

TURNER FREEMAN

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19 February, 1996

The Registrar
Australian Industrial Registry
80 William Street
EAST SYDNEY NSW 2011

Please reply to: SYDNEY
Our Ref: PRT/12844-070

Dear Sir/Madam

RE: CONSTRUCTION FORESTRY MINING AND ENERGY UNION, MINING AND ENERGY DIVISION - APPLICATIONS FOR EXEMPTIONS UNDER SECTION 198 AND 210

We act for the Construction Forestry Mining and Energy Union, Mining and Energy Division. Please find enclosed the following Applications:

1. (a) Application on behalf of the Division under section 198 of the Industrial Relations Act.
- (b) Statutory Declaration of Bruce Watson dated 19 February 1996.
2. Application under section 210 of the Act, and supporting Statutory Declarations, on behalf of the Division and the following District Branches:-
 - Northern District Branch
 - Western District Branch
 - Queensland District Branch
 - South Australian District Branch
 - Western Australia District Branch
 - North Western Australian (Pilbara) District Branch
 - New South Wales Energy District Branch

As the Division and its District Branches propose to go to ballot in June/July 1996, we would be pleased if you would treat these Applications as a matter of some urgency. We await your further advices.

Yours faithfully
TURNER FREEMAN

Per: P R Tyson
Encl

INDUSTRIAL RELATIONS ACT 1988

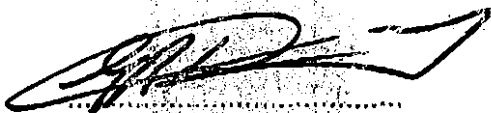
**APPLICATION UNDER SECTION 211
FOR AN ORGANISATION OR BRANCH TO CONDUCT ITS ELECTIONS**

IN THE MATTER of an Application by the CONSTRUCTION FORESTRY MINING AND ENERGY UNION, MINING AND ENERGY DIVISION, SOUTH AUSTRALIA DISTRICT BRANCH (R No. of 19)

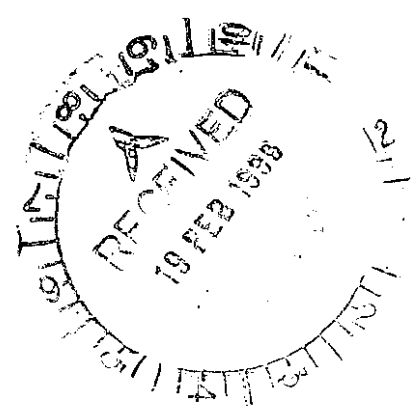
APPLICATION is hereby made by the **CONSTRUCTION FORESTRY MINING AND ENERGY UNION, MINING AND ENERGY DIVISION, SOUTH AUSTRALIA DISTRICT BRANCH** ("the South Australia District Branch") pursuant to Section 211 of the Industrial Relations Act 1988 for exemption from Section 210(1) of the Act in relation to elections for each officer in the District Branch.

The grounds upon which this Application is made are as follows:-

1. The South Australia District Branch seeks to return to the Division's traditional mode of conducting elections which is of long standing and which represents part of the tradition of the Division.
2. The traditional method of elections has ensured that each member has had an adequate opportunity of voting without intimidation and has resulted in substantially greater participation in those elections than would otherwise be attained.




Mr Geoff Day
District Branch President
**CONSTRUCTION FORESTRY MINING AND ENERGY UNION,
MINING AND ENERGY DIVISION, SOUTH AUSTRALIA DISTRICT BRANCH**



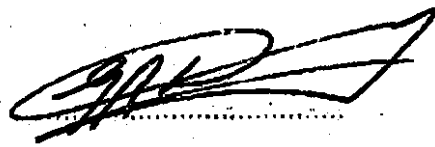
STATUTORY DECLARATION

I, GEOFF DAY of 11-16 South Terrace, Adelaide in the State of South Australia, do solemnly and sincerely declare as follows:

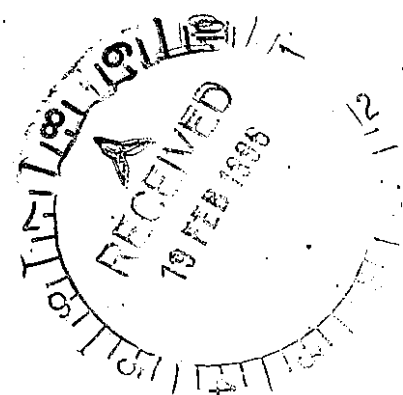
1. I am the District Branch President of the Construction Forestry Mining and Energy Union, Mining and Energy Division, South Australia District Branch ("the District Branch") and as such I am a member of the Committee of Management of the District Branch. I am authorised by the District Branch to make this declaration.
2. On the 26th day of October 1995 at a meeting of the District Branch a resolution was carried as set out in the annexure attached hereto and marked "1". 
3. The text of the resolution referred to above was published upon page 13 of the February issue of the Division's Journal, "The Common Cause" which is circulated to every member of the Division, a true copy of which is annexed hereto and marked "2".

And I make this solemn declaration by virtue of the Statutory Declarations Act 1959 and subject to the penalties provided by that Act for the making of false statements in statutory declarations, conscientiously believing the statements contained in this declaration to be true in every particular.

Subscribed and declared at)
 Adelaide this 13th day of)
February one thousand)
 nine hundred and ninety six)
 Before me:)



S.M. Irvine J.P.
21543
 S.M. IRVINE



ANNEXURE "1"**RESOLUTION**

In order that the Division might return as far as possible to its traditional method of election of officers it is resolved that application be made to the Industrial Registrar for exemption from the requirement in section 211 of the Industrial Relations Act that elections for an office in the Federation be conducted by the Australian Electoral Commission. - Carried.

WEEKLY VOLUNTARY CONTRIBUTIONS

Number of years

Rate per week \$	5	10	15	20	25	30	35	40
20	6253	15229	28117	46618	73179	111310	166053	244643
30	9379	22844	42175	69927	109768	166965	249079	366964
40	12506	30459	56233	93235	146357	222620	332105	489286
50	15632	38074	70291	116544	182946	278275	415132	611607
60	18758	45688	84350	139853	219536	333930	498158	733929
70	21885	53303	98408	163162	256125	389585	581184	856250
80	25011	60918	112466	186471	292714	445240	664211	978571
90	28137	68532	126525	209780	329303	500895	747237	1100893
100	31264	76147	140583	233089	365893	556550	830263	1223214

LUMP SUM

1000	1436	2061	2959	4248	6098	8755	12569	18044
2000	2871	4122	5918	8496	12197	17510	25138	36088
5000	7178	10305	14794	21239	30492	43775	62844	90221
10000	14356	20610	29589	42479	60983	87550	125689	180442
15000	21534	30915	44383	63718	91475	131324	188533	270664
20000	28713	41221	59178	84957	121967	175099	251377	360885
30000	43069	61831	88766	127436	182950	262649	377066	541327
40000	57425	82441	118355	169914	243934	350198	502755	721770
50000	71781	103052	147944	212939	304917	437748	628444	902212

WEEKLY EMPLOYER CONTRIBUTION

84.23	22383	54518	100651	166881	261963	398465	594431	875766
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In Ron Land's next article he details the strategies and people behind Coalsuper's \$630 million investment policy. Ron Land is Chairman of Coalsuper and CMSF Trustee of the Year.

Election Resolution

In a previous issue of Common Cause, we reported that the Central Council of the CFMEU's Mining and Energy Division had applied to the Industrial Registrar for an exemption from the provisions of the Industrial Relations Act so that the union can return to its traditional form of elections with workplace ballots conducted by the union.

To comply with legal requirements of the application Common Cause publishes the notice below that was endorsed by the Boards of Management of the four Districts:

NOTICE

Notice is hereby given pursuant to Section 211(2)(b) that the following resolution was made by the Tasmania, Pilbara, South Australia & NSW Energy District Boards of Management.

RESOLUTION

"In order that the District might return as far as possible to its traditional method of election of officers it is resolved that application be made to the Industrial Registrar for exemption from the requirement in Section 211 of the Industrial Relations Act that elections for an office in the District be conducted by the Australian Electoral Commission"

- Carried.



AUSTRALIAN INDUSTRIAL REGISTRY

NEW SOUTH WALES REGISTRY

Mr Peter Tyson
Turner Freeman
GPO Box 4192
Sydney NSW 2001

Dear Mr Tyson

Mining and Energy Division - Construction, Forestry, Mining and Energy Union Applications for exemptions under subsections 198(2) and 211(1)

Receipt is acknowledged of your letters dated 19 February 1996 and 21 February 1996.

Your letter dated 19 February 1996 enclosed an application pursuant to subsection 198(2) of the Industrial Relations Act 1988 (the Act) comprising:

- a statutory declaration with Annexures A (Resolution) and B (Particulars of alterations to rule 17 of the rules of the Mining and Energy Division) declared by Mr Bruce Watson, General Secretary of the Mining and Energy Division (the Division);

made on behalf of that Division of the Construction, Forestry, Mining and Energy Union (CFMEU) for an exemption from the requirement that the rules of the Division provide for a secret postal ballot where a ballot is required for an election for an office by a direct voting system (**R No. 20016 of 1996**).

