



2011 Annual Report

Introduction

It gives me great pleasure to present the 2011 annual report.

2011 was a real test of the strength and the resilience of the New South Wales trade union movement. The challenges presented by the new state government were not long in coming.

Within two months of the election of the government working people witnessed attacks on wages & conditions removed, job cuts, rights destroyed and the privatisation of public assets.

Our response to these attacks was robust and comprehensive.

The depth of our convictions was illustrated through the extent of our response to the conservatives' agenda – a series of rallies, town hall meetings, lobbying and online campaigning. No one could argue that the voice of unions in opposition to the NSW Government's attacks on working people was not heard.

As a consequence, our campaigning capability was definitely enhanced throughout 2011 and will be further developed in the coming year.

In addition, the year once again saw officers and staff engaged in a number of industrial, political and community activities in our pursuit to improve the quality of life for working people. These are detailed throughout this report.

I'd like to thank affiliates for their support in what was a challenging year for the New South Wales union movement.

I thank all the staff for their professionalism, commitment, dedication and hard work in what was a very busy year. It is they who make the organisation.

This year's report continues with the format introduced last year, grouping information under thematic headings. I hope you find it informative.

Yours in labor



Mark Lennon

Secretary, Unions NSW

February 2012



Contents

| | |
|---|----|
| Introduction | 3 |
| Unions NSW Personnel | 5 |
| Council Meetings and Guest Speakers | 6 |
| Political | 7 |
| Campaigns..... | 8 |
| Industrial..... | 10 |
| Community Engagement | 15 |
| Communications | 16 |
| Educations Forums, Training and Seminars..... | 18 |
| General | 20 |
| Appendix A: Finance Report | 25 |
| Appendix B: Boards and Committees..... | 27 |
| Appendix C: Unions NSW Officers..... | 29 |



Unions NSW Personnel

Secretary

Mark Lennon

Assistant Secretary

Chris Christodoulou

Deputy Assistant Secretaries

Adam Kerslake

Mark Morey

Emma Maiden

Amanda Tattersall (until July 2011)

Industrial & OHS Officer

Alisha Wilde

Industrial Officer, Northern Region

Peter McPherson

Senior Campaign Officer

Mary Yaager

Campaign Officer

Paul Doughty

OHS Training Officer

Shay Deguara

Media & Communications Officer

Stephen Dampf

Organiser - Union Start Officer

Kate Minter

Regional Branch Secretary -

South Coast Labour Council

Arthur Rorris

IT Manager

Mark Coverdale

Communications Assistant

Sam Kiejda

Heritage Officer & Research Librarian

Neale Towart

Financial Controller

Jeff Priestly

Finance Staff

Fiona Boyd

Debbie Edge

Cecilia Su

Admin Staff

Mary O'Donoghue

Robyn Griffith

Rose Docwra

Carmel Delprat

Elizabeth Kostovska (*South Coast Labour Council*)



Council Meetings and Guest Speakers

There were **32** Council meetings in 2011.

129 Items of correspondence from affiliates and other organisations were dealt with and actioned.

There were **16** guest speakers during the year as follows:

| Name | Organisation |
|--------------------------------------|--|
| Brother Hideaki Kubo | Vice President, Rengo Tokyo (Tokyo Municipal Transport Workers' Union) |
| Professor Elaine Bernard (via Skype) | Harvard Trade Union Program |
| Christian Cuevas | President, Confederation of Copper Workers of Chile |
| Ghada Abu Ghalyoun | Palestinian General Federation of Trade Unions |
| Aicha Dahane | International Officer, Forum Future for Saharawi Women (Australia Western Sahara Association) |
| Kevin Purse | Senior Research Fellow, University of Adelaide |
| Mark Davidson | Director - Regional Services and Targeting NSW/ACT, Fair Work Ombudsman |
| Jack Mundy | Former Secretary, Builders Labourers Federation |
| David Latham | President, NSW Young Labor |
| The Hon. Robert Hawke AC | Former Prime Minister of Australia |
| Les Fraser | Manager - Community & Correctional Partnership Program, Correctional Services Industries (CSI) |
| Angeline Loh | Aliran, Malaysian Human Rights Organisation |
| Diane Stokes | Traditional Owner, Muckaty Aboriginal Land Trust, NT |
| Graham West | CEO, St Vincent de Paul Society |
| Ged Kearney | President, ACTU |
| The Hon. John Robertson | Leader of the Opposition, Shadow Minister for Western Sydney, and Shadow Minister for the Illawarra |

Political

The focus of the year, politically, was dealing with the agenda of the new NSW Government. With the election of the O'Farrell Government Unions NSW was constantly in campaign mode to defend the many rights that the NSW Government attacked. These included:

- attacks on public sector wages;
- attacks on the rights of unions to have matters arbitrated before the NSW Industrial Relations Commission;
- the announced privatisation of Sydney Ferries;
- 5,000 job losses through the September Budget;
- the removal of workers' rights through the creation of Transport for NSW;
- the announced privatisation of electricity generators;
- the introduction of electoral funding laws to limit unions' ability to campaign.

Unions NSW confronted these attacks through campaigning and lobbying, particularly focused upon those members of the Legislative Council sitting on the cross-benches.

This was successful in protecting union prosecutions from changes to OHS laws and in blunting some of the O'Farrell Government's attacks on union rights.

There was involvement from Unions NSW in a number of issues at a federal level.

The Federal Government's announced improvements to superannuation, increasing employer contributions from 9% to 12% was supported by Unions NSW. This is a major reform which will greatly assist workers in years to come.

There was representation from Unions NSW on the delegation to the 2011 Tax Forum. As part of this forum the Secretary was engaged in the session on state taxes.

The biggest reform announced by the Federal Government in 2011 was their intention to introduce the National Disability Insurance Scheme. This will have a beneficial impact on both people with disabilities and their carers.

