



4 June 2019

Mr Lucas Dow  
CEO  
Adani Australia

Email: [Helena.steketee@adani.com.au](mailto:Helena.steketee@adani.com.au)

Dear Mr Dow

I'm writing to urgently seek clarification regarding the nature of work that Adani intends to provide if the Carmichael mine is approved.

Your proposed project has received much support in Queensland, including from Union members, on the grounds it will generate good local jobs.

If the project is approved, I am eager to ensure the support it has received is not misplaced. The Carmichael mine project has the potential to provide quality employment to thousands of locals over the years ahead. But this outcome cannot be relied upon unless you are willing to provide some undertakings.

I am therefore requesting that you provide our members with some frank answers to the following questions:

1. Will Adani directly employ mineworkers during the production phase of the project?
2. How many?
3. Will you engage labour hire companies and for what proportion of the workforce?
4. Will you commit to 'same job same pay' for labour hire workers?
5. Will you rule out using a casual or fixed-term workforce and commit to permanent employment arrangements for all employees with on-going work and consistent roster patterns?
6. Will locals from nearby communities including Clermont and Charters Towers have access to permanent operational roles at the mine? Or will these jobs only be available to workers flying in from Rockhampton, Townsville or other centres?
7. Are there plans to direct any aspect of production from a remote operations centre? If so, where would that be located and how would it affect jobs in Central Queensland?
8. Will you commit to providing apprenticeships and skills training opportunities for central Queenslanders?

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Mining can and should be a provider of quality employment for regional Australians.

Unfortunately, the industry hasn't always held up its side of the bargain. Coal mining companies have been known to reject locals in favour of FIFO workers from thousands of kilometres away and have driven mass casualisation across the industry, leaving workers without leave entitlements or job security for years on end.

Union and community members who have supported your project in good faith, on the basis of good local jobs, deserve to know they won't be let down if the project proceeds.

I look forward to a timely response that will provide my members with clarity on these matters.

Further, I hope we can meet to discuss Adani's commitment to permanent local jobs with regional and industry stakeholders.

Regards,

A handwritten signature in black ink, appearing to read 'Tony Maher', with a stylized flourish at the end.

Tony Maher

*General President*

*CFMEU Mining and Energy Division*