Your letter dated 19 February 1996 also enclosed applications pursuant to subsection 211(1) of the Act comprising:

- a statutory declaration with an annexure marked "1" (Resolution) and an annexure marked "2" (Copy of the published resolution) declared by Mr Bruce Watson, General Secretary of the Division (**R No. 20017 of 1996**);

- a statutory declaration with an annexure marked "1" (Resolution) and an annexure marked "2" (Copy of the published resolution) declared by Mr Roland Land, District Branch Secretary of the Northern District Branch of the Division (**R No. 20022 of 1996**);

- a statutory declaration with an annexure marked "1" (Resolution) and an annexure marked "2" (Copy of the published resolution) declared by Mr Les Moore, District Branch Secretary of the Western District Branch of the Division (**R No. 20019 of 1996**);

a statutory declaration with an annexure marked "1" (Resolution) and an annexure marked "2" (Copy of the published resolution) declared by Mr Geoff Day, District Branch Secretary of the South Australia District Branch of the Division (**R No. 20025 of 1996**);

a statutory declaration with an annexure marked "1" (Resolution) and an annexure marked "2" (Copy of the published resolution) declared by Mr Peter Neilson, District Branch Secretary of the Queensland District Branch of the Division (**R No. 20021 of 1996**);

a statutory declaration with an annexure marked "1" (Resolution) and an annexure marked "2" (Copy of the published resolution) declared by Mr Gary Wood, District Branch Secretary of the Western Australia District Branch of the Division (**R No. 20020 of 1996**);

a statutory declaration with an annexure marked "1" (Resolution) and an annexure marked "2" (Copy of the published resolution) declared by Mr David McIntyre, District Branch Secretary of the North Western Australia (Pilbara) District Branch of the Division (**R No. 20024 of 1996**); and

a statutory declaration with an annexure marked "1" (Resolution) and an annexure marked "2" (Copy of the published resolution) declared by Ms Lorraine Usher, District Branch Secretary of the New South Wales Energy District Branch of the Division (**R No. 20023 of 1996**).

made on behalf of the Division and various District Branches for an exemption from the requirement that elections within the Division and the District Branches be conducted by the Australian Electoral Commission.

Your letter dated 21 February 1996 enclosed an application pursuant to subsection 211(1) comprising:

a statutory declaration with an annexure marked "1" (Resolution) and an annexure marked "2" (Copy of the published resolution) declared by Mr David Bean, District Branch Secretary of the Tasmanian District Branch of the Division (**R No. 20018 of 1996**),

made on behalf of the Tasmanian District Branch for an exemption from the requirement that elections within that District Branch be conducted by the Australian Electoral Commission (**R No. of 1996**).

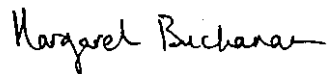
In accordance with Regulation 56 of the Industrial Relations Regulations, arrangements are being made for the publication of a notice of the applications for exemption from the requirements of subsection 210(1) in newspapers in all States and Territories in which the register of members of the CFMEU shows the Division to have members. My initial examination of the documents lodged indicates notices will need to be published in the States of New South Wales, Queensland, Western Australia, South Australia and Tasmania and therefore it is proposed to publish

notices in the *Sydney Morning Herald*, *Courier Mail*, *West Australian*, *Adelaide Advertiser* and the *Hobart Mercury*.

I request advice on whether the Division has members in Victoria, Australian Capital Territory and the Northern Territory in order to ensure compliance with Regulation 56. Given the remote locality of some members in Queensland and Western Australia, advice would also be appreciated on any suitable regional newspapers in which the notice might also be published.

If you wish to discuss this further, please contact me on 332 0641.

Yours sincerely



Margaret Buchanan
Deputy Industrial Registrar
NSW, Organisations

22 February 1996



**AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION
NOTICE OF LISTING**

RTNo.s: 20017, 20018, 20019, 20020, 20021, 20022, 20023, 20024 and 20025 of 1996

re s.211(1) Application for an exemption from the conduct of elections by the Australian Electoral Commission for offices in the Mining and Energy Division and District Branches of that Division of the Construction, Forestry, Mining and Energy Union

	Listed for Hearing			Before:	Mr Mike Kelly Industrial Registrar
Time	10 a.m	Thursday	Date:	2 May 1996	Place:
					80 William Street East Sydney

REGISTRAR **Date:** 17 April 1996

PARTIES NOTIFIED:

ATTENTION:

FAX NO:

Turner Freeman To Notify:		
District Branch Secretary Tasmanian District Branch	Mr Peter Tyson	299 2649
District Branch Secretary NSW Energy District Branch		
District Branch Secretary North Western Australia (Pilbara) District Branch		
District Branch Secretary South Australia District Branch		
Divisional Secretary Mining and Energy Division Construction, Forestry, Mining and Energy Union	Mr Bruce Watson	262 1928
District Branch Secretary Western District Branch Mining and Energy Division Construction, Forestry, Mining and Energy Union	Mr Les Moore	(063) 523229
District Branch Secretary Western Australia District Branch Mining and Energy Division Construction, Forestry, Mining and Energy Union	Mr Gary Wood	(097)34 1898
District Branch Secretary Queensland District Branch Mining and Energy Division Construction, Forestry, Mining and Energy Union	Mr Peter Nielson	(07)3839 8404
District Branch Secretary Northern District Branch Mining and Energy Division Construction, Forestry, Mining and Energy Union	Mr Ron Land	911 595 (049)54 5224

REGISTRAR				VIC	NSW	QLD	SA	WA	ACT	TAS	NT						
RR	Y	PR	S	LH	New matters	TC				J	Y/N						
SI																	
Registry use only																	
PN		RN		DIRN		SI		LL		CA		CT		AB		CB	

TELEPHONE CONTACT:	QLD(07) 221 4666	ACT(06) 247 9333
VIC (03) 653 8200	SA(08) 207 0900	TAS(002) 32 1753
NSW (02) 332 0666	WA(09) 325 4188	NT(089) 81 7788



AUSTRALIAN INDUSTRIAL REGISTRY

NEW SOUTH WALES REGISTRY

Mr Mike Kelly
Industrial Registrar

Re: Applications for exemption under section 211 of the Industrial Relations Act 1988 (the Act) by the Mining and Energy Division and its District Branches of the Construction, Forestry, Mining and Energy Union

(R No.s 20017, 20018, 20019, 20020, 20021, 20022, 20023, 20024 and 20025 of 1996)

Particulars of the applications in R No.s 20017, 20019, 20020, 20021, 20022, 20023, 20024 and 20025 of 1996 were lodged in the Industrial Registry on 19 February 1996.

Particulars of the application in R No.20018 of 1996 was lodged on 21 February 1996.

The applications met the formal requirements of s.211 and Regulation 55 of the Industrial Relations Regulations (the Regulations).

On 30 March 1996, a notice setting out the details of the applications was published in accordance with the requirements of s.211(4) of the Act for the purpose of bringing the applications to the attention of the members of the Mining and Energy Division of the Construction, Forestry, Mining and Energy Union (CFMEU).

It is proposed that the applications are dealt with together.

Background

The Mining and Energy Division is one of five divisions in the CFMEU. The Division comprises 8 District Branches all of which are seeking exemptions from the s.211 requirement that the AEC conduct elections for offices. The District Branches comprise Lodges from which the membership votes for all resolutions of the Division. The only positions in the Lodges which are "offices" as defined in section 4(1) of the Act are those which have representatives on the Board of Management of the District Branches.

The Mining and Energy Division was created as a consequence of the amalgamation of the United Mineworkers Federation of Australia (UMW) with The ATAIU and the BWIU Union to form the Construction, Forestry and Mining Employees Union.

Prior to its deregistration, the UMW sought exemptions from the requirements of section 198 (postal ballot) and section 210 (AEC conducted elections). These applications received Registry comment and advice and were not pursued upon the deregistration of the UMW. The separate applications for the District Branches have been made in response to this previous Registry advice.

Rules relating to the elections

The rules of the Division relating to the conduct of elections are largely contained in rule 17 (Ballots for direct voting system). Other relevant rules are rule 8 (casual vacancies), rule 10 (offices of the Division), rule 18 (qualification to hold office), rule 19 (collegiate electoral system for Vice President positions) and various District Branch rules establishing the Boards of Management including the executive offices of those positions.

The offices of the Division (R No. 20017 of 1996) established under rules 8 and 10 of the Divisional rules are:

- . General Secretary
- . General President
- . Senior General Vice President
- . General Vice President (Vocational Training)
- . General Vice President (2)
- . Vice President (2)
- . Central Council District Branch representatives

The offices of the Tasmanian District Branch (R No. 20018 of 1996) established under rules 8 and 9 of the Tasmanian District Branch are:

- . Branch Secretary
- . Branch President
- . Lodge representatives on Board of Management.

The offices of the Western District Branch (R No 20019 of 1996) established under rules 7 and 8 of the Western District Branch rules are:

- . Branch Secretary
- . Branch President
- . Branch Vice President
- . Lodge representatives on Board of Management

The offices of the Western Australia District Branch (R No 20020 of 1996) established under 8 of the Western Australia District Branch rules are:

- . Branch Secretary
- . Branch President
- . Branch Vice President
- . Branch Treasurer
- . Lodge Representatives on Board of Management

The offices of the Queensland District Branch (R No 20021 of 1996) established under rules 8 - 10 are:

- . Branch Secretary
- . Branch President
- . Branch Vice Presidents

- . Lodge Representatives on Board of Management
- . Branch Union Inspectors

The offices of the Northern District Branch (R No 20022 of 1996) established under rules 7 and 8 of the Northern District Branch rules are:

- . Branch Secretary
- . Branch President
- . Branch Vice President
- . Branch Assistant Secretary
- . District Check Inspector
- . Lodge representatives on Board of Management

The offices of the NSW Energy District Branch (R No 20023 of 1996) established under rules 7 and 8 of the NSW Energy District Branch rules are:

- . Branch Secretary
- . Branch President
- . Branch Vice President
- . Branch Councillors
- . Lodge Presidents - representatives on Board of Management

The offices of the North Western Australia (Pilbara) District Branch (R No 20024 of 1996) established under rules 7 and 8 of the Pilbara District Branch Rules are:

- . Branch Secretary
- . Branch President
- . Lodge representatives on Board of Management

The offices of the South Australia District Branch (R No 20025 of 1996) established under rules 8 and 9 are:

- . Branch Secretary
- . Branch President
- . Branch Vice Presidents
- . Lodge representatives on Board of Management.