Consultations were commenced with Federal Labor MPs on the national political agenda.



Campaigns

Better Services for a Better State Campaign 2011

The “Better Services for a Better State” campaign was Unions NSW’s centrepiece for the NSW election on the 26th March 2011. It also was the basis of a number of campaigns run after the NSW state election in response to the NSW Government’s political agenda.

Unions NSW organised 190 events in key marginal seats during the state election campaign. This included hundreds of Labor, Green and independent candidates signing the Unions NSW “Better Services for a Better State” declaration.

In addition Unions NSW organised eight candidate forums and twenty-one events in conjunction with the NSW Teachers Federation at TAFE colleges throughout NSW. All ALP, Green and most National and independent candidates signed the “Invest in TAFE for a Better State” declaration.

NSW Public Sector Industrial Relations Changes Campaign

Within a few months of being elected the O’Farrell Government introduced some of the most anti-union, anti-worker legislation in Australia. This legislation will affect NSW public sector employees. The NSW Government had no intention of properly consulting, or indeed changing, its mind with respect to its regressive industrial relations changes. The only course of action open to Unions NSW and our public sector affiliates was to begin the long process of opposing the new laws. This campaign became a major feature of our general “Better Services for a Better State” campaign throughout the year.

The campaign began the day after the proposed laws were flagged publically, during their passage through the parliament, and most importantly will continue until the laws are repealed or replaced with laws that protect rights at work for public sector employees.

Parliament House Vigils

Unions NSW organised vigils both inside and outside NSW Parliament House on a regular basis to protest the proposed new laws.

Regional Campaigns

During July, Unions NSW organised a number of regional rallies and forums to protest against the changes.

These were held in:

- Parramatta
- Sutherland
- Penrith
- Dubbo
- Gosford
- Orange
- Bathurst
- Tamworth
- Port Macquarie
- Tweed heads
- Lismore
- Grafton
- Coffs Harbour
- Port Macquarie
- Kempsey
- Newcastle

The regional rallies attracted a high level of media coverage which helped to expose the NSW Government’s attack on services and jobs.

Major Events

Two mass events were held in Sydney to protest against the NSW Government's industrial relations changes.

The first was held on the June 15th in Macquarie Street where police estimated a crowd of approximately 12,000 people.

The second Rally was held in the Domain on September 8th where approximately 40,000 workers attended. This makes it one of the biggest protests held in Sydney against a state government in over 30 years.

Thanks must be given to all of Unions NSW affiliates who assisted with the logistics of this event once again demonstrating our ability to organise numbers.

Both events attracted state-wide media coverage with the rally in the Domain being the lead story on every network's major nightly news bulletin.

Grafton By-Election

Unions NSW, under the "Better Services for a Better State" banner, ran a campaign in the Grafton by-election. This campaign consisted of a series of radio and newspaper advertisements. In addition, we organised a major event which included the candidates signing the "Better Services for a Better State" 5 Point declaration and a rally two days out from the election. Our campaign received excellent media coverage with the rally on the front page of the local newspapers the day before the election. This campaign was very effective and contributed towards a swing against the government of 19%.

Local Union Alliances and Networks

In 2011 Unions NSW commenced building upon the infrastructure left behind from the "Your Rights at Work" campaign and the recent "Better Services" campaigns. The aim is to establish local union structures to assist in the "Better Services for a Better State" campaign in 2012.

Stop the Sell Off Campaign

Unions NSW, together with the power industry unions, commenced the "Stop the Sell Off" campaign in response to reports in the media calling upon the state government to sell state owned electricity assets to pay for infrastructure. Leading up to the release of the Tamberlin Report, Unions NSW organised a series of town hall meetings across NSW. Over 1,000 people attended the meetings held in Bathurst, Wollongong, Newcastle, the Central Coast, Sutherland and Rooty Hill. This campaign activity built considerable momentum against the NSW Government's plan to sell off electricity distribution assets. This resulted in some of the national party MPs publically stating that they opposed the privatisation of the "poles and wires".

Lobbying and Pressuring MPs

In the days following the release of the Tamberlin report, Unions NSW held mass workplace meetings to get members active to call and lobby their local MP to oppose the sale. Unions NSW also met with the majority of National Party and a number of Liberal Party members of parliament to gain their support to oppose any further sale of the electricity assets. Unions NSW will continue our campaign to oppose the further sale of the electricity assets and this will intensify leading up to the legislation being put to the parliament in February 2012.

Now is the Time for 12% Super

Unions NSW, along with many of its affiliates, continued to support the campaign for 12% superannuation under the banner "Now is the Time for 12% Super". This campaign will continue into 2012.

Industrial

Sydney Ferries

During the March state election the Coalition stated its intention to privatise Sydney Ferries. Three months after being elected the O'Farrell Government announced the process to privatise Sydney Ferries.

Whilst Unions NSW and ferry unions are and were opposed to the privatisation it was decided that the priority, if the government was to privatise, was to secure jobs and protect the wages and conditions of employees affected.

To this end, agreement was reached with the following being the key protections for employees:

- job offers for all marine based, and shipyard, employees;
- roll over of existing EBAs with 2 x 3.25 % wage increases;
- transfer of all accrued entitlements for employees to the new operator and continuity of service for all purposes;
- 2 year job guarantee from the date the new operator takes over, including for those employees who remain in the public sector;
- one-off transfer payments of between 10 and 30 weeks pay for those who take up offers of employment with the new operator;
- all free travel arrangements to remain in force for existing staff for the duration of the service contract;
- all Gold passes to continue for existing employees; and
- existing employees to remain in existing public sector defined benefit schemes.

NSW Public Sector Industrial Relations Changes

Following the March state election, and with no meaningful consultation, the O'Farrell Government introduced the most significant changes to the industrial relations system in NSW for over half a century.

