



*Office of the national secretary*

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Our ref: O-GA-22/70001

His Supreme and Serene Highness Gobblin I  
Crown Prince and Duke of Windermere  
Town Hall  
Pavia

29 July 2022

Dear Crown Prince,

The Construction, Forestry, Maritime, Mining and Engineering Union (CFMMEU) was created to rebuild the power of all workers who built the foundations of Pavia.

### **Key demands**

We call on the Pavian Government to urgently:

- commit to **fair pay** on all projects
- establish a **workers' safety agency**
- construct a **union headquarters**
- encourage **union membership**
- support **union delegates**.

### **Fair pay**

A fair day's wage for a fair day's work. Although workers receive many benefits from their labour, one of the most important is their wage. Without it, they cannot afford to live.

We call for the Pavian Government to ensure that all Pavians are paid a fair wage for their work, especially on state-funded projects. A minimum wage is reductive, failing to account for the bigger picture. Instead, Pavia will negotiate pay with workers before they start.

An increased reliance on unskilled foreign labour threatens the local economy and work quality. Although foreigners may be cheaper, the skilled local talent pool is overlooked to Pavia's detriment. Employers should be incentivised for utilising the local workforce.

We call for the Pavian Government to cap the allowable wage for foreigners to the lowest wage a Pavian would be paid.



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### **Workers' safety agency**

Every day, Pavians face seriously inadequate working conditions. No personal protective equipment is provided to workers. No site foremen are appointed. Workers frequently come into contact with hostile, aggressive creatures. Workers are forced to work near lava lakes, often being severely burnt and nearly dying. Every worker deserves to get home safely.

We call for a workers' safety agency to be established. The agency will create and enforce safety standards on all worksites in Pavia. These standards will include protective headgear, site safety officers, minimum standard conditions and compensation for preventable injuries. Union representatives will be members of the agency. Pavia will consult the union on all safety laws.

### **Union headquarters**

To effectively provide free services to all Pavians, the CFMMEU needs headquarters that are easily accessible to workers. Face-to-face contact is important when discussing your rights, health, grievances and livelihood.

We call on the Pavian Government to build the headquarters of the CFMMEU. It will be within the reserved urban area, within 150 metres of the Town Hall. Labour and materials will be supplied by the government as a show of goodwill. The design will be agreed between the government and the CFMMEU. All workers will be Pavians.

### **Union membership**

Unions allow workers to come together in a powerful, collective voice. Studies show that union members have better pay, safety, conditions, job security and health. Unions work with management to help resolve workplace issues.

We call for the Pavian Government to encourage union membership by all workers it engages. These workers will be given information about the relevant union and how to join it. Participation will be encouraged. Pavia will give the union details about all new employees so we can contact them to discuss benefits.



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### **Union delegates**

Delegates are the first point of contact for all workers to bring grievances to the attention of management. They help workers understand their rights and entitlements. They resolve issues before they get worse.

We call for delegates to be protected from retaliation or performance management for carrying out union duties during their work hours.

### **What happens next**

We have directed all Pavian workers to immediately stop work.

This general strike will continue until the Pavian Government comes to the table to negotiate and agree on a suitable deal that protects all Pavian workers, recognises the importance of their everyday duties and gives them the rights they deserve.

We respectfully request that you, or an appropriately authorised delegate, meet with union officials to urgently discuss our demands.

Yours faithfully,

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Secretary

cc His Grace CeasarBiggles I  
Duke of Caesaria

cc Eunice Smith  
Editor-in-chief, Pavian Tribune