It is submitted that the rules of the Division and the District Branches comply with those provisions of the Act which relate to the conduct of the elections and that, the requirement in s.213(1)(1) has been met.

It is noted that various District Branch rules provide for a person elected to an office to assume office at different times - from 1 January, from the first day of the month following the election, from the AGM following the declaration. It is suggested that to avoid confusion, the Division adopt a single date of assuming office. However, for the purposes of the 1996 elections, there is a general provision proposed in a section 205 matter which provides that the term of office will commence 1 January 1997.

The checklists setting out the rules providing for all of the relevant provisions are attached to the relevant R File.

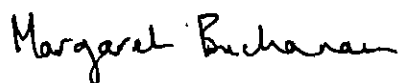
History of elections

The statutory declaration made by Mr Bruce Watson lodged on 23 April 1996 in R No 20016 of 1996 (s198(2) exemption appears to accurately set out the recent history of elections in the Division.

The Division has had elections conducted by the AEC for general elections in 1992, a further amalgamation ballot, and a casual vacancy election arising in the position of General Secretary upon the appointment of Mr Tony Wilks to the AIRC.

There do not appear to have been any applications lodged for inquiries into alleged irregularities arising from these elections and ballots.

For your consideration.



Margaret Buchanan
PEO
NSW, Organisations

30 April 1996

R20025/96

CHECKLIST - S.211 APPLICATION

ORGANISATION OR BRANCH: South Australia District Branch

DATE OF LODGMENT: 19.2.96

Has Committee of Management made the application?

Yes, see Resolution, Annexure 1

Has the CoM resolved to make the application?

Yes, see Res & para 2 stat dec (Oct 95)

Has the CoM notified the members as prescribed?

Yes, see Annex 2 & para 3 of stat dec (Feb 96)

Is the application accompanied by a statutory declaration stating that section 211(2) has been complied with?

Yes, states recess. vito.

Does the application state the grounds upon which the application is made?

Yes. Return to traditional mode of conducting elections ->

**South Australia District Branch, Mining and Energy Division - R No. 20025 of
1996**

Act	Branch Secretary	Branch President	Presidents of Lodges- Representatives on Board of Management
s.197 (1)(a) election of holder of each office by - direct voting system or collegiate system	DVS r.17 r.8(i)(b) South Australia District Branch (SDB)	DVS r.17 r.8(i)(b) SDB	DVS r.17
s198 If DVS, then by secret postal ballot OR if attendance ballot has exemption been granted	R20016 of 1996 exemption is sought	R20016 of 1996 exemption is sought	R20016 of 1996 exemption is sought
s.197 (1)(b) conduct by RO who is not officeholder, employee	proposed r.17(a)	proposed r.17(a)	proposed r.17(a)
(c) defective nominations	proposed r17(d)(2)	proposed r17(d)(2)	proposed r17(d)(2)
(d)(i) manner in which persons become candidates	proposed r.17(c) and (d)	proposed r.17(c) and (d)	proposed r.17(c) and (d)
(ii) duties of RO	proposed r.17	proposed r.17	proposed r.17
(iii) declaration	proposed r.17(e) and (l)	proposed r.17(e) and (l)	proposed r.17(e) and (l)
(e)(i) absent voting	proposed r.17(h)(2)	proposed r.17(h)(2)	proposed r.17(h)(2)
(ii) conduct of ballot	proposed r.17 (b) and (c)	proposed r.17 (b) and (c)	proposed r.17 (b), (c)
(iii) appointment, conduct and duties of scrutineers	proposed r.17(g)(2), (j)(3) and (k)	proposed r.17(g)(2), (j)(3) and (k)	proposed r.17(g)(2), (j)(3) and (k)
(f) shall ensure no irregularities occur	proposed r.17(a)	proposed r.17(a)	proposed r.17(a)
s199 terms of office	4 years from the first day of month following the declaration r.8(i)(b)SDB	4 years from the first day of the month following the declaration r.8(i)(b)SDB	4 years from the first day of the month following the declaration.
s200 casual vacancies	proposed r.17 r7(i)(d)SDB	proposed r.17 r.7(i)(d)SDB	proposed r.17 r7(i)(d)SDB
qualification to nominate for office	r.18 12 months continuous financial membership	r.18 12 months continuous financial membership	r.18 12 months continuous financial membership

**South Australia District Branch, Mining and Energy Division - R No. 20025 of
1996**

Act	Branch Vice President	Branch President	Central Councillors-Representatives on Board of Management
s.197 (1)(a) election of holder of each office by - direct voting system or collegiate system	DVS r.17 r.8(i)(b) South Australia District Branch (SDB)	DVS r.17 r.8(i)(b) SDB	DVS r.17 r.9(b) SDB
s198 If DVS, then by secret postal ballot OR if attendance ballot has exemption been granted	R20016 of 1996 exemption is sought	R20016 of 1996 exemption is sought	R20016 of 1996 exemption is sought
s.197 (1)(b) conduct by RO who is not officeholder, employee	proposed r.17(a)	proposed r.17(a)	proposed r.17(a)
(c) defective nominations	proposed r17(d)(2)	proposed r17(d)(2)	proposed r17(d)(2)
(d)(i) manner in which persons become candidates	proposed r.17(c) and (d)	proposed r.17(c) and (d)	proposed r.17(c) and (d)
(ii) duties of RO	proposed r.17	proposed r.17	proposed r.17
(iii) declaration	proposed r.17(e) and (l)	proposed r.17(e) and (l)	proposed r.17(e) and (l)
(e)(i) absent voting	proposed r.17(h)(2)	proposed r.17(h)(2)	proposed r.17(h)(2)
(ii) conduct of ballot	proposed r.17 (b) and (c)	proposed r.17 (b) and (c)	proposed r.17 (b), (c)
(iii) appointment, conduct and duties of scrutineers	proposed r.17(g)(2), (j)(3) and (k)	proposed r.17(g)(2), (j)(3) and (k)	proposed r.17(g)(2), (j)(3) and (k)
(f) shall ensure no irregularities occur	proposed r.17(a)	proposed r.17(a)	proposed r.17(a)
s199 terms of office	4 years from the first day of month following the declaration r.8(i)(b)SDB	4 years from the first day of the month following the declaration r.8(i)(b)SDB	4 years from the first day of the month following the declaration. r9(b) SDB
s200 casual vacancies	proposed r.17 r7(i)(d)SDB	proposed r.17 r.7(i)(d)SDB	proposed r.17 r7(i)(d)SDB
qualification to nominate for office	r.18 12 months continuous financial membership	r.18 12 months continuous financial membership	r.18 12 months continuous financial membership

**TRANSCRIPT
OF PROCEEDINGS**



AUSCRIPT

Sydney
Level 4
60-70 Elizabeth St
Sydney NSW 2000

DX1344 Sydney
Tel (02) 238 6500
Fax (02) 238 6533

Parramatta
Level 4
1-3 George Street
Parramatta NSW 2150

Tel (02) 893 5788
Fax (02) 893 5780

Newcastle
Level 3
61 Bolton Street
Newcastle NSW 2300

Tel (049) 29 0260
Fax (049) 29 6765

**AUSTRALIAN INDUSTRIAL
RELATIONS COMMISSION**

MR M. KELLY, Industrial Registrar

**R No 20016 of 1996
R No 20025 of 1996**

**SECTION 198(2) APPLICATION
BY THE M AND E DIVISION OF THE
CFMEU FOR THE EXEMPTION FROM
POSTAL BALLOT**

**SECTION 211(1) APPLICATION FOR
EXEMPTION BY THE MINING AND ENERGY
DIVISION OF THE CFMEU AND THE
DISTRICT BRANCHES OF THAT DIVISION**

SYDNEY

10.08 AM, THURSDAY, 2 MAY 1996

THE REGISTRAR: I will take appearances please.

MR P. TYSON: I appear for each of the applicant organisations and with me is MR J. MAITLAND and MR B. WATSON.

5 THE REGISTRAR: Thank you Mr Tyson. This hearing was called in accordance with the Industrial Relations Regulation 59 to consider nine applications under section 211 seeking exemption from the conduct of elections by the Australian Electoral Commission for officers in the mining and energy division and district branches of that division of the CFMEU.

10 There is a preliminary issue that I would like to seek your views on and it goes to the question of the relationship between the section 211 applications and the existing application that I have under section 198 seeking exemption from the requirement for a secret postal ballot by a secret ballot other than postal. It seems to me that these matters, the nine applications under 211 and the 198 are really so related that in fact they should be handled concurrently by me.

15 The reason that I am of the view is that looking at the resolution which in fact stands behind both applications which in essence is that the division might return as far as possible to its traditional method of election of officers. It really goes to the heart of the objects of part 9 of the Industrial Relations Act covering registered organisations and in effect being to encourage members of organisations to participate in their organisations' affairs and to the question of encouraging democratic control.

20 I know the fixed view but I have a preliminary view that if we handle the 198 first and I think there may be technical reasons why we might in fact need to do that, as part of these proceedings today deal with the 198 application and on my reading of the provisions, if that is successful and I issue a certificate, then at that time the rules of the organisation are then so amended that rule 17 covering ballots is then available for consideration as part of the 211 process. Yes I am quite interested in how you feel about that.

25 MR TYSON: Yes Registrar, well that in fact reflects the approach of the organisations. In view of the organisations, the two applications are linked. The purpose of these applications is to return to the traditional mode of election. To do that it will be necessary for the organisations to be successful in both applications.