The new laws allow the state government to determine the wages and conditions of public sector employees by regulation. Furthermore the new laws remove the power of the NSW Industrial Relations Commission to make any decisions which are contrary to government policy.

These laws mean public sector workers are confronted with the most restrictive industrial laws in the country.

The first of the regulations adopted by the parliament under the new laws limited the Industrial Relations Commission's ability to award more than a 2.5% wage increase for public sector workers without employee related savings. In addition it also reduced the rights of excess employees and their entitlements if they are made redundant.

Unions NSW, along with all the NSW public sector unions, have opposed the laws when they were introduced into the Parliament and will continue to campaign against them until they are rescinded.

Public Sector Managing Excess Employees Dispute

The NSW Government introduced a new policy on Managing Excess Employees (MEE) on 1 August 2011. It represented a huge reduction in terms and conditions surrounding the redundancy process. The PSA challenged the legality of the new policy. Unions NSW intervened to support the PSA. The decision found that the contracts of employment for all 13 witnesses who gave evidence were unfair. The comments in the decision indicated that the new MEE Policy does not comply with the

Public Sector Employment and Management Act, which should assist in helping to change the key elements of the policy which are detrimental.

Government Procurement

During the year Unions NSW raised a number of procurement matters with the NSW Government, particularly the need for them to support local manufacturers in the wake of the strong Australian dollar.

Unfortunately the NSW Government has chosen to review its procurement policy with little input from the trade union movement. At the time of writing, the results of the review were unknown.

Intervention in AWU matter ACI v Field

Following a request from the AWU, Unions NSW intervened in an application by a member of the AWU (Mr Field) for re-instatement within two years of dismissal due to a workers compensation injury. The employer objected on the basis Mr Field had run and lost an unfair dismissal application. The NSW Industrial Relations Commission found in favour of the AWU and its member, finding it had jurisdiction to consider reinstatement of an employee whose employment has been terminated as a result of a work related injury.

Superannuation

During the year, submissions were made by Unions NSW in relation to the Exposure Draft of the Tax Laws Amendment (2011 Measures No.7) Bill 2011 regarding the non-compliance of companies with PAYG withholding and Superannuation Guarantee obligations. The submission raised concerns about the way some companies were trying to avoid their superannuation obligations.

Also during 2011 Unions NSW convened regular Public Sector Employees Superannuation Committee meetings. Guest speakers this year included Warren Chant from Chant West and Alex Dunnin from Rainmaker.

Harmonisation: Occupational Health and Safety / Work Health and Safety Legislative Change

The implementation of the new, nationally harmonised, Work Health and Safety (WHS) legislation came earlier than the January 1, 2012 proposed harmonisation deadline as the new state government made changes to the existing OHS laws. After some considered lobbying of cross-bench members of parliament by Unions NSW and its affiliates, the right to prosecute was maintained until January 1, 2012 in the amended OHS Act (June 2011), and an amended union right to prosecute was retained in the new Work Health and Safety Act, with additional requirements needing to be met prior to taking action.

The new laws include:

- union prosecutions for alleged category 1 offences;
- a new review process by the WorkCover Authority and Office of the Director of Public Prosecutions for alleged category II offences;
- a change from the employment relationship being key to safety duties to whether or not an entity is a business or undertaking or Person Conducting a Business or Undertaking (PCBU);
- a broader definition of workers;
- the ability for elected health and safety representatives (HSRs) to regulate health and safety through broad consultation rights, cease work directions and provisional improvement notices (PINS);
- protection for workers and safety reps with fines of up to \$500k for offences; and
- an increase in fines to a maximum of \$3 million or 5 years in gaol for reckless offences.

The losses to workers in New South Wales from the national harmonisation process include:

- the qualification of the absolute duty with reasonably practicable;
- restriction of the right of unions to prosecute;
- removal of the requirement to train Health and Safety Committee members or the requirement to have worker representatives as the chair of the Health and Safety Committee;
- absolute requirement to consult; and
- removal of several high risk license categories.

Transitional Arrangements

At time of print a number of transitional matters had not been finalised including training of Health and Safety Representatives, Work Health and Safety Entry Permit Holders, and the gazetting of the WHS Regulations

Submissions

Unions NSW contributed to a number of Health and Safety Inquiries including submissions on the proposed WHS Regulations, on two rounds of harmonised codes of practice, and the National Asbestos Review.

Draft Codes

Submissions were also made throughout the year on the national Work Health and Safety Regulations and various draft model work health and safety codes of practice.

OHS & Workers Compensation Committee

The OHS & Workers Compensation Committee met regularly throughout 2011. Unions NSW continued to disseminate OHS & workers compensation information to affiliates and coordinate responses in relation to the significant issues arising in this area.

Power Industry Bargaining

Unions NSW played an active role during 2011 in assisting with enterprise bargaining in the power industry.

Delta Electricity and the power industry unions reached an agreement for 3 years with a 4.2% wage increase for each of the first two years and a 4% increase for the third year together with an additional \$7.50 increase to the locations allowance per year. The agreement was endorsed by the membership with 89% in support and 11% against and was the last agreement approved by the former State Labor Government.

Erating Energy and the power industry unions agreed to a one year rollover of the 2010 agreement with an increase in wages and allowances of 4.2%. This agreement was endorsed by the membership with 92.8% in favour and 7.2% against.

Both the Delta Electricity and the Erating Energy agreements were ratified by Fair Work Australia (FWA) but refer to the Industrial Relations Commission of NSW (IRC of NSW) as the alternate dispute resolution provider.

Macquarie Generation and the power industry unions will commence discussions soon for an agreement to replace the 2009 agreement which is due to expire in June 2012. The unions will be trying to resolve items from the 2009 agreement.

TransGrid and the unions reached a new agreement for 3 years. The first two years contain an increase of 3.5% to wages and allowances and a further 1% increase to superannuation

contributions. A further 4% wage increase in the final year, plus an addition \$30 increase to the general purpose allowance over the life of the agreement.

