remaining on the Supplementary Agenda for the consideration of Biennial Conference, be submitted to State Council for determination.