30 Insofar as the technical requirements of the 211 application of concern, to deal with that application we would have to deal with the proposed ballot rule 17 which has been submitted as part of the section 198 application. I was going to put to you that the section 211 application should proceed conditional upon the granting of the 198 application, however I think I prefer the approach that you suggested, that is that the 198 application be dealt with first and if successful we move onto the 211 application.

5 THE REGISTRAR: I appreciate the position you are coming from but I think it would for me, it would make me more comfortable knowing that presuming that the 198 was successful, then the rules that we are actually dealing with are the rules as certified by me at the time I signed the certificate and therefore we are dealing in fact with rules in place rather than rules in prospect which I would have been a little concerned about.

MR TYSON: Yes.

10 THE REGISTRAR: Now of course it runs at somewhat a risk for you in that if the first application is successful and the second were not, or if the nine applications were not, you are then in a quandary I might say and you might like to think about - one would hope we do not have to deal with that but it is better you understand that I will treat the processes separately in that sense.

15 MR TYSON: I will take some quick instructions on that Mr Registrar but I think the attitude of the organisations will be that that is the appropriate course. If you could just bear with me for one moment.

THE REGISTRAR: Certainly.

MR TYSON: Yes Mr Registrar, that risk that you referred to is a risk that the organisations are prepared to run.

THE REGISTRAR: Thank you Mr Tyson.

20 MR TYSON: I presume that the process that you have suggested is a process that could be handled today rather than a two step process over time.

25 THE REGISTRAR: Indeed, so to make clear, what I was proposing and I was not certain how long these proceedings might have to run so I left the day available for dealing with this process. Officer Margaret Buchanan, the Deputy Registrar here in New South Wales has obviously assisted me in preparing and we tried to think through what the various processes might involve.

30 It seems to me that if we deal and I will actually formally ask the record to join the two matters just so that for historical purposes we can actually follow them in the future. Join the 198. We then deal with the 198. I will adjourn at the end of that process. If a certificate is then to issue it would issue then. I can do that fairly quickly and also certify a set of rules at the same time. We would then immediately recommence proceedings and proceed to the 211. Is that satisfactory to you?

35 MR TYSON: Yes I think so.

THE REGISTRAR: All right, if we can begin and perhaps for the record what I will be doing is joining rule matter 20016 of 1996 which is an

5 application for exemption from the requirement that the rules make provisions for a secret ballot for officers elected by a direct voting system. That that matter be joined to the other matters of today and we will commence with the 198 proceedings. Mr Tyson, do you wish to deal with the requirements about which I need to be satisfied in relation to 198?

10 MR TYSON: I think I should deal with them briefly Mr Registrar. Those requirements are found within section 198(3). The first relevant requirement is in 198(3)(a), that is the proposed alterations to the rules comply with and are not contrary to the Act. The proposed alterations to the rules consist of a replacement of current ballot rule 17 with the new ballot rule 17 which is attached to the application.

15 The requirements of the Act substantially contained in section 197 of the Act. I have prepared a brief schedule which I might hand up. That schedule deals with the various sub paragraphs of section 197 and points to the appropriate rule provision in which in ballot rule 17 which deals with the particular subject matter.

EXHIBIT A1 - BRIEF SCHEDULE RE BALLOT RULE 17

20 MR TYSON: Commencing with section 197(1)(a), that provision requires that the whole of each office in the organisation be elected by either a direct voting system or a collegiate electoral system. The proposed rule changes do not alter the present rules of the division or any of the applicant district branches. It would be my submission that in the absence of any alteration of the present rules, those rules have been certified by the Commission - well I will go back one step.

25 The proposed ballot rule 17 does not deal with anything except the conduct of the election. It does not deal with the form of the electorate by which the officer is elected. That is dealt with by existing rules which have been certified by the Commission and which in accordance with that certification, comply with the provisions of section 197(1). I did not propose to go through
30 each of those provisions in the divisional rules or the district rules unless you thought it necessary.

THE REGISTRAR: No I do not believe it is necessary, in fact I have obviously taken the opportunity to go through the draft rule 17 against the various provisions of section 197.

35 MR TYSON: Thank you Mr Registrar.

THE REGISTRAR: Your schedule does match the one that we developed as well.

MR TYSON: I see. That may speed things up somewhat. There is a fundamental point and that is that the rule, ballot rule 17 of the division

applies not only to the divisional elections but to the elections of each district branch office. That is so because of rule 12(iii)(a) of the divisional rules which - do you have a copy of the divisional rules, I can hand a copy up?

THE REGISTRAR: Yes I have. So it is 12?

5 MR TYSON: 12(iii)(a). It is on page 19 of my copy. I am not sure whether that would coincide with yours.

THE REGISTRAR: So 12(a)?

MR TYSON: 12(iii).

THE REGISTRAR: 3?

10 MR TYSON: (a).

THE REGISTRAR: (a). I am with you.

MR TYSON: That rule provides:

That each district branch will have complete control of its affairs subject to the general rules and the following conditions.

15 The general rules being of course the divisional rules:

(a) Each district branch shall be governed by a committee ... (reads)... according to rule 17.

Now the district branch rules reflect that requirement.

THE REGISTRAR: Yes.

20 MR TYSON: So we are dealing only with the divisional ballot rule when we are dealing with the election for officers throughout the division of district branches.

THE REGISTRAR: Yes.

25 MR TYSON: Going back to section 197(1)(b) the subject matter of that sub rule is that the rules are to provide for the conduct of every such election including the acceptance or rejection of nominations by a returning officer who is not the holder of any office in or an employee of the organisational branch of the organisation.

30 The relevant rule in rule 17 is 17(a), perhaps there are other rules as well but so far as the holding of office, you will note that in the third paragraph of rule 17(a) that the returning officer or local returning officer:

Shall not be a holder of any office or be an employee of the union, a division or a district branch or lodge in the division.

5 The next provision is section 197(1)(c), that relates to defective nominations and the opportunity to rectify defective nominations. That is dealt with in clause 17 or rule 17(d)(2) and you will see that that provision reflects almost word for word the requirement of the Act.

THE REGISTRAR: Yes it does.

10 MR TYSON: The next provision is 197(1)(d)(1) which requires that the rules make provision for the manner in which persons may become candidates for election. That is dealt with in rule 17(c) and 17(d). Those rules are I would submit fairly comprehensive rules providing for the publication of notices both through newspapers or other appropriate publications and also through lodge notices and (d) deals with the specific way in which a member may nominate.

15 (d)(1) provides that a person is not eligible unless he is a financial member - unless he nominates in writing and signed by a person - by him and two other financial members. (d)(2) is the rectification of defective nominations provision and (d)(3) provides that a person is not eligible for election unless
20 the nomination of a person as a candidate is lodged at the place determined by the returning officer within the period determined by the returning officer.

The next provision in section 197 is sub section (1)(d)(2) which requires that the rules make provision for the duties of the returning officer. Those duties are set out throughout rule 17 but in particular 17(b) to (h) and 17(j) and (l).
25 Without going through the rules in detail, 17(b) provides for the returning officer to determine the times and dates of commencement and close at the period for lodging nominations having regard to the date of expiration of term of office, time required to lodge nominations and the time required to complete the election.

30 17(c), we have just dealt with. That imposes on the returning officer the obligation to publish notices of the elections. 17(d) imposes on the returning officer a duty in respect of defective nominations which we have dealt with. 17(e) the returning officers' duties in relation to a situation where only one candidate is nominated, as set out in that section. His obligation is to declare that the single candidate has been elected.

35 17(f) sets out the obligations of the returning officer in relation to the preparation of a roll of voters and how that roll is to be formed. 17(f)(2) provides that the names of members or the division or district branch who are entitled under the rules to vote in an election shall form the roll. 17(f)(3) provides that the returning officer is to make the roll of voters available, for
40 inspection by members or by any person authorised by him during ordinary business hours at the place where he conducts his duties.

5 17(g) deals with the situation where more than one candidate nominates and obliges the returning officer to determine the commencement of the period for the issuing of ballot papers and the time and date of the close of the ballot having regard to the date of expiration of the term of office, the time required by the returning officer to send ballot papers to local returning officers and the time required to complete the election.

[10.28am]

10 Sub clause 2 of 17(g) deals with the duties of the returning officer in relation to the way the names of candidates are to appear on the ballot paper. That is to be determined by a draw. 17(g)(3), the returning officer is required as soon as practicable after the commencement of the issue of ballot papers to post by registered post to each local returning officer sufficient ballot papers for each person whose name appears on the roll of voters for the relevant lodge or locality.

15 17(h) deals with the returning officers' obligations in relation to spoilt ballot papers where he is satisfied that the ballot paper is being lost, destroyed or spoilt. He is advised to issue a duplicated ballot paper. 17(h)(2) deals with absent voting and provides that a member on the roll of voters may apply in writing - sorry, may apply to the returning officer for the issue of a ballot
20 paper in those circumstances.

17(i) does not deal with the obligations of returning officer as such. It deals with the obligations of the local returning officer. I am not sure whether that is strictly relevant to the provision in section 197 but - - -

25 THE REGISTRAR: Actually one of the things Mr Tyson I will do as we go through this proceeding and I understand Mr Maitland is more than happy to do so, is to actually give me a clear understanding of what the traditional method was in a real practical sense and that will certainly help me for my understanding of that process.

MR TYSON: Yes.

30 THE REGISTRAR: Yes but from my understanding I do not believe we have to deal with the local returning officers.

MR TYSON: I propose to call Mr Maitland to give short evidence on that subject in the section 211.

THE REGISTRAR: 211.