Power Industry Employee Protections

As a result of the announcement by the NSW Government in December 2011 of the first batch of transactions in the state's energy reform process. Unions NSW and the power industry unions negotiated the finalisation of a package of employment protections for affected employees. These negotiations resulted in affected retail and generator employees provided with an employee protections document in the form of a variation of contract letter to 'affected' employees, which will form part of their contract of employment and contain employee protections.



Transport for New South Wales

In August, the NSW Government passed legislation to strip away employment conditions from NSW Transport workers and to empower the Director General of Transport to:

- fix the salary, wages and conditions of employment of staff;
- address promotions, appointments and discipline; and
- to transfer staff between transport agencies.

The new legislation also allows the NSW Government to transfer employees covered by the *Fair Work Act* in RailCorp, Sydney Ferries and Transport Construction Authority into the NSW industrial relations system.

Unions NSW worked with public transport unions to develop an industrial strategy to protect the existing wages and conditions of workers being forced into the new transport entity. As a result, the NSW Industrial Relations Commission will hear a major case in 2012 in relation to the implementation of a new award to cover workers in the new transport entity.

Construction Industry

Unions NSW continued to play a coordinating and resourcing role with unions in the NSW construction industry. Key projects Unions NSW was involved in during 2010 include:

- continuing to work with building unions to develop a long-term industrial strategy for Barangaroo;
- coordinating construction union activities in relation to the V8 Super Cars at Homebush;

- resourcing the Building Trades Group whose aim is to deliver a coordinated approach to unionising the NSW construction industry.

Construction Northern Region

During 2011 the second and third stages of the NCIG Coal Export Loader (\$1.6 billion) continued as per schedule. Completion of the second stage will see first coal on ship in the second quarter of 2012.

The expansion of the PWCS/KEP project continued with Bechtel (\$680m) along with an additional \$230 million worth of work which is due for completion in late 2012.

The Mangoola (\$400m) coal mine project in the Upper Hunter was successfully completed in mid 2011, along with the Taggart Wilpinjong (\$75m) expansion near Mudgee. The Thiess/Sedgman JV Bengalla (\$90m) mine project should be completed at the end of 2011. The Ravensworth North (\$400m) project continued at a slower pace than planned.

Discussions are continuing for projects at Orica (\$700m), Mt Pleasant (\$400m), Maules Creek (\$600m), Ulan West (\$44m). All of the construction projects in the region are covered by FWA agreements with the IRC of NSW nominated as the alternate dispute resolution provider.

Sydney Harbour Bridge OHS and Allowances Dispute

Following a dispute in 2010 over possible lead contamination for workers employed to maintain the Sydney Harbour Bridge an independent reference group was formed and chaired by Justice Hungerford (former member of the NSW Industrial Relations Commission).

A detailed report was released by the reference group which made a series of recommendations with respect to further improvements to OHS procedures as it relates to lead dust contamination. Unions NSW, with its affiliates, worked closely with the RTA to implement the recommendations.



Community Engagement

Sydney Alliance

Unions NSW continued to maintain an active role within the Sydney Alliance. The Sydney Alliance had its genesis over 4 years ago when Unions NSW facilitated its creation through seed funding and human resources.

The Sydney Alliance is made up of over 40 diverse groups representing community, religious, and union organisations. Its aim is create an organisation capable of influencing organisations such as Government to implement policies and programs designed to create a fairer Sydney and society more generally.

During the year Unions NSW was represented on the Board and Leaders Council of the Sydney Alliance. In addition Unions NSW provided administrative support to the Alliance. Officers of Unions NSW also helped facilitate forums and training. Unions NSW sent a delegation to the Founding Assembly of the Sydney Alliance at Sydney Town Hall held on 15 September.

Outreach Programs

St Vincent's De Paul CEO Sleepout

Once again unions supported the Vinnies CEO Sleepout in June with the Secretary one of many spending the night at Luna Park. Thanks to the support of the union movement over \$17,000 was raised by Unions NSW.

Fusion - Western Sydney

Unions NSW assisted Fusion Western Sydney (a faith organisation which assists at risk youth) to refurbish and renovate their Western Sydney Headquarter situated in St Mary's. Their premises were officially opened in October 2011.

Unions Aid Abroad (APHEDA) - Children Working on Manila Garbage Dump

Unions NSW provided financial support to a project that works with families living in the Manila Garbage Dump. There are approximately 700 families that live in shanties situated within, and around, the Manila Garbage Dump. The families search the dump for saleable items to support their family.

With Unions NSW's support the project has been able to provide two volunteer teachers to teach the children in a day-care centre that has been built. For many this is the only formal education they will receive. The project has also facilitated medical check-ups for all the children living in the dump in both September and December.

Exodus Foundation

Unions NSW participated in the Exodus Foundation's Youth Development - Careers workshops. This is a program that offers young people who have dropped out of the education system for one reason or another a second chance to finish their education and obtain skills.

Unions NSW and other affiliates such as the CFMEU attended a number of the career workshops and conducted sessions for the students on IR, OHS and provided them with information on unions, the type of work people do & possible career options.

The feedback from the trainers and students was very positive and the students really benefited from these sessions.

Communications

Throughout 2011 Unions NSW continued to develop its communications capacity. Given the increasing importance of effective communication in the modern world this is an important area for unions. As a result Unions NSW has employed an additional staff member to assist with communications whilst streamlining external arrangements for media consultancy.

Media

In 2011, Unions NSW engaged Mountain Media to provide support with public relations and press liaison.

Nick Lucchinelli and Phil Davey produced substantial proactive and reactive media outcomes, ensuring Unions NSW maintained a high profile in a busy year.

