




Speech By  
**Nikki Boyd**

**MEMBER FOR PINE RIVERS**

---

Record of Proceedings, 27 October 2022

## **INDUSTRIAL RELATIONS AND OTHER LEGISLATION AMENDMENT BILL**

 **Ms BOYD** (Pine Rivers—ALP) (12.38 pm): It is such a pleasure to follow on from that passionate contribution from the member for Condamine. I start by commending the Industrial Relations and Other Legislation Amendment Bill to the House. One of the key objectives of this bill is to support effective representation of employees and employers by registered industrial organisations and maintain the integrity of the registration framework for industrial organisations. Having been a union official in a registered industrial organisation—a real union—I know just how badly this reform is needed. Conservatives through this debate masquerade their support of allied scab unions as a choice—a choice for workers. This is never about choice.

**Mr DEPUTY SPEAKER** (Mr Hart): Pause the clock. Member for Pine Rivers, did you use unparliamentary language there? Can you assure me you did not?

**Ms BOYD:** I will just withdraw. They say this is a choice for workers. This is never about choice; this is really about division, about dodgy organisations aimed at weakening a collective to benefit the enterprise. This is just about another form of union busting, and it should be called out for what it is. This is dangerous, it is exploitive and it needs to stop because Queensland workers deserve better.

I have seen firsthand how this is deployed—a promise of equivalent representation, only for workers to find when they are at their most vulnerable that they do not get the support they need, they cannot have proper representation and they are not properly advocated for. These organisations are just shonky businesses and they are a stain on our society, and I am proud to vote for reforms that will scrub them from existence. They are not unions. At their very best they are not even associations; they are mysterious, nebulous private organisations. They are a scam, and lurking all around the fringes of these shonky operations are those opposite. They have their little sticky fingers all over it.

I commend the committee for their report and the minister for bringing this legislation forward. This legislation lays bare the insidious practices of these fake unions and their even dodgier foundations. These unions have the most tangled webs of association, with private interest executive holders and indeed the conflicts of interest that have been outlined in speeches by government members. This is truly bottom of the barrel.

I want to pick up on some of the points that have been made by previous speakers. I start with an interjection from the member for Gympie last night, where he claimed to be a member of a union. I automatically presumed it was the Shooters Union. I checked his register and it turns out that the union he was referring to was AgForce, a registered union of employers. I looked a little further because it is not a registration currently on the QIRC website. I have since learnt, through a simple Google search, that it was deregistered from the QIRC on 14 February 2020. I can inform the member for Gympie, as he is a member of this organisation, that the AGM unanimously resolved to deregister themselves as a union of employers in the Industrial Relations Commission. I see the member for Gympie's eyebrows are very highly lifted at the moment so this may be news to him. I advise the member for Gympie to have a look at the Register of Members' Interests and make some adjustments in that regard because something that happened—

**Mr DEPUTY SPEAKER:** Member for Pine Rivers, there are procedures if you are making an accusation. I suggest you move on and come back to the long title of the bill.

**Ms BOYD:** Let me move on to the member for Hinchinbrook. The member for Hinchinbrook last night talked about Labor aligned unions and how there were members of his community who did not want to be married to or tied to Labor aligned unions. The party that the member for Hinchinbrook is a member of received a \$20,000 donation from the CFMEU on 20 May 2019. For the member for Hinchinbrook to come in here and say that proper industrial unions are a problem because they are aligned to the Australian Labor Party, yet be a recipient of funds through his political party from those same unions, I think is most egregious. I think that is worth putting on the public record as well.

I want to talk about the provisions around pay equity in this bill. I commend the minister for bringing forward the collective bargaining considerations around gender pay equity. I got involved in the labour movement from working in a female dominated industry that remains to this day underrecognised and underpaid. Despite fighting for the better part of 20 years on this campaign, that still remains. We know that this kind of systemic problem requires a big change, often a legislative change. It is something that I remain committed to and I am proud to be part of a government that is implementing change like this that will shift this to a priority and front of mind. I support this change because it will deliver fairer outcomes to some of our state's most disenfranchised workers.

In modern Australia it is not unusual to have working families where the mother works and the father stays at home, such as my family. We value the diversity that exists in our communities, and that diversity extends to families that do not look like the nuclear family. We know that if we avoid gender neutral terms we may also avoid any implied gender division of parental care. Further, I completely support the bill extending access to parental leave by introducing an entitlement to parents of stillborn children to parental leave and raising the age limit of a child for adoption leave and cultural parental leave from five to 16.

Finally, it is with profound disappointment that we continue to see instances regarding sexual harassment and discriminatory conduct in workplaces right across the state, and disturbingly even in our workplaces of parliament. We often see motions from the crossbench and we have seen some allegations out of Canberra that are truly horrendous. It is clear that workers need stronger provisions, and I am proud to be part of a government that delivers on it. These changes will create a society with a stronger fabric and more connected and cohesive family units. They are policy changes that demonstrate that we are a government with heart. I commend the bill to the House.