35 MR TYSON: Application.

THE REGISTRAR: Yes.

MR TYSON: If you think it appropriate I can do it in this application.

THE REGISTRAR: No I do not believe it is necessary at this stage.

5 MR TYSON: Moving on to 17(j), once the votes have been recorded at lodge level and the local returning officer has returned those votes in sealed envelopes to the returning officer as provided for in 17(i), 17(j) sets out the obligations of the returning officer in relation to dealing with the ballot papers. Sub section (a) provides that he is to count the number of votes to ascertain which candidate is successful.

10 (b) He is obliged to place in a container or containers ballot papers admitted as formal. Seal each container and endorse on those containers the words set out in the sub section and sign them and date them. 17(j)(c), he has the same obligation in relation to informal ballot papers and 17(j)(d) obliges the returning officer subject to section 217 of the Act to keep all of the containers in safe custody.

15 17(j)(2) sets out the basis upon which the returning officer is to reject ballot papers as being informal. Those the two bases set out in the sub section are that they do not bear the initials of the local returning officer or that a mark or writing by which the voter can be identified is detected on the ballot paper.

20 Finally in sub section (3) of that - sub rule (3) of that rule, the returning officer is obliged where a scrutineer objects to a ballot paper being admitted as formal, to decide the matter and endorse his decision on the ballot paper. The final relevant provision is 17(l) which deals with the situation once the ballot papers have been counted, the returning officer is to declare the result of the election by giving notice in writing to the division or the district branch as relevant and under sub rule (2) when declaring the result he is to also
25 declare the number of the ballot papers issued, the number of duplicate ballot papers issued, the number of ballot papers which were admitted as formal and the number of ballot papers rejected as informal.

30 It is my submission that rule 17 sets out quite comprehensively the duties of the returning officer as required by the Act. The next provision in section 197 is 197(d)(3) which requires that the rules make provision for the declaration of the result on the result of the election. I have just dealt with that. That is contained in rule 17(l).

THE REGISTRAR: (l).

35 MR TYSON: Section 197(1)(e) provides that the ballot is a secret ballot. I think in that context I should deal with rule 17(i). 17(i) deals with that stage of the election where the ballot papers have been forwarded to the local returning officers at each lodge in a sealed container. The local returning officer is obliged to provide each member whose name appears on the roll, a

ballot paper, either by attending the mine or work site or by such other means as maybe required.

5 He is obliged to initial each ballot paper so provided. He is obliged to ensure that each ballot paper contains written instructions as to the proper method of completion of the ballot paper and most relevantly he is obliged to provide a sealed container into which each member voting shall place the completed ballot paper.

10 At the close of the ballot he is to open the sealed container, send the contents in sealed envelopes by registered post to the returning officer. The effect of that provision is to ensure that the member voting has an opportunity to do so in secret. 197(1)(e) requires provision in the rules for absent voting. I have dealt with that. That is rule 17(h)(2).

197(1)(2) requires provision for the conduct of the ballot. I think I have dealt with each provision within rule 17.

15 THE REGISTRAR: Yes.

MR TYSON: And as a whole rule 17 provides for that conduct.

THE REGISTRAR: It does.

20 MR TYSON: Rule 17(1)(3) deals with the appointment, conduct and duties of scrutineers representing candidates. Rule 17(k) is the rule dealing with scrutineers. There are two aspects to 17(k). One aspect is the appointment of scrutineers by the lodge. This is an aspect of the traditional method of the election which will be dealt with I think more thoroughly in the - - -

[10.37am]

THE REGISTRAR: 211.

25 MR TYSON: 211 application. But for the purposes of this application 17(k) also provides in 17(K)(1) in the second sentence, that each candidate may appoint a scrutineer in respect of each election. The appointment is to be made by notice in writing and addressed to the returning officer or local returning officer. Not more than one scrutineer shall be allowed to each candidate in
30 an election of each lodge or locality.

17(k)(2) sets out the entitlement of a scrutineer and that is to be present when the returning officer carries out his functions or the local returning officer and to direct the attention to any irregularity concerning the ballot papers. The admission of any envelope to scrutiny. The admission of a ballot paper as
35 formal or rejection of a ballot paper as informal or the counting of votes.

17(k)(3) gives certain entitlements to the returning officer to control the conduct of the scrutineer where he interrupts the scrutineer, otherwise and in accordance with sub paragraph 2(b) or fails to carry out the lawful request and 17(k)(4) requires the scrutineer appointed under this paragraph to comply with a direction issued under sub paragraph (3).

The final requirement of section 197(1) is in sub section (f) which requires that the rules ensure so far as practicable that no irregularities can occur in relation to an election. It will be my submission Mr Registrar that rule 17 is a comprehensive rule. It deals in detail with each step of the process. It ensures the secrecy of the ballot. It ensures each member entitled to vote has an opportunity to do so and without intimidation and I would submit that the requirements of the Act have been complied with.

THE REGISTRAR: Thank you Mr Tyson. One other section that I would turn my attention to, section 199 with regards terms of office and that is also covered - there are four terms.

MR TYSON: Yes.

THE REGISTRAR: For each of the officers covered.

MR TYSON: And indeed the situation in that regard is very much the same as in relation to section 197(1) that dealt with in other parts of the rules. The next requirement under section 198(3) is that the rules be not otherwise contrary to law. I would submit that there is nothing on the face of the rules which would indicate that they are contrary to any other law.

The third requirement in section 198(3) is that the rules have been decided on under the rules of the organisation. With the application there was submitted a statutory declaration.

THE REGISTRAR: By Mr Watson?

MR TYSON: By Mr Watson, setting out the process that was adopted under rule 14 I think it is.

THE REGISTRAR: Rule 15.

MR TYSON: Rule 15 of the divisional rules which is entitled: new rules and alterations rules and I would submit that you would be satisfied with that the rules have been decided upon pursuant to the rules of the organisation.

THE REGISTRAR: Yes, the material contained in the statutory declaration is adequate for that purpose.

MR TYSON: Thank you Mr Registrar.

5 THE REGISTRAR: The provisions in relation to and I should have mentioned this at the start, regulation 44 and the 198(2) which go the question of that the application was in writing and stated the grounds upon which it was made. I would confirm of course that those documents were lodged with the Registry and so that requirement has been met.

MR TYSON: Thank you Mr Registrar. Turning now to section 198(3)(b), there has been filed with the Commission a statutory declaration of Mr Bruce Watson. Unfortunately my copy is undated.

THE REGISTRAR: Would this be the one of 18 April?

10 MR TYSON: That would be it.

THE REGISTRAR: That would be the later one I would think.

MR TYSON: Yes a two page statutory declaration with two annexures.

THE REGISTRAR: Yes.

MR TYSON: If I could have that formally admitted as an exhibit.

15 **EXHIBIT A2 - STATUTORY DECLARATION
OF MR BRUCE WATSON**

20 MR TYSON: Section 198(3)(b) provides that you must be satisfied that the granting of the exemption is likely to result in a fuller participation by members of the organisation in the ballot that then would result from a postal ballot. If I could take you to paragraph 8 of the statutory declaration by Mr Watson. In paragraph 8 he states that:

*There have been three ballots conducted within the ...(reads)...
pursuant to the traditional method.*

In paragraph 9 he states:

25

*That the second ballot was for the election of officers ...(reads)...
annexed hereto and marked with the letter A.*

30 Turning to annexure A you will see that that is a document issued by the Australian Electoral Commission. The percentage of votes recorded federally was 47.98 per cent. In the northern, southern and western districts respectively, it was 38.69. 64.09. 46.35. Returning to paragraph 10 of the stat dec, the third ballot was the election of the general secretary of the division which was in fact Mr Watson. Which took place in October 1995. The results of that are set out in annexure B. And you will see that the return
35 in that election was 39.8 per cent.

Now Mr Watson in paragraph 7 of his application states in the second sentence:

5 *That the elections under the traditional method have resulted in a participation by eligible voters of approximately 95 per cent.*

The returns by secret postal ballot therefore in rough terms resulted in a participation rate of approximately half the participation rate of the traditional method of election. Before I leave that requirement of the Act I was proposing to deal more fully with that in the other application.

10 THE REGISTRAR: Yes I think probably for the purposes of this application I have sufficient evidence for my own needs.

MR TYSON: Thank you Mr Registrar. The next requirement in section 198(3)(b)(2) is that the proposed rules will afford to members entitled to vote an adequate opportunity of voting without intimidation. In this regard I would refer you to paragraph 5 of Mr Watson's statutory declaration. In that paragraph he states that he believes that if the 198 exemption is granted the elections in the division and district branches will be conducted under the rules of the division of the Act and regulations and in particular, of relevance he states that:

20 *By reason of the nature of the mining and energy ... (reads)... each mine and work site.*

The nature of the membership and employment within - particularly the coal mining industry is that it is a long term employment. There is a very stable membership. There is a very active membership and the lodge organisation, the rank and file lodge organisation of the union at lodge level is a very active and democratic organisation and it is our submission that this is reflected in the attitude of the membership towards elections. The fact that the traditional method and the level of participation gives them an understanding of the need to control these elections in a proper manner.

30 The next thing that Mr Watson states is that there is a high level of awareness by the overwhelming majority of members of the importance of proper conduct of elections within the organisation and the requirements of the rules and that there is a high level of awareness of the traditional election procedures and then sub paragraph (d) he states that:

35 *The returning officer appointed under the rules and are prominent members of the division with many years of experience.*

I would also refer you to paragraph 6. To Mr Watson's knowledge, although elections have been keenly contested there has never been any allegation made

to the organisation or officers of intimidation of members during the conduct of elections and there has never been any application under section 179 of the Conciliation and Arbitration Act or section 218 of the Industrial Relations Act requesting an inquiry on the basis of an irregularity.