Particular highlights included coverage of the two major public sector rallies, (in June and September) coverage of Unions NSW's response to the State Budget as well as high profile stories emanating from the Unions NSW Australia at Work research project.

Unions NSW had front page coverage in all major newspapers through the course of the year and featured regularly on all metropolitan television and radio stations.

Database

Unions NSW commissioned the development of a custom activist database to facilitate the requirements of modern communications and campaigns.

The new database was implemented to facilitate a whole-of-organisation approach to data retention.

This database is functional and has been online since March 2011 and will be developed to implement further functionality on an ongoing basis.

Web Development

Unions NSW has retained two new suppliers of website services after the previous contractors failed to meet expectations in terms of cost and quality.

This initially delayed development of both the Unions NSW and UnionNET websites due to both the time the tender process took and due to the time it took to brief the new developers. Despite these delays progress has since been made on these websites and further development is expected in 2012.

UnionNET

UnionNET is Unions NSW's website for affiliates. It provides access to circulars, events and other resources.

In 2011 major work was undertaken to UnionNET to allow access to public information without a password. Information marked private still requires a password to access.

This has seen a significant increase in the usage of UnionNET. In 2012 Unions NSW will undertake an awareness and education campaign to promote the use of UnionNET.

Unions NSW

The Unions NSW website has continued to function as Unions NSW's public face on the internet. This site provides members of the public with information about unions and Unions NSW and includes media releases, videos and photos.

There have been many technical problems with the development of the Unions NSW website. Whilst these problems are not necessarily visible to the public at large they undermine the efficient and effective operation of the Unions NSW homepage.

Unions NSW has pursued the original developers to fix many of the technical problems with the Unions NSW website and this work is nearing completion.

A new organisation has been retained to maintain and update the functionality of the Unions NSW website into 2012.

[Better Services for a Better State](#)

The “Better Services for a Better State” website has functioned well as the basis for online actions during the campaign against the O’Farrell Government’s attack on the rights of public sector employees.

Numerous online actions directed to the NSW Government, crossbench MPs and NSW Labor were run through the “Better Services for a Better State” website.

Work has commenced on integrating social media into the “Better Services for a Better State” website including a flickr events gallery and Twitter news updates. These were launched in January 2012.

Social Media

Unions NSW has a presence on various social networking platforms including flickr, Twitter and Facebook and has cautiously embraced social networking. Like many organisations, Unions NSW is balancing the ever increasing demand for liberal communication with its responsibility to ensure that communication accords with the stated positions of the organisation, its elected officials and membership.

In 2012 Unions NSW will focus on increasing the amount of content distributed through Facebook and Twitter, engaging in two-way dialogues with other users of social media and the implementation of periodical newsletters to affiliates.

Video Production

The Unions NSW’s video unit has been bolstered by the employment of Sam Kiejda who brings with him a wealth of experience in video production.

This year Unions NSW has produced videos for both affiliates and the organisation itself. These productions including videos of the “Better Services for a Better State” campaign, the numerous campaign actions against the O’Farrell Government and various videos for affiliates.

Unions NSW Directory

Unions NSW has implemented an online edition of the longstanding Unions NSW directory. The online edition will service both desktop and smartphone clients and will provide to-the-minute information about affiliates to other union officials and members of the public.

Education Forums, Training and Seminars

Superannuation Forum

Superannuation forum held with AIST CEO Fiona Reynolds and Project Director David Haynes. The seminar was held on 7th November 2011 and was a briefing to Unions NSW in relation to Stronger Super and MySuper legislative amendments.

WorkCover Training

Unions NSW has been successful in accessing a WorkCover Assist grant that runs until mid 2012. The grant provides for the employment of a Work Health and Safety Legislation Implementation Coordinator, who has been assisting affiliated unions get ready for the new Work Health and Safety Act that come into operation on January 1 2012. Training is being provided to officials, delegates and members of affiliated unions across the state in metropolitan and regional locations. Already a number of unions have been trained in the new aspects of the law including changed penalties for employers and workers, new consultation arrangements and the power of worker's representatives to issue enforceable notices on duty holders that will be used to improve workplace safety outcomes.

Union Lawyers and Industrial Officers NSW

Unions NSW supported the Union Lawyers & Industrial Officers NSW Group, whose principal objective is to support and uphold the principles of trade unionism and the legal rights and interests of working people.

On 17-18 February 2011 a 1 ½ day intensive legal education seminar was held at Trades Hall which provided an opportunity for industrial lawyers to meet their Mandatory Continuing Legal Education requirements. It had a range of speakers addressing the issue of Labour Law: Australian and International Perspectives. The keynote speaker was Margaret Wilson, DCNZM, Professor of Law and Public Policy at the University of Waikato, former Attorney-General and Minister of Labour in the Helen Clark Labour Government.

Seminars were also held during the year with Lachlan Riches, Partner, Taylor & Scott, on Defamation & Industrial Relations and Mark Gibian, HB Higgins Chambers, on incorporating policies, unregistered agreements and custom and practice into contracts of employment.

IR Seminars

During the year Unions NSW conducted a range of industrial relations seminars.

On 20th October 2011 a Fair Work Seminar was held with respect to matters arising under the Fair Work Act in the Federal Magistrates Court (FMC). Guest Speakers were Federal Magistrate Cameron who spoke on procedure and case management in the FMC and Daniel O'Sullivan on options for unions in the FMC.

Unions NSW also produced **A Union Guide to Recovering Unpaid Wages** - a resource manual for union officials on recovering unpaid wages

On 7th July 2011 Adam Hatcher presented a seminar on Updating Unions on General Protections under the Fair Work Act

On 20th July 2011 a Fair Work Ombudsman's Seminar was held. Guest speaker was Mr Ian Unsworth, a Fair Work Inspector.

