




Speech By  
**Julianne Gilbert**

**MEMBER FOR MACKAY**

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Record of Proceedings, 27 October 2022

**INDUSTRIAL RELATIONS AND OTHER LEGISLATION AMENDMENT BILL**

 **Mrs GILBERT** (Mackay—ALP) (8.03 pm): I declare that I am a member of the Queensland Teachers' Union and also a member of the United Workers Union—two great unions. Downstairs tonight there are some functions going on. I went down earlier tonight and I was talking to some people. They were asking what is happening tonight. We were talking about this bill. Before I went down there, the member for Callide was on his feet speaking and he was using the word 'corrupt' when he was talking about the Queensland Teachers' Union and the nurses union. Those people were angry.

It is quite obvious that those opposite do not understand how a real union works. Workplace members elect a workplace representative. They go to branch meetings. They have meetings with their organiser. They elect members to go to state councils and area councils. They elect their executive. It is done in a transparent way. They have ballots that are overseen by the Electoral Commission.

It is not like the piece of rubbish that the member for Maryborough spoke about where we cannot tell who is in charge. It is like letting the spiders be in charge—there were arms going everywhere. It did not make sense. It is deliberately done like that so that nobody can work out who has the purse strings. Those opposite should not come in here talking about money because they have hidden it in a spider's web.

There is a saying that those in the Queensland Teachers' Union and the nurses union—conservatively 60,000 people in Queensland—who have been degraded use and that is: 'Not happy Jan!' They have you in their sights. Every union is made up of its members. When members call a union corrupt they are calling teachers, nurses and all other workers corrupt. That is a good lot of people in Queensland. Just watch out! Yesterday the member for Broadwater was going on about this bill being payback to unions. I am sure he understands a lot about payback. He knows that the workers of Queensland have been paying the LNP back since 2016. Payback is ringing in his ears.

Our world is changing and our attitudes are changing. That is why this bill is so important. What was expected previously and what was once seen as normal is now outdated, old fashioned, wrong or unacceptable. This is evident in workplaces and that is why we are debating this bill tonight. We no longer pigeonhole ourselves into gender specific roles at work or at home.

Some people might enjoy watching television shows like *Mad Men*—some members may have seen it—but it is cringe-worthy to see the unwanted sexual advances. They were accepted amongst the male bosses. Those advances were towards the women in the typing pool. It was a case of 'shut up and take it or lose your job'. We cannot have those types of norms anymore. The norms where girls had gender-specific jobs and boys had gender-specific jobs have gone.

Many members opposite that I have listened to have talked about sexual harassment in the workplace. They said that they love their daughters and they do not want to see sexual harassment. They should think about their boys as well. Sexual harassment happens all over the place. What are those opposite going to do? Are they going to vote to protect people in the workplace or are they going to be like the bosses in *Mad Men* and think it is okay to carry on same old, same old?

My granddaughter is graduating from year 12 soon and she has secured an apprenticeship as a heavy diesel fitter. This is what young girls in Mackay get to do. They can have apprenticeships. Diversity in the workplace is valued in my area. It is encouraged in workshops around Mackay. I expect that my granddaughter, Sienna, will be treated with respect and respected as a worker and not be subjected to harassment of any kind from any of her co-workers. This is what all modern workplaces should operate like. Unfortunately, some people do not see that and need to be dragged into the 21st century.

Back in the day when my sister went to work for Telecom—that was Telstra, for those youngsters who do not know—she trained as a technician. There were 100 people in her intake and only two of them were female. Back then if you wanted to take a 'bloke's job' you had to take what you got, so at lunchtime they would staple gun her overalls to the door so she would not get to have a lunch break or even get a chance to use the toilet. Or they would say, 'Come on, let's play cards,' and when they got the cards out it would be a deck with naked women on the back. This was seen as a bit of a joke. It was a great laugh. It was so funny for the blokes. The attitude was, 'Just suck it up, princess.' These attitudes need to change. Not everyone can see that these attitudes need changing and they have to be dragged into it. I am really pleased that we are able to bring these bills into this place so we can have a safe place for our girls and boys, our non-binary people or whatever gender or non-gender you choose to be. This is what these bills are for, because we are a modern society and we need to look after everyone.

I would just like to say that there were some people up in my area who were very upset today and they have contacted me. It got around very quickly on their tom-toms that a member from over the other side said words to the effective of 'duds get employed in the regions'. They are very angry. There are a lot of people who work in the regions, so there are thousands of people out there who are very upset today. Some of the messages that have come through from my area include: 'Don't come into our region', 'Get out, stay out', 'Don't come back', 'We don't need your nastiness and your bitterness', 'You are not welcome.'

**Mr Mander** interjected.

**Madam DEPUTY SPEAKER** (Ms Lui): Member for Everton, you have been warned. I am going to ask you to leave the chamber.

*Whereupon the honourable member for Everton withdrew from the chamber at 8.11 pm.*

**Mrs GILBERT:** It is obvious that the member for Everton supports those words about workers in the regions, otherwise he would not be getting so excited about it. If he supported workers in the regions and he thought they were good, quality workers, he would not be calling people who work in my region duds. That is quite disgraceful and he should be embarrassed. I support the bill.