5 On the basis of that evidence I would submit that the - and the evidence of the rules themselves, voted rules themselves, I would submit that the members would be entitled to vote and members entitled to vote would have an adequate opportunity of doing so without intimidation in satisfaction of the requirement in 198(3)(b)(ii). Unless there is anything Mr Registrar, those are
10 the submissions I would like to make.

15 **THE REGISTRAR:** Thank you Mr Tyson. You have covered all of the various provisions of the Act about which I am required to consider, whether or not I can be satisfied that those provisions will apply. I do not have any further questions at this stage for you. What I would like to do now is to adjourn for a short time and I will say on the record that on the material that has been presented to me this morning and on the papers that I have had available to me in regard to this matter, that I am satisfied that the requirements of the Act are met and it would be my intention to issue a certificate.

20 There is a certain procedural arrangement that I have to put in place and it will take a short time to do that so I would ask for you indulgence and we will take a short break and when I return I will provide you with a copy of the signed certificate. I have a full and consolidated set of the rules for you unfortunately but it will be a fact that rule 17 will have been amended on the
25 signing of the certificate.

MR TYSON: Thank you Mr Registrar.

THE REGISTRAR: We will adjourn.

SHORT ADJOURNMENT

[11.09am]

30 **THE REGISTRAR:** Well we will formally recommence proceedings by - Deputy Registrar Buchanan has provided you with a signed certificate under section 198 of the Industrial Relations Act providing an exemption for the division from sub section 198(1). Having completed that part of the proceedings it is appropriate that we move to the nine applications under
35 section 211 for exemption from the Australian Electoral Commission conducting the ballots for the division and the eight branches. Mr Tyson.

MR TYSON: Yes Mr Registrar, the first thing I should bring your attention to is that there are in fact nine district branches of the division. One is missing out of this group of applicants.

THE REGISTRAR: I see.

5 MR TYSON: That is the southern district branch.

THE REGISTRAR: All right.

MR TYSON: I think it is fair to say that the present intention of the southern district branch is to make a similar application but because of timing considerations and having regard to the fact that the division and the district
10 branches are seeking to go to election in June/July, there was insufficient time to mount an application on behalf of the southern district branch.

The effect would be that if the present applications are successful, the southern district branch would have an attendance ballot, pursuant to the new ballot rule 17 but that would have to be conducted by the Electoral Commission.

15 THE REGISTRAR: Yes I must say I was not - that had not occurred to me Mr Tyson to be honest. In terms of the documentation that the division whose branch has organised and resolutions passed and so on, was the southern branch not included in that process or was there any administrative reason why they are not in the same position to be ready as the other branch?

20 MR TYSON: It is an administrative reason. The division and the district branches operate in a very democratic way. Each resolution by the board of management of any of the district branches or the division has to go to the rank and file for endorsement by an aggregate the majority of lodge votes.

25 There is a vote by the - I think the situation is that there was a vote by the southern district which misconstrued the nature of the board resolution. The board has since resolved I think that they should make an application but that has not gone to the rank and file so it is not a binding resolution therefore could not be submitted in the application. There would not have been time to advertise it as required by the Act and it simply did not fit within the
30 timeframe imposed by the upcoming elections.

In fact I have just been handed a letter where the southern district branch indicates that it supports the application but unfortunately for administrative reasons, we were unable to get an application in, in time. The aggregate - the vote by the rank and file could not take place in time to put it in with the rest
35 of the applications and they had to go in with the rest of the applications to give the Registry time to advertise to have it before you today.

THE REGISTRAR: As required. In terms of the southern branch, what number of members are we talking about?

MR TYSON: 2700 out of 23,000 at 18 lodges, 18 work sites.

THE J.REGISTRAR: So it is 18 work sites. The Australian Electoral Commission will be interested in the decision I have made this morning.

5 MR TYSON: I think they have confronted this issue before. At one stage in discussions it had whereby the 198 application alone was going to be made, that did create some difficulty for the Electoral Commission but the way it has turned out, it would appear that they were - if we are successful in the 211, they would have to deal with an attendance ballot of about 18 work sites.

10 THE REGISTRAR: Yes, we will deal with that in due course Mr Tyson. What I was proposing with the nine 211 applications, there is obviously a significant amount of the evidence, that one you have already read and two, that we will need to - does relate to all of them. Were you proposing to handle them as a group or individually as applications?

15 MR TYSON: I was proposing to handle them as a group. Again because the central focus of the application is the now new ballot rule 17 which applies - -

THE REGISTRAR: To all of them.

MR TYSON: To all of them.

20 THE REGISTRAR: For the record then I think it is important that is very clear that the applications we are dealing with relate to the division which is case 20017. The Tasmania District branch which is 20018. The Western District branch, 20019. The Western Australian District branch 20020. The Queensland District branch which is 20021. The Northern District branch which is case 20022. The New South Wales Energy District branch which is 25 20023. The North Western Australian Pilba District branch, 20024 and the South Australia District branch is 20025.

30 MR TYSON: Thank you Mr Registrar. Perhaps if I could start by dealing a little with the historical background of the mining and energy division to put the traditional of method of election that we have been talking about into context. The division was formed as a result of a number of amalgamations. It has its genesis in the Australasian Coal and Shale Employees Federation which is known generally as Miners Federation which was first registered I think in or about the 1920s and substantially covered coalminers.

35 The Miners Federation in 1990 amalgamated with the Federated Mine Mechanics Association to form the United Mineworkers Federation. The Mine Mechanics constitutional coverage was also limited to coalminers. Persons employed in coal mines and the UFMAs coverage was similarly limited to coalminers.

5 Between 1992 and 1994 as a result of a number of amalgamations the Construction Forestry Mining and Energy Union came into being. The most important of those amalgamations for present purposes were the amalgamation which took place on 10 February '92 between the ATAIU, BWIU Amalgamated Union and the UFMA and a subsequent amalgamation between the CFMEU and the Federated Engine Drivers and Firemens Association on 23 September '92.

10 Now as a result of all those amalgamations the CFMEU was reorganised into divisions, one of which is the present mining and energy division. The structure of the mining and energy division and the rules of the division are with minor, irrelevant exceptions, the structure and rules of the old Miners Federation.

[11.19am]

15 THE REGISTRAR: So there is an historical linkage then back to your lodge system for all of those currently subject of the application?

20 MR TYSON: That is correct and this lodge system goes back to the twenties. The division, the mining and energy division now covers all persons otherwise entitled to membership of the CFMEU in the mining, exploration and energy industries, however the substantial majority of the membership is employed in mines. I understand that to be something like 90 to 90 per cent of the membership so the link with the mining history has continued all the way through.

THE REGISTRAR: And the figure you mentioned before, 23,000 is around your current membership?

25 MR TYSON: Yes that is correct. Now throughout the history of the Miners Federation until the introduction of the current Industrial Relations Act, elections within the organisation have been conducted by form 10 of this ballot and to understand the way that those ballots were conducted it is necessary to understand the way that the Miners Federation and the current division is structured.

30 The organisation of the Miners Federation was based on lodges. The membership of the Federation and the current provision is attached to lodges at each individual work site or mine. Each lodge has its own officers but I hasten to add that they are not officers within the meaning of the Act, they are local officers within the organisation. And the organisation is very much a bottom up organisation. The activity within the union takes place at lodge level. This is partly historical part, where geographically obviously the organisation consists of miners who are geographically scattered in small communities around particular mine sites, rather than perhaps the traditional trade union which is centred in large metropolitan cities.

This strong locum rank and file organisation is in part the reason for the growth of the traditional method of election. I understand that there are currently approximately 168 lodges within the division.

THE REGISTRAR: Each one of those related to a mine site?

5 MR TYSON: Mostly. With the energy classifications there are some employers where there are too few members and they are organised in lodges over localities but the vast majority are. Now the essential steps in the traditional ballot process and I will call Mr Maitland shortly to give further detail about this but the essential steps were the appointment of a returning officer by the division or the district branch as maybe relevant depending on the nature of the election.

15 The appointment of local returning officers at each lodge. The dispatch by the returning officer, two local returning officers of ballot papers sufficient for the membership at the particular lodge. The provision by the local returning officer or as he was known in the past, the lodge returning officer of a ballot paper to each member and the provision of a means whereby each member could record a vote in secret and that was done at the work site and finally the return of the ballot papers by the local returning officer to the returning officer and that is in very simple form how the traditional method operated.

20 I think before moving on to the requirements of the Act, I think it might be appropriate if I now called Mr Maitland to give further evidence on that.

JOHN WILLIAM MAITLAND, sworn:

25 MR TYSON: Now Mr Maitland, you are presently the general president of the CFMEU Mining and Energy Division and also the joint national president of the CFMEU?---That's correct.

I think you first commenced employment in the coal industry in 1968?---Yes that's correct.

Who was that with?---Collinsvale.

30 When was the - approximately when did you first take on a lodge position?--- Approximately 1971.

And do you recall who that was with?---Yes was that Collinsvale - no sorry, that would have been in Blackwater at Sirius Creek. It was a Clutha Development project.

And that was in Queensland?---That was in Queensland, yes.

And I think in October 1979 you were elected district branch secretary of the Queensland District branch?---Yes approximately then.

And that is a full time position?---Yes that's correct.

5 Between 1970 and 1979 you held a number of different lodge positions?---I did.

Included in those lodge positions were you ever appointed a lodge returning officer?---Yes I was.

10 And then in 1 January 1985 you were elected general president and you have remained in that position ever since?---That's correct.

So in total you have been in the coal industry for some 28 years and been acted for almost all of those?---I have.