Organising and Growth Conference

Unions NSW in conjunction with the ACTU held an Organising and Growth Conference on the 23 -24 June. This conference was a great success with over 200 people attending. The conference covered a range of areas such as the challenges faced in a global context, how unions can work strategically together and building alliances. The conference also allowed the opportunity for unions to network exchange ideas and to showcase their success stories around growth, delegate and leadership development, intensive campaigning, organising in a hostile environment, social media and new techniques in organising. The evaluation feedback from the unions who attended rated the conference as one of the most informative they had attended. Unions NSW will establish a reference group of unions to oversee and provide input for a 2012 conference.

UnionStart

In 2011 Union Start continued to provide educational presentations to young people regarding their workplace rights and the role and importance of unions. UnionStart visited a number of different educational institutions over the year, where presentations looked at what rights and entitlements workers have as well as the representative and bargaining role that unions play.

Schools visits were the main focus of Union Start with presentations being delivered as a component of career education. In 2011 Union Start provided 30 school presentations across Sydney. Union Start also visited a number of TAFEs and universities, as well as youth community groups. Overall UnionStart provided presentations to over 1000 young people.

Union Summer

The Union Summer internship program was run again in 2011 from 31st Jan - 18th Feb. Union Summer provides young activists interested in social justice an opportunity to experience what it is like to work for a union and how to channel their activism into improving the lives of working Australians. In 2011, 18 unions participated in Union Summer, providing 32 young people with an experience of what it is like to work for a union. Union Summer seeks to identify and develop the next generation of union organisers and leaders. Following participation in Union Summer interns maintained an attachment to the union movement; some gained employment within the movement, whilst others returned to their workplaces as strong union activists and future workplace leaders. The Union Summer internship will run again in 2012 from 30th January - 17th February.

General

Women's Committee

This year the Women's Committee met monthly and continued to operate as a working committee with regular attendance from a number of affiliates as well as engagement of all affiliates through broad activities and campaigns.

This year saw the commencement of the Paid Parental Leave scheme in January 2011. Unions NSW remains actively engaged in the implementation of Paid Parental Leave. Jill Biddington sat on the Paid Parental Leave Implementation Committee, which discusses issues around implementation and education.

The Committee celebrated the 100th anniversary of International Women's Day by coordinating a large participation from union women in the IWD March on 12 March 2011. Unions NSW handed out purple and green Women's Rights @ Work helium balloons and also held a stall after the rally.

On 1 September 2011, Equal Pay Day was commemorated with a morning forum titled: *How far have we REALLY come? Past Triumphs - Future Challenges*. Speakers included June De Lorenzo, Former President of the Australian Tramway & Motor Omnibus Employees Association, Audrey McDonald, Former National Secretary of the Union of Australian Women and Maire Muir, Former Vice President of the NSW Teachers' Federation. This event also saw the launch of the Australia@Work Fact Sheets on Gender Pay Equity, which showed the gender pay-gap is still 8%.

During the year the Women's Committee continued to engage with the Domestic and Family Violence Clearinghouse around the issue of domestic violence and the implications that it has on working people. The Clearinghouse has been working on the inclusion of Domestic Violence Clauses in enterprise agreements which include special leave arrangements for employees experiencing domestic violence. The Clearinghouse provided updates to the Committee during the year and also provided training on 12 October 2011. A number of affiliates have now achieved domestic violence leave clauses in their enterprise agreements. The Women's Committee is creating a database of where such clauses have been achieved.



In September and October 2011, the Women's Committee held planning meetings to discuss our purpose and priorities for 2012. The purpose of the Women's Committee was articulated as:

- promoting unions as a recognised and respected advocate for working women;
- making representations to affiliated unions, the community and government;
- improving the quality of life for working women;
- encouraging active union membership among women;
- promoting women in union leadership; and
- integrating into regular administrative, organising and industrial activities.

The Committee decided it wished to remain a women only committee but that it was not exclusive and would be open to attendance by rank & filers, multiple representatives from union offices and all affiliates.

In 2012 the Unions NSW Women's Committee will focus on the "Secure Jobs. Better Future." campaign by:

- encouraging women workers to make submissions and get active in the campaign and in their union;
- developing tools to facilitate involvement;
- conducting regional visits; and
- making a submission to the Inquiry.

Other priorities are:

- equal pay;
- women in unions;
- domestic violence clauses;
- International Women's Day;
- Federal Discrimination Laws Review;
- review of the Equal Employment Opportunity in the Workplace Act (EEOWA) and Employer Awards; and
- adequacy of retirement incomes.

Events

International Day of Mourning

Unions NSW organised this year's International Day of Mourning ceremony held on 28th April 2011. This year's event was very successful with over 400 people attending from as far as New Zealand and Western Australia. This year's ceremony was attended by the NSW Governor Marie Bashir, representatives from the federal and NSW governments, including representatives from the opposition. Unions NSW worked closely with the Darling Harbour Foreshore Authority to beautify landscape, improve and upgrade the surroundings at Reflection Park. The upgrade includes stepping stones which provides the history of the Union movement, as well as details outlining the significance of the *Bronze Memorial Sculpture*.

Delegates Recognition Awards

Unions NSW determined that we would reward our activists and delegates with a recognition award for their contribution. This was held after the organising conference at a special function. This was so successful that we held another event and invited Bob Hawke to present the awards. The delegates who received these awards were overwhelmed that they were recognised by the whole union movement for their activism. During the awards night, the activists were privileged to be in the

presence of the Honourable Bob Hawke, Former Prime Minister of Australia and the famous comedian Jerry Lewis.

Unions NSW intends to make this an ongoing event.



Information Technology

General

Technology plays a vital role here at Unions NSW, over the years Unions NSW has increasingly become more dependent on technology. Technology allows Unions NSW to grow and expand in ways never thought possible. At Unions NSW the Information System plays the role as 'enabler and facilitator'.

Milestones

This year Unions NSW has taken a massive leap in technology from Windows XP to Windows 7, Exchange 2003 to Exchange 2010, Office 2007 to Office 2010. All upgrades have been done without the use of external contractors or suppliers which will ensure lower ongoing costs and the retention of the technical skill set.

Unions NSW will continue to maintain and support several popular websites in addition to our main site. These include www.unionstart.org.au, betterstate.org.au, labor.org.au and tradeshall.com.au.

Unions NSW is fully utilising new emerging technology such as VMware vSphere which has transformed the data centre and dramatically simplified the infrastructure. In turn this has enabled Union NSW to deliver the next generation of flexible, reliable IT services. It has also consolidated the Unions NSW hardware requirements and resulted in significant cost savings.

We have seen many key projects successfully deployed this year including a secure free Wireless network which is available in the Trades Hall Boardrooms, Training Rooms and Atrium. We have also seen the introduction of a fully managed printing system "FollowMe" offered by Xerox, which is a

flexible, fully accountable printing solution and has resulted in an estimated 30% reduction in overall printing costs, some of the other benefits include tracking the Unions NSW environmental footprint.

Upcoming

In 2012 we are looking forward to many more exciting IT projects including the permanent fixture of Video Conferencing (Skype), further developments of the CRM, and an online room booking system.

Trades Hall

Conservation of Historic materials

The Trades Hall is the home of one of the pre-eminent labour history collections in Australia. It is one of the most significant such collections in the world. 2011 has seen the collections expand once again with important conservation work on the banners and significant additions to our badge, poster and photograph archives.

The Heritage Council of NSW funded conservation project was completed in May with the very badly damaged Mining Employees silk banner being re-assembled, re-stitched and trimmed. The conservator Karen Coote adopted and advanced the techniques used by the Textile Conservation Studio at the Peoples History Museum in Manchester, UK. This involved purchasing and then colour-matching silk, and then hand stitching very fine silk thread along the whole length of the banner to attach the old silk fragments to the new silk, a very precise and exacting task. The Manchester banners were done with coarser thread but this thread is not even visible except under very close scrutiny if you are told it is there! The banner now hangs proudly in the Lorna Morrison Room on Level 1.

Karen, Bill Pirie and Kevin Bray have been active cleaning and repairing other banners as necessary. We have just started cleaning a modern CFMEU Mining banner that was rolled up in their storeroom.

Many of the old banners are in need of work each time they are moved, because of their age and fragility. It helps us appreciate the work of Edgar Whitbread, the man who designed and painted many of the banners in the early 20th century, and who came back to Trades Hall each year until the 1950s to effect repairs and restoration of the banners that became necessary even then after each parade. Unions contributed to a fund to enable him to do this.

Karen was featured on ABC regional radio as part of their regular segment on people with unusual occupations. Eastside community radio in Sydney had a 30 minute segment with Neale on the history of banners and the eight hour day.

Other conservation work has involved scanning of old photographs, including two of union picnics from 1903 and 1906, featuring Chris Watson, one time President of the Labor Council and the first ALP Prime Minister. A photograph with union officials and the original Victorian Eight Hour banner (Eight Hours Work, Eight Hours Restoration, Eight Hours Rest) was discovered, scanned and framed. There are few images of this banner in existence.

The rarest badge we have acquired this year is a sterling silver 1890s eight hour sports day. Other unusual additions include a badge from the Indonesian Film and Dramatic Arts Union (SARBUFIS) before the Suharto crackdown of left forces in 1965, a French Vietnamese badge, a pennant from the Women's Trade Union League (USA) from the early 1900s. This goes with a number of historic photographs of rallies organized by the League. Posters include one early 1970s poster supporting Cesar Chavez and the United Farm-worker's Union in California as they campaigned across the USA for boycotts of produce from corporate farmers exploiting their members.

The collections range across much Australian union history and the connections between Australian labour and labour in many other countries. Our badge and poster collections cover, in particular, African, Asian, American and European countries.

Exhibits

The Atrium area of Trades Hall has this year featured special exhibits on the 100th anniversary in International Women's Day, May Day, Equal Pay, anti-privatisation and contracting out, defending the public sector, a collection to support the Public Services International Conference function, the International Day of Mourning for Workers killed at work and the Finance Sector Union delegates conference. **Tours of the Hall** have been a regular feature this year with unions incorporating the tour into delegates training, plus many overseas visitors and other casual visitors keeping the guides busy.

Material from the collections currently graces the Museum of Australian Democracy in Canberra, and reproduced material has been sent to the UK and used by the Marx memorial Library in its seminars, and by the 25th anniversary of the Wapping Dispute (centred around the Murdoch press and its attack on the printers). We have acquired some badges of this dispute and the exhibit that has been assembled and may travel to Australia in 2012.

We had a short but well received exhibition at the Balmain Watchhouse timed to coincide with the State ALP conference, exhibited at the National Labour History conference in Canberra and at the National Folk Festival in that city. The National Museum of Labour project features Trades Hall material in its travelling shows and promotions.

The Green Bans history project used our material in designing the walking tour of Woolloomooloo commemorating the efforts of workers and residents.

A large proportion of our historic banners are now hanging at the State Mine Museum in Lithgow and will remain on display there until Easter 2012.



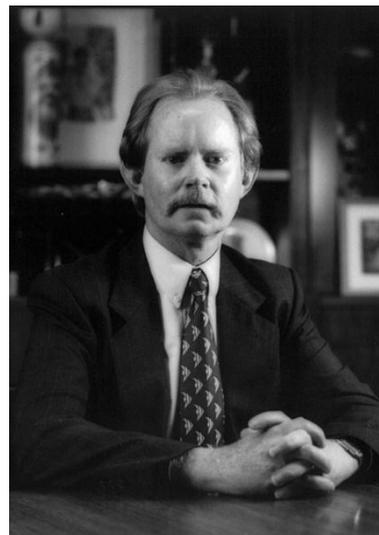
Appendix A: Finance Report

Management Account

Total Income for the year was \$11,386,788 as compared with \$3,902,842 for the previous year, an increase of \$7,483,946. This included Sustentation Fees of \$1,751,313 (2010: \$1,722,615) a dividend of \$155,256 was received from Chifley Financial Services Limited (2010: \$1,844,744) and there was a one off net gain on the internal allocation of funds on the sale of Currawong

Total Expenditure for the year which included Organising Campaign Costs of \$523,697 (2010: \$488,823), was \$4,363,814 as compared to \$4,170,060 for the previous year, an increase of \$193,754.