15 During that period you have had an opportunity to observe and participate in the conduct of elections of the old Miners Federation and UFMA and in the division?---Yes that's correct.

And in particular you have observed and participated in the conduct of what has been called the traditional method of election?---Yes.

20 Could you briefly describe from a lodge perspective how the traditional method of election operated?---Sure. At the conclusion of each term which if I can recall before moving through the amalgamation process, was a three year term. We would be notified of the intention to call nominations by the national returning officer. That returning officer had been appointed generally by central council which was a supreme bulk policy making body of the organisation. We were advised then of the new term and the fact that
25 applications were called for nominations to the various positions. At the local lodge after the secretary of the lodge received that correspondence generally a lodge meeting was called at which nominations would be called for the position of returning officer and also for the position of scrutineer. Once those positions were filled by a ballot of the lodge, if there were more than
30 two candidates then the lodge actually voted on which of the two or more candidates was the most satisfactory in the eyes of the membership. That person then was given the responsibility of preparing a roll of local membership and putting in place the necessary arrangements to be able to conduct the ballot once the returning officer at local level was notified by
35 either the district returning officer or the national returning officer of the number of ballots that had to take place. Obviously there were positions called for at district and national positions, boards of management, central council, etcetera and etcetera and in some cases they had to conduct a series of ballots for positions. When the particular ballot date was notified and I

might add that in those days we voted on one day, one single day. We were notified that that was the day upon which all ballots had to take place. The returning officer and the scrutineer would proceed to conduct I suppose we could call it, site ballot, workplace ballot - - -

5 Just stopping you there. How was it that the local returning officer received the ballot papers?---By registered mail.

10 And that was from the returning officer?---By the returning officer who obviously was aware of the roll of members at that mine and sufficient ballot papers would be sent by registered mail for each of the members to be able to vote plus a number of spares just in case some ballot papers were spoilt in the process.

[11.29am]

So we have reached the situation where the ballot papers have been received by the local returning officer?---Yes.

15 How was the ballot conducted in a physical sense?---Well the ballot was then conducted at the work site. In an industry which has consistently had shiftwork, generally three shifts, day, afternoon and night, the local returning officer and the scrutineer would go to the mine at the commencement or at the finish of each of the shifts. For example they would attend the workplace in the morning and try to get the night shift who were finishing work and the day shift who were commencing work to vote and their names would be crossed off the roll as they participated in the ballot and then the same would apply for the end of day shift and the commencement of afternoon shift and at that stage the local returning officer and the scrutineer would go through the list to see who had attended for work that day and if there were numbers of people who hadn't attended for work, then they would contact their home and if they were home ill or incapacitated in some way, they would attend to their place of residence to have them vote. Now that could be done because you know we lived in generally mining communities and certainly in my experience in Collinsvale it was a town which was completely dedicated to the operation of the mine.

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35 So far as the actual recording of the vote how was that done. Was a container supplied for that purpose?---Yes locked ballot box was held by each of the lodges and each member upon completion of filling in the voting card or voting paper, slip would lodge their ballot paper in the locked ballot box.

40 And then once the voting had been completed what happened to the contents of the box?---The box was opened by the returning officer, the local returning officer and the scrutineers. The numbers of ballot papers were counted. There would obviously then be a form which was supplied by the district or the national returning officer which would be filled out and that form would require the returning - the local returning officer to indicate how many votes

had been recorded and how many ballot papers would be returned either - well yes, how many votes had been recorded and how many ballot papers would be returned to the returning officer. In addition, I think if I can recall in those days we also used to record the number of formal and informal votes from the local level but obviously that was then reassessed by the district or the national returning officer and then I think there was another - if I can recall correctly there was another space for indicating whether or not there were spoiled ballot papers because on some occasions you would hand a ballot paper out to an individual and they would come back and say, well they had marked it wrong and they wanted another ballot paper so you would record that two or three had been spoiled or whatever it may have been. So there was a proper record kept of the results of the ballot. They didn't count ballots in terms of the candidates themselves. It was simply an overall count of the number of ballot papers that had been used. The unused ballot papers, the formal and informal votes and any spoiled ballot papers.

So the counting for the purpose of determining the results, was done by the returning officer?---Was conducted by either the district returning officer or the national returning officer.

You mentioned the scrutineer, the scrutineer was not a scrutineer appointed by candidates?---Yes.

But rather a scrutineer appointed by the local lodge?---By the local lodge to assist I suppose - to be quite frank I suppose, it was to make sure that the returning officer carried out his duties as required by the organisation.

Over the many years of your experience have you ever been made aware or do you know of any allegations of or any irregularity in the conduct of a traditional ballot?---No.

The ballot conducted in that way leads to a very high participation rate?---Very high.

What would you estimate it be?---We'd be very disappointed in certainly the days that I was back at the lodge if we didn't get 90 per cent. We used to aim for higher than 90 per cent and any lodge that didn't achieve 90 per cent would be questioned as to why.

The applications which are before the Registrar at the moment, they have come about have they not as a result of a degree of rank and file pressure to return to the traditional method?---Very much so, in fact right from our first proposal to amalgamate, when people were aware of the fact that amalgamation votes and then future elections had to be conducted under the auspices of the Electoral Commission by postal ballot, there was some dissent and we gave indications very early on even before the first amalgamation with the Federated Mine Mechanics that we would seek exemptions from those provisions as soon as it was practicable, having to understand that there were

some amalgamations that we had to go through that would require us to participate by way of postal ballots conducted by the Electoral Commission.

5 Now so far as the position of returning officer is concerned it has been the practice of the organisation as a whole to appoint people who are prominent members of the division with years of experience, people of high integrity?--- Yes that's correct. I mean we generally appoint people who have held some form of office in the organisation, whether it was at local level, district level or national office and has remained active by moving into our Retired Mineworkers Association.

10 In the case of elections to be staged should this application be successful, I think it was the intention initially and in fact some discussions were held with the Electoral Commission with a view to seeking the Electoral Commission to act in the role as returning officer rather than conducting the election but act as returning officer, is that correct?---Yes that is correct and I think - not
15 I think, I know we did that. I mean there was an intention behind it and that was to demonstrate that we didn't have any problems with the Electoral Commission supplying returning officers because we were absolutely impartial that the Electoral Commission could easily fulfil that role.

20 And it appears as a result of those discussions that that is not going to be possible?---No that is right so I mean not that that really matters to us. I mean it would have been nice but you know we have quite a number of eminently suitable people who are available to us.

25 And in those circumstances I think an approach has been made to a particular senior member or retired member of the organisation, Mr Bill Whiley to act in the role as at least national returning officer and he has accepted?---That is correct. It is also interesting to note that the returning officer that we used in the eighties when we were conducting our own ballots is still around but he is quite on in years and I'm not so certain that the strain of conducting the ballot would be in his best interests so we have looked at somebody a little
30 younger and we have approached one of our former activists, a guy by the name of Bill Whiley who has been retired for now eight years so he is 68 years of age. He has held quite a number of positions within the organisation on committees of management. He has carried out a number of tasks for the national organisation. He has had 35 years in the industry. He has actually
35 conducted a number of ballots as a local and district returning officer so he is quite familiar with the process and he is currently the secretary/treasurer of the New South Wales Retired Mineworkers Association.

40 And I think all or nearly all of the district branches have indicated a willingness to also appoint Mr Whiley as a district returning officer for the purpose of the coming election?---Yes there is only one branch that hasn't yet indicated and that is because we haven't been in contact with them. All other branches of the ones that have made application today who are part of this application today, have indicated their support for his appointment.

I have no further questions Mr Registrar.

5 THE REGISTRAR: Thank you Mr Tyson. Perhaps if I could just ask some questions Mr Maitland. In terms of the traditional voting process, obviously the secret ballot not postal system would have been a more recent method, presumably back in the twenties. Would it have still been by a secret ballot or it would have been attendance in hands?---No we have had the process of secret ballot in since the thirties actually.

10 Yes. In terms of the practicalities of actually conducting the ballots at the mine sites, presumably there is no difficulty with any of the companies because presumably you are going to come onto their premises to actually do this or you are going to do it at the gate or I mean what is the normal process?---We have never experienced any difficulties with companies, in fact we have sought their assistance so that we could use their facilities. Generally the practice was to conduct the between shift ballots at either surface
15 cribsrooms in the case of underground mines or in the bathhouses in the open cut mines where it does you know, enable you to give the individual member some privacy in terms of casting their ballot. I really haven't thought about asking the companies about it because we just took it for granted that they would not be opposed to it.

20 If you had a problem presumably you could still do a ballot but it would be simply outside premises I suppose?---It would have to be at the entrance to the particular workplace. That wouldn't create a problem. Certain facilities could be provided.

25 In terms of the privacy for your individual member, I mean obviously the local returning officer has got a ballot, has got a roll, he clearly marks off and identifies who people are. How long in a practical sense do you give that individual the privacy to just mark his ballot box?---By using one of the rooms, as I indicated the crib camp where the returning officer and the scrutineer would set up a table outside the crib camp and would give the
30 individual a ballot paper. That person would go into the crib then, fill out their ballot paper and then come out before anyone else was allowed to go in.

35 In terms of identifying the people on the roll, presumably that is done by simple statement of name and address or - - -?---Everyone is very well known to each other at the work site and it is simply very similar to what is done with any of the state or federal elections where the roll is there, the ruler is used to cross through the name, the ballot paper is given, initialled by the local returning officer and then the individual folds the ballot paper and puts in the locked ballot box.

40 You mentioned that the identification of the local returning officer is done in the traditional system by the lodge itself, what sort of membership turn up would you get to that kind of a voting process. I mean you do not always get most of your members at meetings I would imagine but - - -?---No the

meetings are generally conducted between shifts in the morning and between shifts in the afternoon. Not everyone loves to be part of the process. I would estimate that generally at those meetings you would get two thirds or more of lodge participating because they are at the work site. So I mean it is a little bit of a case that they can't escape us you know.