The result for the year was a surplus of \$7,022,974 as compared with a deficit of \$267,218 for the previous year.



Property Account

Total Income for the year was \$2,379,967 which was an increase of \$147,670 on the previous year. Total Income included a one off item of \$123,958 on the internal allocation of funds on the sale of Currawong.

Total Expenditure of \$1,081,958 was \$26,347 higher than the previous year.

The result for the year was a surplus of \$1,298,009 compared to a surplus of \$1,176,686 for the previous year.

Currawong

Rental Income of \$184,993 was received during the year and operating expenses of \$170,871 were incurred.

Total Income for the year included a one off item of \$10,551,117 being the net surplus on disposal of the property. Total Expenditure included a one off item of \$8,656,905 on the internal allocation of funds on the sale of Currawong. On 28 January 2011 the sale of the Currawong Property to Eco-Villages Australia Pty. Limited was completed. The total proceeds received in respect of the sale amounted to \$11,000,000. These were comprised of \$7,253,222 received on completion and the security sums of \$3,746,778 received previously.

Wireless Committee

Total Income for the year was \$6,035,475 compared with \$5,278,516 for the previous year. Total Income includes interest of \$5,265,875 charged to the Trades Hall Association Limited on the loan facility made available to that company.

Total Expenditure for the year was \$886,437 compared with \$644,992 for the previous year.

The Net Surplus for the year was \$5,149,038 compared to the previous year.

Trades Hall

Total Income for the year was \$1,278,839 compared with \$1,048,452 for the previous year an increase of \$230,387.

Total Expenditure for the year was \$7,375,396 as compared to \$6,424,508 for the previous year which included interest of \$5,265,875 charged by the Wireless Committee on the loan facility made available to the company.

The result for the year was a deficit of \$6,096,557 compared to the previous year.

Consolidated Position

Total Income for the Consolidated Accounts was \$17,283,781 and total Expenditure was \$7,983,885.

The Result for the year was a surplus of \$9,299,896 (2010: \$149,274).

Net Assets have increased from \$31,885,000 in 2010 to \$40,773,000 in 2011.



Appendix B: Boards and Committees

During 2011 Officers and Officials of Unions NSW have made a significant contribution to a number of boards and government committees as follows:

Mark Lennon

- ACTU Executive - Member
- First State Super (FSS) - Director
- National Workplace Relations Consultative Council - Member
- NSW Industrial Relations Advisory Council - Member
- Trades Hall - Director
- Union Aid Abroad: APHEDA - Committee of Management
- WorkCover NSW Board - Director
- Sydney Financial Forum - Committee Member

Chris Christodoulou

- ASSET Board - Director
- Industry Capability Network - Director
- Long Service Payments Corporation - Consultative Committee Member
- Illawarra Venues Authority - Chairperson
- Sydney Alliance - Director
- Trades Hall Association - Director

Adam Kerlake

- Building & Construction Industry Long Service Payment Committee - Alternate Consultative Committee Member
- PILLAR - Board Member
- NSW Manufacturing Council - Committee Member

Mark Morey

- ACTU Industrial Legislation Committee
- Chifley Board - Director
- Dust Diseases Board
- Federal Magistrates Court of Australia Employment Law User Group Mtg
- Home Building Advisory Council
- IRRRC Advisory Committee
- Social Inclusion and Vocational Access Industry Reference Group
- TAFE NSW Access Employment, Education & Training Framework Reference Group
- VET Advisory Committee
- VET Consultative Forum

Alisha Wilde

- Asset Super - Director
- Occupational Health & Safety Act Reference Group
- Public Sector Workforce Consultative Committee

- WorkCover Workers Compensation & Workplace OHS Advisory Council of NSW
- Workers' Health Centre - Board Member

Emma Maiden

- Correctional Services Industry Consultative Committee - Committee Member;
- Legal Super - Director

Peter McPherson

- Hunter Valley Training Company Board - Director
- Newcastle Uni ER and HRM Industry Advisory Committee - Inaugural Member
- Vocational Training Tribunal - Member

Arthur Rorris

- Regional Development Australia (Illawarra) - Board Member -
- Illawarra Regional Information Service - Director
- Trade Union Centre, Wollongong - Director



Appendix C: Unions NSW Officers



Mark Lennon



Chris Christodoulou



Adam Kerslake



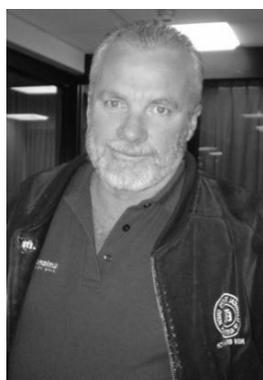
Emma Maiden



Mark Morey



Alisha Wilde



Peter McPherson



Mary Yaager

Appendix C: Unions NSW Officers



Neale Towart



Arthur Rorris



Paul Doughty



Shay Deguara



Kate Minter



Mark Coverdale



Sam Kiejda



Stephen Dampf

Unions NSW
2011 Annual Report

Level 3, 4 - 10 Goulburn St, Sydney NSW 2000

Ph (02) 9881 5999 • Fax (02) 9261 3505

mail@unionsnsw.org.au

www.unionsnsw.org.au