In terms of the question, is it Mr Whiley, I was going to ask these questions as we came to the various aspects of the Act?---Sure.

But if you are comfortable for me to do that now Mr Tyson I would like to.

MR TYSON: Yes.

THE REGISTRAR: Probably one of the most important things from my point of view is if you like the independence and the knowledge level of the returning officer and from what you are saying, you are actually proposing that the returning officer for each of the branches and the division, would be the one individual?---That's correct.

And from what you were saying Mr Whiley would know your rules well and the requirements of a returning officer?---Yes.

And you did mention I think that he has conducted elections before?---Yes.

He has been a returning officer before?---Yes he has acted as district and lodge returning officer in the past.

In the past. I think Mr Tyson and I might have to talk about the question of the missing branch. I am not quite sure how we will deal with that but we might handle it as we get to that process. I thank you for your time Mr Maitland. That has been very helpful to me.---Thank you Mr Registrar.

THE WITNESS WITHDREW

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[11.47am]

MR TYSON: If I can now turn to the formal requirements of the Act Mr Registrar. Firstly dealing with the requirements in relation to the making of the application which are set out in section 211. Section 211(2) requires that the committee of management of an organisation or branch resolve to make the application. I think in each of the applications lodged there is a statutory declaration by the secretary of the branch or the general secretary of the division setting out the circumstances in which the resolution required by section 211(2)(a) was made and attaching a copy of that resolution.

THE REGISTRAR: Yes I can confirm that in each of the applications before me that those documents are on the file.

5 MR TYSON: Thank you Mr Registrar. That same statutory declaration attaches a text of or attaches a page of the union's or the division's journal, the Common Cause in which notice to the membership of the fact of the resolution was given to the membership.

10 THE REGISTRAR: Now that complies with regulation 55. Do I take it that from an earlier material that you provided that resolutions are actually considered that each lodge so that the entire membership actually votes upon them after they have been past by the committees of management?

MR TYSON: That is correct Mr Registrar. In each of the divisional and the district branch rules there is a provision. In the divisional rules it is rule 8(iv) which provides that:

15 *All business transacted by a central council shall be ...(reads)...
branches and lodges of the division.*

And then it goes on to provide that each lodge has to vote on a resolution and that the resolution of council only becomes binding policy or council or management as the case may be, only becomes binding policy if an aggregate majority of members of the division or district branch voted in the lodge meetings, vote in favour of the resolution.

20 So each resolution, not only this resolution has to go to an aggregate meeting. An aggregate vote sorry. That would seem to be a far more certain method of getting the fact of the resolution before the membership than the publication in the Common Course. However the Act requires the publication in
25 Common Course and the statutory declaration on behalf of each of the applicants sets out the way in which that is satisfied.

Section 212 of the Act provides for objections to be lodged. I understand that no such objections have been lodged to any of the applications.

30 THE REGISTRAR: Yes I confirm that the notice was publicised and I will just check when that was, 30 March - the notice setting the details of the applications were published and just for the record they were published in the Sydney Morning Herald, the Adelaide Advertiser, Brisbane Courier Mail, the Hobart Mercury and the Perth West Australian and I confirm there were no objections lodged.

35 MR TYSON: Thank you Mr Registrar. Moving to perhaps the most important provision, section 213. That requires that you be satisfied firstly that the rules of the organisation or branch comply with the requirements of the Act relating to the conduct of elections. Those matters have been dealt with in the 198.

THE REGISTRAR: Rather than put you through the process of going through sections 197, 199 and section 200 covers casual vacancies, I will record for the record that all of those provisions are covered appropriately within the rules.

5 MR TYSON: Thank you Mr Registrar. Section 213(b) requires that the elections will be conducted under the rules of the organisation or branch as the case may be and the Act and in a manner that will afford members entitled to vote at such elections and adequate opportunity of voting without intimidation. The submissions that we would make in this regard are as follows:

10 In the long history of the Miners Federation and you have heard evidence that this mode of election has been conducted since the thirties at least, there is not to the knowledge of the current officers, there has never been an allegation of ballot irregularity. Certainly within the 28 years of Mr Maitland's experience with the organisation there has not been such an allegation.

15 The membership of the Miners Federation and its successor, the division have a strong and comparatively stable membership organised at lodge level. There is perhaps a greater understanding of the operation of the organisation than one might find in other registered organisations. There is as you have heard, a much greater participation in the organisation's affairs and the understanding
20 of its traditions including the election process and a much greater understanding of the requirement of the rules in this regard.

The process itself as demonstrated by rule 17 allows a prospective elector to vote in secret and without intimidation and the ballot itself is to be controlled - has traditionally been controlled and will be controlled by returning officers
25 who are senior members of the organisation with experience of the rules, who have actively participated in the organisation's affairs over many years and who can be relied upon to ensure that so far as practicable, no irregularity will occur. In these circumstances we would submit that the application should be granted.

30 THE REGISTRAR: Mr Tyson, if I can come back to the question of the returning officer. Mr Maitland has given evidence that Mr Whiley has been approached for the division and of the eight applicants in these proceedings, seven of them have indicated support for him being nominated as the returning officer.

35 MR TYSON: Yes.

THE REGISTRAR: What is it you propose to do about it. I forget which one of the branches had not - - -

MR TYSON: Queensland.

THE REGISTRAR: Queensland. Part of my obligation is to be satisfied, particularly in regard to that issue of the members being able to vote without intimidation and the processes be followed appropriately, I would really like to know who it is proposed is the returning officer for Queensland?

5 MR TYSON: Queensland has not rejected the proposal, they just have not responded.

THE REGISTRAR: Is that likely to be a long process?

[11.57am]

10 MR TYSON: No. No it is not likely to be a long process Mr Registrar and in fact a further inquiry could be made almost immediately.

15 THE REGISTRAR: I would suggest that it is probably a good idea. Certainly the credentials of Mr Whiley as presented in evidence here do meet what I believe to be the appropriate requirements for such an individual in this kind of process and if it were confirmed that he were the returning officer for all of the branches then I am still able to treat all of the applications concurrently which I would prefer to do. Could I suggest we adjourn to allow you the opportunity to pursue that?

MR TYSON: Yes thank you Mr Registrar.

THE REGISTRAR: All right. We will stand adjourned.

20 SHORT ADJOURNMENT

[12.11pm]

THE REGISTRAR: Mr Tyson.

25 MR TYSON: Mr Registrar, during the adjournment we have managed to contact the relevant officials in the Queensland District branch and I can indicate to you that the Queensland District branch has also acceded to the suggestion that the one returning officer be appointed to the division in each of the district branches and that being Mr Whiley.

30 THE REGISTRAR: Thank you Mr Tyson. That virtually completes I think the requirement I have for material and evidence to be presented in this matter. As you would appreciate from the work that you have done with Deputy Registrar Buchanan, there is a significant amount of work that was done on the material prior to this proceeding and with the evidence from Mr Maitland and also the material that you have presented, I am in a position to indicate to you that I am satisfied as I am required by the Act that the rules

of the division and district branches comply with the requirements of the Act in the conduct of elections.

5 That elections will be conducted in my view under the rules of the division and district branches and the Act and in a manner that will afford members entitled to vote at such elections an adequate opportunity voting without intimidation. It is my intention to issue a certificate and I would propose to do that today in regard to of course those branches that are the subject of the application and your surprise to me about the southern branch will be a matter that I will have to take up with the Electoral Commission.

10 I will publish reasons at a later date but I will not allow that to delay the issue of a certificate and as I do understand the timetable you have in mind for the conduct of the elections and therefore a certificate today would assist in that process. Also I will be able to make available at the Registry a certified copy of the rules as they now stand as at today incorporating the new rule 17. You will probably have to give us a little bit of time to do that but I would suggest perhaps early after lunch would be a good opportunity to collect those documents.

MR TYSON: Thank you Mr Registrar.

20 THE REGISTRAR: That being the case, if there is no further business, the matter is adjourned.

**AT 12.13 PM THE MATTER WAS ADJOURNED
INDEFINITELY**

Industrial Relations Act 1988

s.211(1) application for exemption from AEC conducted elections

**Construction, Forestry, Mining and Energy Union
(R No.s 20017, 20018, 20019, 20020, 22021, 20022, 20023, 20024 and 20025 of
1996)**

CERTIFICATE

On 19 February 1996, the Mining and Energy Division (the Division) of the Construction, Forestry, Mining and Energy Union and the Western District Branch, Western Australia District Branch, Queensland District Branch, Northern District Branch, NSW Energy District Branch, North Western Australia (Pilbara) District Branch and South Australia District Branch of the Division lodged in the Industrial Registry applications for exemptions from subsection 210(1) of the Industrial Relations Act 1988 (the Act).

On 21 February 1996, the Tasmania District Branch of the Division lodged in the Industrial Registry an application for an exemption from subsection 210(1) of the Act.

I am satisfied, in respect of each of the applications, that: -

- (i) the rules of the Division and the District Branches comply with the requirements of this Act relating to the conduct of elections;
- (ii) if the Division and District Branches are exempted from subsection 210(1) of the Act, the elections for the Division and the District Branches will be conducted:
 - (a) under the rules of the Division and the District Branches and the Act; and
 - (b) in a manner that will afford members entitled to vote at such elections an adequate opportunity of voting without intimidation.

I therefore grant the exemptions from subsection 210(1) of the Act to the Division and to each of the abovementioned District Branches of the Division.

Mike Kelly

MIKE KELLY
INDUSTRIAL REGISTRAR



2 May 1996